# Gender Identity and Performance in Library Work

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**Abstract:**
This poster will present the preliminary results of a qualitative study of gender performance in librarianship. Research into gender performance, and how these performances impact organizational structures in workplaces (including libraries), is well-established. However, much of this research approaches these issues at an organizational level. This study contributes new knowledge to this area by exploring how individuals working in libraries perceive their gender identities as a resource for their professional goals. The poster will explore themes relating to gender performance and identity in library workplace culture, drawn from in-depth interviews with librarians from a variety of backgrounds. These themes include how the imperative to "fit in" at work impacts how individuals express their gender, in what ways different expressions of gender benefit or disadvantage individuals in pursuing their professional goals, and how expressions of gender identity intersect with other social identities including race, sexual orientation, and socioeconomic status. Quotes (with names and identifying information redacted) will be included, allowing attendees to hear from interview participants in their own words. The poster will outline our qualitative research design and data analysis procedures. One goal of this research is to imagine how libraries can work towards cultures of greater openness and inclusivity.

**About the Authors:**

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