


We Are NOT Okay: Library Worker Trauma Before and During COVID-19 and What Happens After

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Thank you for joining us and participating on the Jamboard! All responses are available on the following pages.

Thank you for this webinar. The last two libraries I worked at made me feel extremely burnout and didn't feel like we were being supported as staff/community members. I appreciate this and I felt more heard and seen then I did in a long time.

Frustrated because my system has a legacy of making staff feel unimportant and complaints trivial

Could we just normalize asking "do you need anything from me?" and quit pretending we are superhuman?

Love to
Califa!

I've been crying at my desk all morning because the mask mandate is going away and I can't program to people who aren't wearing masks. I didn't think it was safe before either.

And no one has noticed I've been bawling.

I hope to influence admin to include staff wellness goals into our strategic plan.

I plan to share this with my coworkers that could not attend and see if we can make some improvements to speak up for ourselves as self-care.

I'm going to share the handouts with my workgroup and try to normalize the debriefing process. Hard to do when the system sees you as "negative" when you express opinions that go against the "move along" vibe.

Recommend the recording to all my bosses and team leaders.

Sharing this webinar with coworkers who couldn't attend.

Prioritizing ourselves first and also recognizing when others- peers and admin folks- may need support.

Move at Trust Speed.

+1! Move at the speed of trust! <3

Self Care

I loved that - Move at the speed of trust!

yup!

More mental health check-ins with my staff and my colleagues.

Checking in with staff and making sure to check in with myself.

Awareness: "How am I feeling today?" ,
Readiness: "Am I ready to be at work today?" and
Evaluation: "Am I able to set healthy boundaries and limits?" questions with my team and myself. "Checking-In,

I will build and strengthen relationships with co-workers

I meet with my staff every other week one-on-one to see how they are doing. It's helped me get a feeling for the overall culture and get to know them better.

Check in with my staff more frequently. It's been hard to do with the constant changes during the pandemic

Sharing the SHINEAPP. Will incorporate a way to check on Library staff possibly through Staff meetings or 30-minute breaks

meeting one-on-one with the department head. However, we decided that everyone in a supervisory position needed to meet individually with each of their direct reports on regular basis (which had not been happening),

Other than recommending this recording, doing more personal mental health check ins and discussing having regular group mental health check ins to my supervisors.

Listen more and realize I have been through trauma too

I love the idea of having a positive check in at the end of the day for all staff.

Work to get more recognition and help for library workers into our new union contract this year

Listening with the intent to LISTEN. Change can come after, but feeling heard is step one.

I'll share highlights with our Mental Health focus group at work. I want to suggest to colleagues that it's validating to just check in and listen and we don't have to "solve" every problem or bright-side everything.

I love my work but hate what it has done to me.

Do a keep-stop-start exercise with folks so we can identify what we will STOP DOING.

Share recording with other library managers in my region

As a new library board trustee, sharing the event details and recording with my colleagues

Lots of check-ins with colleagues doing the good work that often gets overlooked, forgotten, and minimalized by administration and others.

I want to talk to HR about changing our wellness hours to include work time for self-care.

I'd like to write an article on this topic.

Connection points for all staff have morphed. Some who never spoke of outside library life now do, and vise-versa. Hard to keep up with shifting emotions.

I'm working to get EAP--Employee Assistance Program--benefits launched for all staff. Most benefits are extended to Full time staff. We all need resources.

Suggest empathy check-ins at the organizational level (a phone call would be amazing, but even an email at this point would be a step in the right direction)

Create trainings to deliver as the State library on best practices around supporting library staff. Work within my own team to create a safe space to share during meetings.

Leave the profession. This institution will be broken long after I die and I would like to reclaim my life.

Find a way to model wellness to my team; though first I need to put on my own "life jacket."

I want to find a way to effectively encourage our "front line" staff to step up and help create/shift the culture of our workplace.