



A division of the American Library Association

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## 2017 LITA AvramCamp Summary

Prepared by Jenny Levine, LITA Executive Director

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[LITA held its first ever AvramCamp](#) on Friday, June 23, at Northwestern University's Library in Chicago. This low-cost preconference at ALA Annual, based on [the AdaCamp model](#), allowed female-identifying individuals employed in various technology industries to network with others in the field and to collectively examine common barriers faced. We had 45 people primarily from academic and public libraries register for the day-long event, including 10 scholarship recipients thanks to your sponsorship. We are grateful for your support to make this unique and valuable experience possible.

The morning began with Margaret Heller presenting [a workshop on fighting Imposter Syndrome](#), which is prevalent among women doing publicly visible and publicly criticized work like that done in open technology and culture.

Using an unconference model, participants proposed and voted on topics for nine afternoon unconference sessions with the most relevance to their work and lives:

- Owning being a career bitch
- Negotiation
- Navigating self-promotion/speaking - how do you put yourself out there
- Get into tech services/Challenges with Agile project management
- Demonstrating confidence
- Career advancement, skills needed for leadership advancement
- Hiring, recruiting, mentoring, and coaching
- Compassionate supervision
- How to appropriately push back on aggressive males & How to be an ally when you have a colleague who takes credit for others' work

The last full session of the day was a series of lightning talks given by participants on feminist leadership, mentoring, why libraries should adopt blockchain technology, the status of codes of conduct in various digital communities, and what an AUL/Associate Dean looks like. The day ended with a reception that allowed attendees to network with LITA leadership and representatives from our sponsors.

The reception and 10 travel scholarships were sponsored by the Digital Public Library of America (DPLA), EBSCO Publishing Services, and OCLC. Scholarship recipients expressed their gratitude to our sponsors for the chance to participate in this unique day.

“As a scholarship recipient and first time pre-conference attendee, I cannot thank you enough for your sponsorship of Avramcamp. Our profession has such immense impact on the communities we serve and providing a space for us to talk about our work is invaluable. I truly valued this experience and hope that you will continue to support the advancement of women in technology through future LITA collaborations!” – Aisha

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“Thank you so much for sponsoring LITA’s AvramCamp at the 2017 ALA Annual Conference. I’m happy to know there are organizations like yourself that are invested in libraries tackling the challenges faced by women in the library tech world.

I also wanted to share how much this scholarship meant to me. Due to reduced travel budgets, I wouldn’t have been able to attend AvramCamp without this support. AvramCamp was the best professional development workshop I’ve attended in the recent years. I learned a lot and it has inspired me to start new conversations in my library and university about empowering women in technology especially with the recruiting and mentoring process.

Thank you again for supporting LITA and AvramCamp!” – Tabatha

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"Thanks so much to DPLA, EBSCO, and OCLC for enabling me to attend the LITA AvramCamp preconference during ALA this year. It was entirely thanks to their sponsorship that I was able to fly to Chicago and experience such an awesome and inspiring workshop with other library and information professionals in technology. It was a truly incredible experience!" – Dana

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“I want to extend my sincerest thanks to DPLA, EBSCO and OCLC for providing me the support needed to attend LITA's AvramCamp this year! The opportunity to share with, learn from, and become friends with a welcoming and diverse group of women in Library IT that understand my challenges and ambitions was deeply impactful for me. I hope this event continues to be an annual offering at ALA, with your sponsorship.” – Christina

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“I wanted to share my gratitude for your support of the 2017 LITA AvramCamp. I was lucky enough to receive a scholarship to attend the 1 day event and found it extremely valuable both professionally and personally! It was great to be able to talk with other women in technology who have faced many of the same challenges I have and to share tools and strategies for overcoming them. I appreciated the wide range of career levels represented by the participants from recent graduates

to mid-career management level attendees. The un-conference format allowed for customizing the workshop around the needs and interests of the participants which I felt was very effective. I hope the LITA AvramCamp becomes a yearly event. I believe it could be very effective in recruiting and encouraging more women to participate on the technology side of library work and building their confidence and encouraging them to take on more leadership roles.

Thank you again!" - Trish

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"I enjoyed networking and learning from other women in libraries with technology roles. Thank you so much for sponsoring LITA AvramCamp scholarships so I can attend such an amazing event!" – Vincci

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"I am writing to thank you for your generous sponsorship of my scholarship to attend the 2017 LITA AvramCamp. Without your support, I would have been unable to participate in an event that positively impacted the way I practice librarianship. This was a meaningful workshop for me and I am very grateful that I was able to attend." – Jamie

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"Thank you for the opportunity to be able to attend the 2017 LITA AvramCamp. Without the generosity of the DPLA, EBESCO, and OCLC, I would not have been able to attend the preconference or ALA at all. AvramCamp was an incredible experience to interact with and learn from women in library technology in all phases of their careers and in many different library tech environments, I sincerely hope it will be held again." - Kelsey

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## Blog Posts

[LITA AvramCamp: The Only Way To Kick Off ALA Annual](#) by Aisha

"As a participant, I left the preconference with a renewed sense of agency as a woman in technology. I learned that I was not alone in feelings of imposter syndrome and that I know more than I ever thought. I hope to take the knowledge gained and share it with other women struggling through their work day. All in all, it's essential to remember that you are ambitious, valued, and you know what you are doing!"

[Shifting Gears at #alaac17](#) by Amy

"AvramCamp was \*awesome.\* The facilitators polled participants at the end, and a huge majority of the room said it's definitely something LITA should offer again."