### Do you recognize this bullshit in your library?
- Job creep aka do more with less
- Diversity initiatives that don’t talk about oppression and/or inclusion
- Myth of Library neutrality
- Leader and innovation fetishization
- Blame the individual not the systems
- Fear of Library irrelevance
- We talk the game but don’t play it

### How can we overcome bullshit as individuals?
- Resist vocational awe (Ettarh, F. 2018).
- Tactics such as gossip, doubling, hacking, exaggerated compliance (Yousefi, 2017, p 98-102)
- Foster spaces for dissent, civic engagement, non-neutrality
- Reject the culture of 'efficiency’ to “disrupt the flow of the corporate university”
- Make our labor visible, including affective or emotional labor, recognize the maintainers
- Challenge problematic professional norms
- Engage in critical information literacy and social justice
- Expose mechanisms of knowledge creation

### How can we overcome bullshit as organizations?
- Foster spaces for critique and dissent
- Listen, active listening training
- Facilitated discussions on how ‘isms’ and other systems of meaning and control impact organizational culture
- Review job descriptions and work plans to assign work fairly, reassess workloads
- Celebrate those who take breaks, vacations
- Set times and limits for front desk work
- Build true transparency so others know what people are doing
- Training on giving and receiving direct feedback to increase responsiveness and reduce trash-talk
- Create evaluation systems that work bottom up as well as top down

### Sources of Information & Support
- Schmidt, J. (2018). Innovate this! Bullshit in academic libraries and what we can do about it, Canadian Association of Professional and Academic Librarians. Ibid. (2019). [blog]