

# CONSTRUCTING A VALUES-BASED FOUNDATION FOR METADATA JUSTICE WORK

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SECRET  
TITLE

# GROWING WITH CARE TOWARDS PRINCIPLED METADATA JUSTICE WORK

# AGENDA (WITH TIMELINE)

- INTRODUCTION AND RESOURCES - 5 MIN
- COLLABORATIVE ACTIONS TOWARDS CREATING A DOCUMENT TO SUPPORT PRINCIPLED METADATA JUSTICE WORK - 10 MIN
- GROUP ACTIVITY - 25 MIN
- FINAL THOUGHTS - 5 MIN

# RESOURCES



[THESE SLIDES](#)



[EXAMPLE DOCUMENT](#)



[ETHERPAD EXAMPLE](#)

[HTTPS://SHAREOK.ORG/HANDLE/11244/337931](https://shareok.org/handle/11244/337931)



# IT IS NATURAL TO FEEL A SENSE OF URGENCY

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- THE PROBLEMS ARE MASSIVE, SYSTEMATIC, AND EVER-GROWING
- OUR WORK (OR DENIAL) AFFECTS REAL PEOPLE
- DECADES OF BACKBURNERED WORK



# WE WILL SLOW DOWN

"If you are a tree slow growth is the key to growing old. Growth fueled by hefty additions of excess nitrogen from agricultural operations is unhealthy."

- Peter Wohlleben, *The Secret Life of Trees*



# WE WILL SLOW DOWN MORE

"It's supremely unhealthy, for both individuals and organizations, to try to be in bloom all the time. Perhaps, if we reject the capitalist drive to constantly churn out new products and instead take a stand to support more reflective and responsive practices, we can offer our patrons services that are deeper, more lasting, and more human."

- Julia Glassman, "The Innovation Fetish and Slow Librarianship: What Librarians Can Learn from the Juicero"



WE WILL  
SLOW DOWN  
EVEN MORE

"Our collective resting coordinated with deep traveling within our hearts begins the process of dismantling capitalism, white supremacy, racism, homophobia, ableism, and patriarchy."

"There is no rush. There is no urgency. Unravel from the lies of white supremacy culture. Rest is a meticulous love practice."

- Tricia Hersey, Founder of the Nap Ministry, *Rest is Resistance*



A photograph of a large, ancient tree with thick, gnarled roots spreading across the forest floor. The tree's trunk is massive and textured, and its branches are covered in lush green leaves. The ground is covered in fallen leaves and small plants. A green rectangular box is overlaid on the center of the image, containing white text.

WE WILL ROOT  
OURSELVES IN  
HUMANITY

# WHO ARE WE GROWING THIS FOREST FOR AND WHY?

- COMMUNITIES
  - SELF
  - FAMILY
  - WORK GROUP
  - OTHER COMMUNITIES
    - INTERNAL AND/OR EXTERNAL COMMUNITIES
- CENTRALITY OF TRUST




WE WILL GROW  
WITH CARE

# TAKE TIME BUILDING OUT GROWTH RINGS

- SCOPE
  - WHAT KIND OF WORK WILL YOU START WITH?
  - HOW MANY PEOPLE WILL BE INVOLVED AND WHAT DOES ADMIN SUPPORT LOOK LIKE?
  - WHAT IS OUTSIDE THE SCOPE OF WORK?

# TEND SHOOTS, BRANCHES, SEEDLINGS WITH CARE

- COMMUNITY REST AND RECOVERY
  - HOW DO WE CARE FOR OURSELVES AND OTHERS DOING THIS WORK?
  - HOW CAN WE VALUE NON-PRODUCTIVE TIME AND SPACE IN THIS WORK?

An aerial photograph of a dense forest with a variety of tree colors, including greens, yellows, and oranges. A semi-transparent green rectangular box is centered over the image, containing white text.

WE WILL BUILD  
SUSTAINABLE  
ECO-SYSTEMS

# HOW CAN WE MAKE THIS WORK SUSTAINABLE INTO THE FUTURE?

- **COLLABORATING ON PLANS AND DOCUMENTATION FOR**
  - OUTLINING ROLES AND RESPONSIBILITIES
  - COMMUNICATION THAT IS CLEAR, DIRECT, AND CONSISTENT
  - DISCORD AND GRIEVANCES
  - ORGANIZED DOCUMENTATION
- **PLAN FOR HOW TO INSTITUTE CHANGE WHEN/AS NEEDED**
  - EXPANDING GROWTH
  - CONTROLLED BURNS

A close-up photograph of a brass compass resting on an antique map. The compass is positioned on the left side of the frame, with its needle pointing towards the top-left. The map is spread out on a wooden surface, showing detailed geographical features and a grid of latitude and longitude lines. The lighting is warm, highlighting the metallic sheen of the compass and the aged texture of the map.

WE WILL CREATE  
OUR OWN  
COMPASSES

# WE'RE HUMANS, NOT TREES!

- HOW TO CONTINUALLY FIND OUR WAY BACK
  - TO OURSELVES
  - TO OUR ROOTS
  - TO THE GROWTH WE HAVE TENDED WITH CARE
  - TO OUR SUSTAINABLE ECO-SYSTEMS
- ACTIONABLE PRINCIPLES



# GROUP ACTIVITY

- BREAKOUT ROOMS
- BRAINSTORMING BASED ON THE 5 ACTIONS
  - 25 MIN TOTAL
  - 5 MIN FOR EACH SECTION
- ETHERPADS
  - EXAMPLE

- SLOW DOWN
  - FAVORITE WAYS TO SLOW DOWN
  - INSPIRATION FOR SLOWING DOWN
- ROOT YOURSELF IN HUMANITY
  - WHO ARE WE DOING THIS WORK FOR AND WHY?
  - IS THERE TRUST-BUILDING WORK TO DO, AND WITH WHOM?
- GROW WITH CARE
  - WHAT MIGHT BE IN/OUT OF SCOPE FOR YOU?
  - HOW CAN WE CARE FOR ONE ANOTHER/VALUE NON-PRODUCTIVE TIME?
- SUSTAINABLE ECOSYSTEM
  - WHAT ARE SOME KEY PIECES YOU'LL WANT IN YOUR DOCUMENT?
- CREATE YOUR COMPASS
  - WHAT ACTIONABLE PRINCIPLES MIGHT GUIDE OUR WORK WITH METADATA JUSTICE?

# GROUP ETHERPAD LINKS

- ETHERPADS

- Group 01 - [https://pad.riseup.net/p/MJ\\_Foundations\\_Group\\_01](https://pad.riseup.net/p/MJ_Foundations_Group_01)
- Group 02 - [https://pad.riseup.net/p/MJ\\_Foundations\\_Group\\_02](https://pad.riseup.net/p/MJ_Foundations_Group_02)
- Group 03 - [https://pad.riseup.net/p/MJ\\_Foundations\\_Group\\_03](https://pad.riseup.net/p/MJ_Foundations_Group_03)
- Group 04 - [https://pad.riseup.net/p/MJ\\_Foundations\\_Group\\_04](https://pad.riseup.net/p/MJ_Foundations_Group_04)
- Group 05 - [https://pad.riseup.net/p/MJ\\_Foundations\\_Group\\_05](https://pad.riseup.net/p/MJ_Foundations_Group_05)
- Group 06 - [https://pad.riseup.net/p/MJ\\_Foundations\\_Group\\_06](https://pad.riseup.net/p/MJ_Foundations_Group_06)
- Group 07 - [https://pad.riseup.net/p/MJ\\_Foundations\\_Group\\_07](https://pad.riseup.net/p/MJ_Foundations_Group_07)
- Group 08 - [https://pad.riseup.net/p/MJ\\_Foundations\\_Group\\_08](https://pad.riseup.net/p/MJ_Foundations_Group_08)
- Group 09 - [https://pad.riseup.net/p/MJ\\_Foundations\\_Group\\_09](https://pad.riseup.net/p/MJ_Foundations_Group_09)
- Group 10 - [https://pad.riseup.net/p/MJ\\_Foundations\\_Group\\_10](https://pad.riseup.net/p/MJ_Foundations_Group_10)

# FINAL THOUGHTS

- ETHERPADS
  - AVAILABLE FOR OVER A MONTH
  - .TXT FILES WILL BE EXPORTED AND SHARED OUT POST-SYMPOSIUM
  - TIME TO ADD MORE BEFORE NEXT WEEK
- PLEASE SHARE ANY COMMENTS AND/OR CONSTRUCTIVE CRITIQUES IN THE SURVEY SHARED OUT BY THE SYMPOSIUM ORGANIZERS

# SUGGESTED READINGS



ANY AND ALL OF AUDRE LORDE'S WRITINGS



REST IS RESISTANCE  
TRICIA HERSEY



THE HIDDEN LIFE OF TREES  
PETER WOHLLEBEN



"THE INNOVATION FETISH AND SLOW  
LIBRARIANSHIP: WHAT LIBRARIANS CAN  
LEARN FROM THE JUICERO"  
JULIA GLASSMAN



THANK YOU!

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