

MLA Podcast 008–Diversity, Equity, and Inclusion in Libraries

Sally Gore 0:11

Welcome to this edition of Press, Play, Connect, the official podcast of the Medical Library Association. I'm Sally Gore, one of the cohosts of this podcast and a member of MLA's Board of Directors. I'm also the manager of research and scholarly communication services at the Lamar Soutter Library at the University of Massachusetts Medical School. My guest today really need no introduction to the Medical Library Association membership, but for others tuning in, Beverley Murphy is the assistant director of communications and web content for Duke University's Medical Center Library and Archives, as well as the hospital nursing liaison for the Duke Health System. She is a past president and fellow of MLA, a distinguished member of the Academy of Health Information Professionals, and the most recent recipient of our organization's highest honor, the Marcia C. Noyes award. So many well deserved professional accolades. But perhaps equally important, Beverly is a trailblazer, a devoted mentor, and a much loved and admired colleague by all in our profession. Shannon Jones is the current president-elect of MLA, a leader in ALA, a distinguished member of the Academy of Health Information Professionals, and a 2021 Library Journal Mover and Shaker. You go Shannon! She is also director of libraries and professor at the Medical University of South Carolina in Charleston. Both of my guests today have shared interests that include staff recruitment and retention, diversity, equity, and inclusion in health sciences, libraries, organizational learning and development, self-care for information professionals, and leadership and academic health sciences libraries. I confess that I 100% took that last sentence from Shannon's bio; it was perfect. It is these critical areas in our profession that I've invited them to talk with me about today. Thank you both so very much for taking some time out of your busy schedules to be part of our podcast.

Beverly Murphy 2:06

And thank you so much, Sally, for inviting us. We are thrilled to be doing this Press, Play, Connect podcast with you.

Sally Gore 2:13

Thank you. There is so much we could touch on today, and all of it is so important. But we're going to try our best to keep try our usual 20 to 30 minutes. We can do it! So Beverley and Shannon, you coedited the book "Diversity and Inclusion in Libraries: A Call to Action and Strategies for Success" published in 2019. I know this book has been a well-received and well-used resource for many health sciences libraries. Let's start with some background on how it came to be.

Beverly Murphy 2:42

And I'll let Shannon start with that.

Shannon Jones 2:45

Okay, well, thank you. Thank you, Beverly. So you know how it came to be. So you know, Beverly and I have a long relationship with diversity, equity, and inclusion, just working in the diversity, equity, and inclusion space. And so when the Books Panel sent out a call for you know, they wanted a book on diversity and inclusion in libraries. And I think I saw it at like 11 o'clock at night, and I immediately sent a message off and said, we got to do this, you know, this, let's submit a proposal, let's do this, this is right, right in our area of interest, and it will be something that that you know, that we really could contribute to because this is something that's been important to us in, especially in health sciences libraries for a

long time. And so it was seeing the call and then, you know, finally having an opportunity to volunteer or voluntold Beverly for something like she's done.

Sally Gore 3:55

It's fair play

Beverly Murphy 3:57

So when Shannon came to me with the idea of doing this book, I said yes, immediately, because it had always been on my mind to do a project like this. Amen, she said, and as women of color in a profession that is predominantly white female, I knew our voices, and those of others could resonate really loudly and sharing our experiences as advocates and supporters of DEI libraries and librarianship. So not only would it be an opportunity to do something impactful, but it would be an opportunity to work with Shannon. She and I work well together, we have our own set of skills, and we know how to operate in our lanes. I knew that we would bring our own flavor to the project. And personally, I would get a chance to dig into some great content and edit which I love. But also I'd be increasing my knowledge base along the way. So it was a win-win.

Sally Gore 4:52

Excellent. And a powerful duo you two are. You're lucky. So the book is divided into three sections. Let's take some time to focus on each one of them. The first chapters and the authors of them really give the reader great insight into why diversity and inclusion matter, not only in health sciences libraries, but truly in every aspect of our lives. I know it's a lot to ask you to share all your personal thoughts on these reasons in this short time we have today but in your own words, can you just state plainly and simply, Why is DEI such a pressing focus in our profession today?

Shannon Jones 5:29

Wow, yeah, got that one? Okay.

Beverly Murphy 5:35

You're absolutely right, Sally, there is so much to say. History impacts our future, but it has a tendency to repeat itself. And we don't want to repeat bad history. Right. So while reading part one, I realized that there were trailblazers and events that I was not familiar with. So not only was I getting an opportunity to be up close and personal with the content, I was also growing even more in consciousness and understanding at the same time. So why is DEI such a pressing focus for our profession today? Because we need to grow more in consciousness and understanding about ourselves, about each other, our differences, our experiences, and how we need to be more welcoming and inclusive for everybody, regardless of what they bring to the table, or whether we agree or disagree with their authentic selves. And that's library staff, as well as patrons. So the face of librarianship has not changed for too many years to count. So recruitment or retention is still an issue, if we are to increase the diversity of our workforces. The BIPOC community of librarians is still experiencing implicit bias, microaggressions, marginalization, and a host of other toxicities. So DEI makes us smarter. So it's important, and it matters. Who doesn't want to be smarter?

Sally Gore 6:59

Yeah, I love that. I love that. Makes us smarter. Yeah. Yeah.

Shannon Jones 7:04

No, it does. And you know, there was, so Beverly pretty much summed it up really nicely. But I do want to add, you know, you say diversity makes us smarter. And so, Katherine Phillips wrote an article in 2014, in Scientific American, and the title of that article, what the basic gist of it was that diversity makes us smarter. And, you know, and basically what she's saying, you know, representation, it matters in our profession. And when you, you know, you bring a diverse group of people together, you always come out with a better result than you would if just one person sat down and did it themselves. And so when you think about the fact that the world is becoming more diverse, that the communities in which where our libraries are situated, are becoming more diverse in terms of age, and gender, religion, sexual orientation, race, ethnicity, class, disability, and everything, we're becoming more diverse, and those identities are being amplified. Even more as people are embracing and walking with their identities every day. And so I think that in order for us in libraries to really appreciate the people that we serve, and value the lived experiences that they bring into our spaces, you know, like Beverly says, whether they work in a library, or whether they are using a library, the only way that we are going to build community and meet their needs and connect with people is by cultivating spaces where we have this awareness that we are all different, and we all bring something different, and that's okay. And that there's beauty in that in terms of building community and building connections. And so, you know, for me, the underlying thing is that you can't effectively serve populations or communities that you don't value. And the only way we value each other is when we learn more about each other. And we appreciate those differences that we bring in that we don't, you know, see those differences as some, that we don't "other" people, or treat them as if they don't matter because they are different from us. And so, it's been persistent, it's gonna keep being persistent for our profession, because now we're seeing there's, you know, there's so much richness in the diversity that we bring.

Sally Gore 9:36

Yeah, it reminds me you know, the, the word collaboration, we threw the word collaboration around for years and years, you know, particularly "team science" and "collaboration" in academia and the research world. And, yeah, this is like, just, you know, the point of doing that was so everybody brings their talents and skills and experiences together. And this is like, without even thinking about the bigger picture of the things that we bring together. So yeah, it fits so nicely into - it's just another layer. And the most important one. You know, we already understand that lots of people coming together, make things better.

Shannon Jones 10:09

We think about race and ethnicity only when we talk about - exactly - diversity, not the whole spectrum and dimensions of diversity that you know that you need diverse skills, that's an experience has to come to bear when we're trying to solve some of these challenging issues that we're dealing with that it just you just can't have a, you know, can't have a monolith, trying to come up with complex decisions or solutions that have, to problems that we haven't experienced. And that's how they, you know, they're working through the vaccine for COVID. Diverse groups get together-

Sally Gore 10:46

Exactly, exactly. So it, so let's turn to the second part of the book, the second part two, these chapters give some teeth, so to speak, on what librarians and libraries and librarians could do to better equip staff, you know, to better build this diverse and inclusive staff that we know makes us smarter, makes us better, does it do our job effectively. This is where and how we can stop talking the talk, and start walking the walk. There is also a section that doesn't shy away from calling out many challenges that we face in our walking. So what do the two of you say, Where do we go from here? What are some first steps or next steps? You know, Beverly, you said history keeps repeating itself, over and over, we keep

coming up above these hurdles? What are some concrete things we can do to get moving over this stuff?

Beverly Murphy 11:40

Well, to address that last series of questions, and there was a lot of questions, there's a bunch, I like that, um, and I may be getting a little ahead of myself. But it all starts with cultural humility. And essentially, that is a self-reflection and a self-critique. We can't change people, and we can't change and make them walk the walk, we can't make people walk the walk, though, we are certainly calling for the action. And we're providing best practice strategies tempered with knowledge and wisdom to do that. But what each of us can do is interrogate our assumptions, our perspectives, our beliefs, our values, our actions, and our behavior. And we can examine their impact on our professional and personal relationships. Change is hard, but we can change. We need to critically investigate more about ourselves, and how our personal identities contribute to the whole mosaic of the efforts. As Shannon was saying earlier, it's a big picture. This is not just a black and white issue, it's a whole lot more than that. And there's a difference between being culturally competent, and culturally humble. So the critical and crucial conversations not only need to happen, but they need to have some impactful deliverables behind them.

Shannon Jones 13:08

You know, and I'd say I'd echo what Beverly was saying that, if, you know, the, it starts with the individual. There's so, so many of our libraries, we all talk about being inclusive, and that we want to cultivate these inclusive spaces. But it's hard to do that if the individuals who make up the library team aren't inclusive themselves individually, or don't know what that means. And so, you know, we try to encourage people to do that deeper dive into you, you know, what are your identities? You know, for me, I'm not just a Black female, there's so much more to me and so, start unpacking and peeling back the layers of the identities. And you know, for me, it starts there, because that is where people might start being able to gain some awareness about privilege and oppression and marginalization, in terms of what it looks like, when you are African American, and female, but also have a disability or you have a religious identity or you are lower income, you know, where you know, you might be caring for an aging parent or a child or a sibling or someone who has mental health issues and all those things come with stigmas, and so really unpacking what it means to be you know, marginalized and how privilege works in your lives, too, and so, you know, getting comfortable with your identities, and really, you know, investigating what does that you know, In a particular identity, what does that mean? And then what does it look like when it intersects? You know, when, when it intersects, does it create privilege for me? Or when my identities intersect, does it create oppression for me? So I think that's the first part is thinking about, like, Who are you? What makes you who you are? And then from there, then, you know, I think you can start owning your stuff. You can own your triggers, you can you know, own you know, your biases and your beliefs, because we all have them. And so I think that it's that awareness, but it starts with doing individual work. I mean, even for me, and I look at who do I, who do I follow on Facebook? Or who am I friends with? Or what does my social circle look like? And you know, who's advising you? And who do you go to for support? And for help, you know, what, what does, you know, what is your world look like? What is your sphere of influence look like? How diverse is that? And so a lot of this work starts with us, as individuals, before we can, you know because there are people who really, some people who don't, you know, they don't see color, they don't think racism happens, they don't think sexism happens, they don't see those things, because they don't experience them. And so we have to start with the individual, because that's going to help you to start moving towards seeing what you may not see. You know, you may not see what the coworker sitting next to you is experiencing, if they navigate the world, and they navigate the world with a, in a wheelchair, you may not see what they

are, what they have, or feel how they experienced the world, because that's not your lived experience. And so we have to know what we're not seeing, and have to acknowledge that, you know, because of some of the identities I hold, I may be missing things that could be impactful for the people around me. So I agree with Beverly it starts is very individualized, it starts with you first. So you know take it to heart and implicit biases, that's a good place to start, you know, assessing your again session, assessing your environment, what does your circle look like? Is it you know, if it's not, is my circle largely African American? Or do I have a rich body of individuals helping me to navigate life and learn about different cultures? And how open are you to learn about differences? I mean, some people shy away about when our cultures and when differences clash, but I usually lean into that, because that's typically where you're going to learn some things is that, you know, I think we're, when we're vulnerable, is that our ears should be open more, when we're vulnerable, we should be leaning even harder into the table so that we can hear what people are saying, and, you know, sometimes maybe change perspective that need to be changed. We just haven't been, you know, open to hearing things in the past. So there, there are a number of things that people could do. But I think just starting, you know, with figuring out who you are, what identities you hold, uncovering your biases, implicit and explicit.

Sally Gore 18:24

Yeah. And it's, and that's tough work. You know, and I think part of just my personal feeling on some of this is that, you know, for some of this, for some of us, it's easier to do that for whatever, maybe we had that makeup, or we spent some time at therapy, or whatever, like we we're comfortable, you know, doing that deep dive into ourselves. And it's not a comfortable place for lots of other people. So I think, whatever, you know, we could do as leaders or whatever, to make or foster an environment that helps people feel comfortable to do that, I think is probably a good thing as well.

Beverly Murphy 19:06

We're not all dogs learning new tricks. No, we're human beings. Yeah. Taking a critical assessment of ourselves and our behavior. And, you know, we're trying to do games, if they don't look right, you know, they don't feel right, then we can change and research tells us that we can change.

Sally Gore 19:25

That's right. We're never stuck in one place. Well, we can be stuck, but we can get out. We don't need to stay stuck. So I have to admit that the last part of the book is my favorite part of the book because these are the stories, right, and I love people's stories, they resonate with me the most, and they personally give me the most hope and inspiration to look at myself like we've been saying, to look at my actions, my world, my experiences, and how I can grow and change, right, to do what I can to be the best at this kind of stuff, and bringing with, when I'm doing that, and you're doing that, and you know you're doing that, you're doing that, you know, we make our profession better, right. And that's kind of what we're looking for: make the world a better place. But sticking with MLA, from where we can help make our profession be a lot better and accepting and respecting people, regardless of who they are. So the two of you don't share your personal stories in this section, but I'd love to hear them. And I bet our audience would, too. So in your Reader's Digest versions here, you've both done so much in your careers and are people that everyone in the profession admires. But in particular, I know those who are part of the BIPOC community really look to you do this. So how did you persevere through situations that surely were not that easy? How do you remain committed? If you have any words of wisdom or advice for us? And really, how do you just not get exhausted? This is the question that I have. How do you not get worn out.

Shannon Jones 21:00

That man, that's, that's a good one. And I'll go first, and then I'll let Beverly respond to that too, in her own flavor, but for me, it's, for me, it's been about and I think it's probably largely how I was raised to really speak truth. And, you know, whether it's hurtful, or whether it needs to be sad, but to speak truth, and speak my truth, and based on my lived experience, and so that is when someone has harmed you, has not honored you, to not sit with that, you know, well sit with it, to get your thoughts together, but you know, make the person aware that they have said something to you that might not have been, that has made me feel less than whole. And so, that has always been about, you know, seeing the callout as a gift. And, you know, making sure that, you know, I'm advocating for myself, and that I am being the change that I want to see in the world and also treating people as you know, we say as I want to be treated, but really as how they want to be treated. And then, you know, Sally, at the end of the day, I'm a Girl Scout to my core.

Sally Gore 22:28
I love that.

Shannon Jones 22:29

Yeah, you know, to make the world a better place, that's what we are trained and taught to do. And so I've, you know, learned early in my career that I was not going to single handedly be able to solve all the diversity, equity, and inclusion ills in librarianship. And so my goal has been to try to make the spaces around me better for everybody that I'm interacting with, and you know, making them feel like they matter. So I've endeavored to do that. And then I think about why am I here. And so for me, at this moment in my life, in this space is about writing the narrative for African Americans and health sciences librarianship. You know, I recognize that I am standing on the shoulders of the giants that came before me. And I'm standing on the shoulders of those who, you know, they didn't have an opportunity to serve MLA, in the ways that we are now and, you know, being elected for president, or being awarded the Marcia C. Noyes award or delivering the Janet Doe lecture, and a whole host of other things. So I do it because those stories need to be documented. I do it for those who their voices and their perspectives were not heard. And so I want to carve out a pathway so that our stories are now on the record, and then I think about the libraries that are coming behind me. And I want them to come into a space into a profession that is welcoming, and that is inclusive, and a space where they can contribute to MLA in a way that feels comfortable for them, but also honors their lived experience. So that motivation keeps me from getting exhausted with this work, because it can be exhausting. But I know that it's important that we as African American librarians are represented, and that our contributions are known and so that keeps me from getting exhausted. But then I have my copilot who reminds me often when we need to disconnect and disengage and that we need to persevere, and this is the last thing I'll say is that, you know, Sandra Martin asked me a question about a month ago. And it was just a simple question. She asked me, Shannon, what? What do you do for self-care? Are you taking your vitamins? And I mean, it's such a simple question. And you know, she's asking me about self-preservation. And because of her, I make sure I take my vitamins. And I'll take, you know, and I do the things that I need to do to keep me vital, so that I can still do this work. And so that's what drives me. And so and I've learned from the best and so, so now Beverly, I'll hand it over to you.

Beverly Murphy 25:45

I tell Shannon, she's always walking beside me. I am comfortable in my own skin. And I always try to be myself. Though, total authenticity is not always possible. Sometimes I have to wear a mask. But when I do, I pretend I'm a superhero. I was taught that I could do anything that I wanted to do. As long as I work hard, and was honest and fair in my process, I was also taught that I would be responsible for what I knew. But not knowing would not always absolve me of responsibility. I had and have a praying family,

with strong African American women and men as role models. I've had some great experiences during my 40 years in this profession, and my 64 years in life, but I've had some horrible ones as well. There is not enough time for me to share on this podcast, many of the experiences that I've had, because they are challenging narratives to convey. I do know that without a forgiving spirit, you will put yourself in a prison. But I never let anything or anyone deter me from achieving my goals. I formulated my own strategy for survival, but not only how to survive but how to thrive. So my words of wisdom and advice would be and this is for all my colleagues, not just people in my BIPOC community: First, be yourself. Have an open heart and an open mind. Y'all have heard that before. Find humor and laugh a lot. Yeah, develop some cross racial friendships and relationships. If you don't already have them. Be forgiving, and have grace. Be a wet sponge, never let it dry out. Be continuously taking things in and absorbing things. Find your voice, and push back, like Shannon said, when it's necessary. But be aware of your intent versus your impact when you do that. Find a mentor, and then be a mentor. Practice radical self-care. And Shannon was talking about earlier, which is why AAMLA did the whole series because we find that we're not taking care of ourselves, like we need to be doing. And respect the thorn that you're given. Because it makes you humble. And yes, you will get tired. But you will never grow weary in well doing.

Sally Gore 28:31

That is some good words of wisdom there from the wise sage. You know, I think one little silver lining, I guess out of COVID is it really, it has raised the awareness of taking care of ourselves. It really made people stop, you know, and say, hey, let's take a look at this and I - there's so many opportunities that cropped up. I know my library, and I've heard from many other places where the focus shifted on, you know, let's provide some opportunities for people to really take care of themselves. And I hope, I don't think, I feel hopeful that that isn't going to go away. I hope it's the last thing . . . you see a couple of things that I want to be sure in the links that we put for the show a few things that have come out a link to the 2014 article about diversity makes us smarter. We'll pull that up talking about the Janet Doe lecture for sure if people have not heard Sandra Franklin's talk from this past meeting, go back and listen to it or it will certainly be published in JMLA coming out in the future. So want to do that. And one thing I had been doing, well two things I have been doing, around just my own awareness, not just share this for anyone. I have been - and I am from the South. I grew up kind of in Shannon's neck, we grew up in sort of the same neck of the woods, southern part of Virginia. And my mom was from South Carolina, so I have some Southern roots. And what I'm what has happened is I've moved away and I moved to New England, I moved to a less diverse community in terms of Black and white folks, you know, very different from my high school where I grew up and it was pretty much 50/50, we were, you know, playing sports and things and so I've tried to take some time to reconnect with friends from past days, they had some great conversations and just you know, doing that, and also appreciating a fun thing, appreciating the food that I grew up with. And I've been reading a bunch of books and there are a number of great shows now about the African Diaspora that came from Western Africa and particularly to Charleston and that area. "High on the Hog." I'm reading and Michael Twitty, I think, his book about "The Cooking Gene" talks about his experience just going through the South. I'm just loving that I find it really great. And the other thing I would plug is another podcast not segueing from ours, but my favorite new podcast is Roxane Gay and Tressie McMillan Cottom's "Hear to Slay." My goodness. Hit on that one. If you just want to hear a couple women of color tell it like it is. That is the podcast. I love it. "Hear to Slay." And I did not know of Tressie McMillan Cottom until she gave a keynote at ACRL this year. And I just fell in love. I've been reading her and found good stuff. Good stuff. Those are my - those are my things to add. Like goodness. So to wrap it up, though, I don't want to forget the fact that you two have a new book coming out? Or there's a call out for content? Correct? I'm not going to let it go unplugged! Let us hear it. What is it about?

Shannon Jones 32:15

Cultural humility and libraries. And we are so excited. You know, again, it was a, you know, a call from the Books Panel. And it's like this would be a perfect follow up to the diversity and inclusion in libraries book. And so in this book, we really are going to unpack what cultural humility is, but what it looks like in practice. And so we've sent a call out and it'll have a similar format to the first book where it's divided into three parts. And you know, the first part is unpacking cultural humility. What does it look like? Where did you know, what were the original starts of cultural humility, because it's very, it talked, they talked about it a lot in healthcare. And then we'll move to the library environment, and what does it look like in libraries, and then part three will be those voices again, where we've invited people to share their stories with cultural humility around a variety of areas, rural health, LGBTQIA+, anti-racism, trans inclusivity. And so a variety of areas, where people can just share their story about what this has looked like, and what has it meant for them challenges, lessons learned, you know, issues or barriers that they've encountered, we invite them to be as open and as honest as they, they want to be in the voices. And, you know, you might recall from in the first book we actually had an anonymous - Well, we didn't know - we knew who the person was but the person, they were not named in that work. And so we're looking, we're excited about that. We've gotten a lot of submissions. So the library community has a lot to say about cultural humility. And so and I think we need these conversations need to be happening. We haven't been having them long enough. Right. And so we were excited about it and, you know, Beverly did you want to talk about how you unpack the, the otherness and the, the, the oh, gosh, the words that you wrote in the end?

Beverly Murphy 34:56

Yeah. I know what you're talking about

It's, you know, this book, first of all, before we like, you know, scoot on to the others I would like to thank all the authors in the book that we're talking about now, who bear their souls and contributed their experiences and knowledge to this work, because we couldn't have done it without including the anonymous person that Shannon just referred to. But Shannon gave a great summation of what the book is going to be about. So all I would say is that, again, this is a call for action. Again, this is another call for action. But this call for action is for people to look inward this time. And that says, you know, the role and impact of their cultural humility in their own lives. And we're encouraging people to deliberately reflect and think critically about their thoughts, their words, their actions, and impact the people around them. As Shannon said, earlier, this sort of came about, I think, you know, Shannon, I had talked about doing, you know, a various kind of a follow up, but we were really watching the siege on the White House. And we look to write about things that play into what's going on in society today. And this is how the cultural humility kind of struck both of us is that that's what we really need, we need a self-reflection, as we sat back and saw, you know, what was going on and the things that were going on in the world, because that drives what we do. And I thought to myself about how would we treat people like the Siamese twins, Chen, Yang and Chen, I think that's their names, or how we treat some other people who are seen as freaks in our society today, how will we be culturally humble to them. The tallest man, you know, in the world who had problems and those types of things, and that's those thoughts came about, we started thinking about cultural humility, and having a sense of cultural humility about the book. So we kind of, I think we pivoted a little bit from what we may have originally thought we'd do a follow up to the first book, that but you know, society and where we are, and what's going on, and the needs that are, you know, ever present in the world today. So they said, Hey, we think this is what we - this is what we need to be writing about. And the title is probably a work in progress, because cultural humility in libraries is great, but we want this book to be a model, not just for librarians,

but for other people. You know, cultural humility is something that just doesn't apply to us, but it can apply to so many things. And the sample chapter that we wrote about, which was leadership, cultural humility in leadership, we don't just talk about libraries and librarians, we talk about the culturally humble leader period, what does that person supposed to look like? So we might have to kind of tweak it so that people have an understanding that this is just not libraries. But this is cultural humility as a whole. And we're applying those aspects and those theories and those concepts to libraries, right. And librarianship.

Shannon Jones 37:58

And, you know, the good thing is that we, just like last time, so far, our submissions are from librarians, from all types of libraries, not just health sciences. And there's one or two health professionals in there, too. So, it is an all-inclusive book. So we're excited about it, thank you for asking about it. And, you know, allowing us to speak a little bit about it.

Beverly Murphy 38:26

And it was Chang and Eng. That's who I was trying to - And I did I did get those names, and Robert - some more, there's some more in their niche. And those are.

Sally Gore 38:39

Well, I certainly look forward to reading. Yeah, I so enjoyed the last book and it was challenging. It was informative. I grew, I learned, and I encouraged anybody. - Yes, just you - It's so it's doing what it was created to. And if you haven't had a chance, if you're listening and you haven't read it yet, I highly encourage that you pick it up. So um, thank you both so very much, Shannon and Beverly, for joining me today. But really, like for so much more, MLA and our profession as a whole just owes so much to the two of you. And I personally owe you a great deal. I feel really honored and blessed and joyful that you are my friends and colleagues. I am - it's a great part of my - Yay. Being part of MLA. Thank you so much. Thank you. Yeah. Thanks. And thanks to you who have been tuning in. You've been listening to Press, Play, Connect, the official podcast of the Medical Library Association. Join us again next month for another episode. Until then, I'm Sally Gore and I am MLA! Shannon?

Shannon Jones 40:01

Oh, I'm sorry. I'm Shannon Jones, president-elect of the Medical Library Association

Beverly Murphy 40:13

And are you MLA?

Shannon Jones 40:16

I am MLA.

Sally Gore 40:20

Beverly, we got a clear end.

Shannon Jones 40:23

I've gotta do my profile too, doing that, I have to prioritize that this summer.

Beverly Murphy 40:31

Thank you, Shannon. And I am Beverly Murphy, and I am MLA.

Sally Gore 40:36

And you too can be an I Am MLA ambassador, head over to MLAnet.org and sign up. And remember, we are stronger together. All right. Thanks so much for listening everyone. Thanks again Beverly and Shannon. Until next time.

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