

## Report on ARL LCDP Site Visit to University of Hawai'i at Mānoa

Nicole Thomas

“To achieve the work you want to do, you need to get involved with communities”. This quote from Shavonn Matsuda, a librarian at University of Hawai'i at Maui, summarizes the valuable perspective I gained while attending the Association of Research Libraries (ARL) Leadership and Career Development Program (LCDP) Institute site visit to University of Hawai'i at Mānoa (UHM). The ARL LCDP is a 13-month fellowship which builds a community of IBPOC leaders in research libraries and archives. This site visit is one of many educational experiences I am participating in throughout the program to critically explore my professional values and goals as they manifest throughout my leadership development journey.

During the four-day site visit, my cohort and I were introduced to philosophies and teachings of indigenous Hawai'ians through tours, workshops, and group discussions. We also gained insight into the institutional operations and strategic plan. Some activities of the program that left the biggest impression were the invited speakers, including the workshop, *Turning Inward: Drawing on Genealogies for Leadership Development* presented by Dr. Kaiwipunikauikawēkiu Punihei Lipe. Genealogies tell us that voices and experiences of our ancestors, as well as community voices and their histories, shapes us as individuals and leaders. Each session during the visit focused on incorporating indigenous knowledge and collaboration to serve a greater purpose.

We also participated in meaningful cultural experiences. We visited the School of Hawaiian Knowledge Hawai'inuiākea and participated in a service activity at Ka Papa Lo'i o Kānewai. Here we learned about the cultural and historical significance of the Taro plant. This space is a wetland farm tended by volunteers where they grow 70 of 80 varieties of Taro. This excursion was a wonderful opportunity to learn about community efforts being made to preserve the history, people, and culture of Hawai'i.

Being an ACRL LCDP fellow has made a significant impact on my career goals and job duties. Through the trainings and experiences, I am gaining much more insight into my core values which inform my practice as a health sciences librarian and information professional. These values also provide a foundation which will guide my leadership and ground my intention to be in service to my communities. This fellowship is instrumental in helping me articulate attainable career goals through mentorship and holistic support. The exposure of collaborating with academic librarians from the US and Canada, coupled with attending site visits, has widened my scope of professional possibilities.

This fellowship has been incredibly useful in preparing me for future leadership positions. This visit and the program overall have given me more confidence to lead from a strategic and values-based position. As I learn more about operational objectives within library systems, I envision how I can help foster an encouraging and collaborative environment that supports institutional goals. Recognizing that libraries and workers are micro communities, I can practice leadership through a lens that values the expertise of the individual and their contributions to the system.