

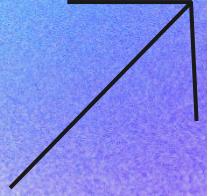


Looking for *Joy* in All the
Wrong Places:

A Literature Review Workshop

Katherine (Kitty) Luce, Instruction and Web Services Librarian
CSU Maritime

Margot Hanson, Science Librarian
Saint Mary's College of California



AS YOU ENTER

Consider what the word “joy” evokes for you

Feel free to discuss it with your neighbors

Remember your thoughts for later

POSITIONALITY & LAND ACKNOWLEDGEMENT

We are white, straight, cisgendered female librarians from middle-class educated backgrounds. We question these structures while aware of our many privileges.

We work at institutions that sit on unceded ancestral Ohlone land.

We support repatriation efforts through giving shuumi, and we encourage others to learn more via Sogorea Te' Land Trust.



WHAT TO EXPECT



OPENING



WHAT IS JOY
ANYWAY?



JOY & WORK



MOVEMENT



JOY AS
RESISTANCE



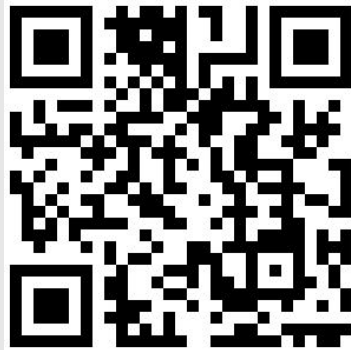
A WAY
FORWARD



WORKSHOP GUIDE

<https://library.csum.edu/joy>

All the links you'll need!



INFORMED CONSENT

Your responses provided during this workshop may be collected, without any identifying information, and may be used in future research and/or publications.

If you do not wish your responses to be collected, please abstain from providing them.

Participation is voluntary and optional, and you may stop participating at any time. If any identifying information is provided, it will be removed from the researchers' records.

We are grateful for your presence, whether you choose to provide responses or not.





OPENING ACTIVITY



START THE DISCUSSION

What does “joy” mean to you?

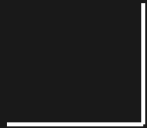
Post to Padlet & share with a neighbor
You can comment and like each others' posts

All the links you'll need are on the workshop guide:
<https://library.csum.edu/joy>





WHAT IS JOY ANYWAY?



joy, *n.*

Pronunciation: ² Brit.  /dʒɔɪ/, U.S.  /dʒɔɪ/

Forms: Middle English–1500s **ioie**, **ioi**, Middle English–1600s **ioye**, **ioy**, (Middle English **ioize** ... [\(Show More\)](#)

Frequency (in current use): ●●●●●●●●

Etymology: Middle English < Old French *joie*, *joye* joy, jewel, French *joie* (= Provençal *joia*... [\(Show More\)](#)

1.

a. A vivid emotion of pleasure arising from a sense of well-being or satisfaction; the feeling or state of being highly pleased or delighted; exultation of spirit; gladness, delight.

JOY IS ELUSIVE

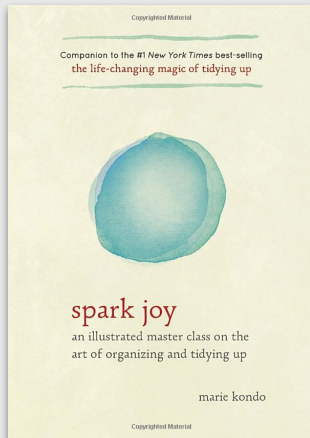
Joy is a big concept, and it's defined in different ways depending on context and discipline. For example, neurology, positive psychology, and religion have different perspectives on what joy means.

Joy is distinct from gratitude because gratitude depends on the intention of the benefactor and joy does not (Liu et al., 2020).

Joy is part of “constellation of the positive emotional responses,” yet distinct from happiness. It is notable that happiness has been heavily researched, but there is comparatively little on joy (Summa, 2020).

The existing work in psychology on joy is relatively small and often disjointed (Johnson, 2020).

WHY JOY?





JOY

& WORK

CONTINUE THE DISCUSSION

Of all the places you've worked so far, name one or more aspects you'd like to see repeated everywhere.

Post to Padlet & share with a neighbor
You can comment and like each others' posts

All the links you'll need are on the workshop guide:
<https://library.csum.edu/joy>



WELLBEING, OPPRESSION AND EMANCIPATION

DIMENSIONS	WELLBEING VALUES (AND NEEDS)	OPPRESSION	EMANCIPATION
PERSONAL (SELF)	Self-determination (mastery, voice, choice, skills, growth and autonomy) Health (emotional and physical)	Internalized psychological oppression	Conscientization of personal struggle situated in the context of broader structural political forces
RELATIONAL (OTHERS)	Respect for human diversity (identity, dignity) Collaboration and democratic participation (involvement, mutual responsibility)	'Power over' Domination of, or by, others	'Power with' Egalitarian relationships Peer mentoring support
COLLECTIVE (SOCIETY)	Social justice (fair and equitable allocation of power, obligations and resources) Supportive institutions (cohesion, community)	Oppressive social practices manifested in policies and communities	Empowering social practices manifested in policies and communities provide larger structural context for wellness

Palpacuer, Florence. "Workers' Resistance in Defense of Wellbeing in Contemporary Organizations." In *The Sage Handbook of Organizational Wellbeing*, 561–62. London: SAGE Publications Inc., 2021.

Adapted from: Prilleltensky I and Nelson G (2002) *Doing Psychology Critically: Making a Difference in Diverse Settings*. New York: Palgrave MacMillan.

JOY AT WORK



American Journal of Lifestyle Medicine



Available access

| Research article

| First published online August 6, 2021

Joy in the Workplace: The Mayo Clinic Experience

[Elizabeth A. Kelsey, DNP, APRN, FNP-C](#)   [View all authors and affiliations](#)

[Volume 17, Issue 3](#) | <https://doi.org/10.1177/15598276211036886>

“Infusing joy in the workplace can drive staff performance and success through fostering teamwork and meaningful work environments.”

CUPCAKES ≠ REAL CHANGE

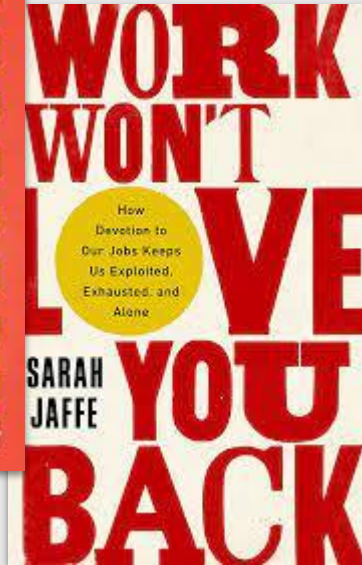
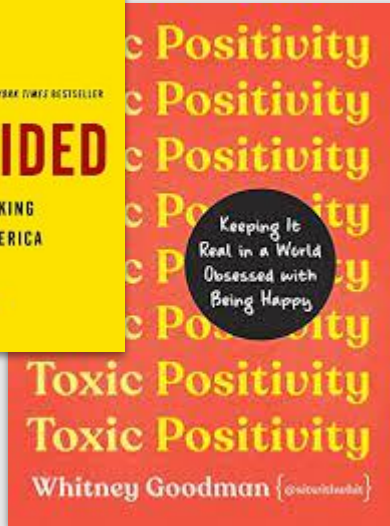
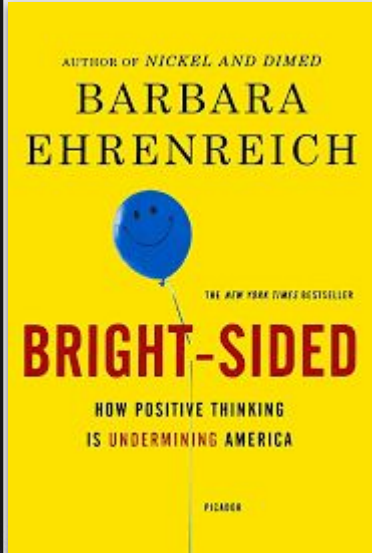


How many people here have been in a toxic work situation where everyone gets together for snacks* & it's supposed to make it all better?

* We love snacks.

“Giant Pink Birthday Cupcake” Clever Cupcakes from Montreal, Canada, [CC BY 2.0](#), via Wikimedia Commons

DARK SIDE OF POSITIVITY

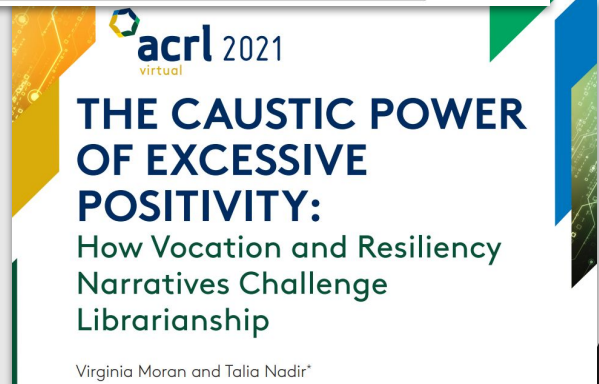


In The Library With The Lead Pipe
An open access, open peer reviewed journal

2018
10
JAN

Fobazi Ettarh
52 Comments

**VOCATIONAL AWE AND
LIBRARIANSHIP: THE LIES WE
TELL OURSELVES**



Culture Study

The Librarians Are Not Okay

ANNE HELEN PETERSEN

MAY 1, 2022



THE CHRONICLE OF HIGHER EDUCATION



PAT KINSELL

THE REVIEW | ESSAY

By *Joshua Doležal* | MARCH 23, 2023

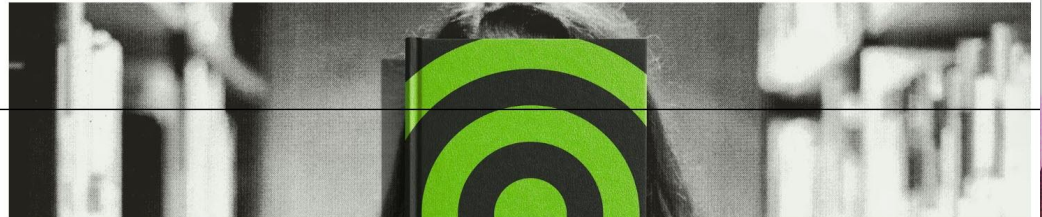
The Librarians Are Not OK

A years-long attack on their status

The Atlantic

The Librarians Are Not Okay

By Xochitl Gonzalez



Tyler Comrie; source: Getty

MARCH 15, 2023

SOME RECOMMENDATIONS

Institutional honesty - How much work is there? Who is doing it? Do less.

Team guardrails - Structural organization values in practice. For example, don't check emails during vacations or expect others to do so.

Worker Solidarity - Unions! Collective action! Looking out for each other, standing up for each other. RESPECT.

Build Community - “Foster your own communities of care ... *outside* of the library.”

(Peterson, 2022)

SOME RECOMMENDATIONS

Low Morale in Ethnic and Racial Minority
Academic Librarians: An Experiential Study

KAETRENA DAVIS KENDRICK AND IONE T. DAMASCO

Suggestions for Improving Morale, Part 2: Review
of Existing Literature on Librarian and Library Staff
Morale

Emily C. Weyant, Rick L. Wallace & Nakia J. Woodward

“The Future of Libraries:” Vocational Awe in a
“Post-COVID” World

Fobazi Ettarh & Chris Vidas

“You should care for yourself, set boundaries, and love yourselves so much that you advocate for yourselves, your colleagues, and your communities, and take that step back to remember that the personal is political and the political is personal.”

(Ettarh & Vidas, 2022)



MOVEMENT

JOY

WORKOUT



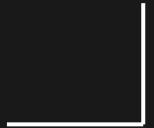


The New York Times

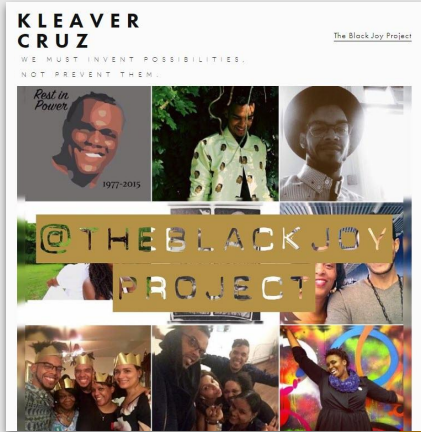
the joy  *workout*



JOY AS RESISTANCE



BLACK JOY & ACTIVISM



#TheBlackJoyProject

TRACEY MICHAEL LEWIS-GIGGETTS

BLACK
Joy

**STORIES OF
RESISTANCE,
RESILIENCE, AND
RESTORATION**

VOICE of OC

Celebrating Black Joy as an Alternative Form of Resistance and Reclaiming of Humanity


BY KIM PHAM Feb 1, 2021

“Black joy is an act of resistance. The whole idea of oppression is to keep people down. So when people continue to shine and live fully, it is resistance in the context of our white supremacist world.”
(-Mei-Ling Malone)

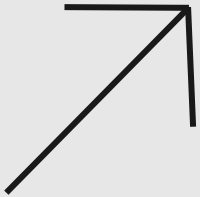
INFORMATION, COMMUNICATION & SOCIETY
2019, VOL. 22, NO. 6, 823-837
<https://doi.org/10.1080/1369118X.2019.1575449>

‘Joy is resistance’: cross-platform resilience and (re)invention of Black oral culture online

Jessica H. Lu and Catherine Knight Steele



Joy is resistance
when your workplace
resists joy



NOLITE TE BASTARDES CARBORUNDORUM



This phrase is pretend Latin, and existed long before its popularization in a novel about a truly toxic workplace.

- ✦ Still: holding on to our own ability to connect, and to feel joy in or outside the workplace, resists toxic workplace cultures and can free us to take action. Being our authentic, potentially joyful selves constitutes resistance.

MICRO-ACTIVISM, MICRO-JOY

Emotion, Space and Society 31 (2019) 48–55

Contents lists available at [ScienceDirect](#)



Emotion, Space and Society

journal homepage: www.elsevier.com/locate/emospa



‘Working on a rocky shore’: Micro-moments of positive affect in academic work




Susanne Gannon^{a,*}, Carol Taylor^b, Gill Adams^c, Helen Donaghue^c, Stephanie Hannam-Swain^c, Jean Harris-Evans^c, Joan Healey^c, Patricia Moore^c

Gannon, et al. (2019): “unexpected openings for joy” in academic life.

INTERNATIONAL JOURNAL OF QUALITATIVE STUDIES IN EDUCATION
2020, VOL. 33, NO. 2, 192–201
<https://doi.org/10.1080/09518398.2019.1681539>

Teaching in disruptive bodies: finding joy, resistance and embodied knowing through collaborative critical praxis

Alissa Case^a and Ezekiel Joubert^b 

Micro-activism and Wellbeing: 1,000s of Snowflakes and the Potential Avalanche

By: The Kintsugi Collective, Tony Wall, Sarah Robinson, Jamie Callahan, Carole Elliott, Tali Padan, Annemette Kjærgaard, Maribel Blasco & Rasmus Bergmann

In: [The SAGE Handbook of Organizational Wellbeing](#)

The Kintsugi Collective, et al. (2021): Activism increases well-being. Even small, individual, sometimes hidden acts of resistance can promote well-being.

Case & Joubert (2020): “Resist a practice of individualism: Collaboration, collectivity, and coalition building are tools of resistance against white supremacy...When we plan, write, reflect together, rooted in commitments to justice, we experience joy”

THIS IS WHERE IT GETS STICKY

- We still have two questions:
 - is work the right place to look for joy?
 - And yet, why not - why should it be normal for jobs to be joyless?
- And a possible answer:
 - Perhaps the intersection of activism and joy is the way forward.



A WAY
FORWARD



CONTINUE THE DISCUSSION

What is at least one specific element you would include in a handbook on creating authentic joy in the workplace?

Post to Padlet & share with a neighbor
You can comment and like each others' posts

All the links you'll need are on the workshop guide:
<https://library.csum.edu/joy>





THANKS!


ANY QUESTIONS?

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Margot: mdh15@stmarys-ca.edu



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PUBLIC ZOTERO LIBRARY

https://www.zotero.org/groups/4984466/joy_in_the_academic_library_workplace/library



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