

Hidden Barriers: The Experience of Academic Libraries and Archivists Living with Invisible Illness and Disability

By: Katelyn Quirin Manwiller, Samantha Peter, Amelia Anderson, and Heather Crozier

Additional Resources

Definitions from Survey

1. Chronic Illness: A physical, mental, or neurological condition or disease that is persistent, including episodic conditions or those with periods of remission and relapse. It may or may not be treatable or curable (Adapted from [Vickers, 2000](#)).
2. Disability: A long-term, physical, mental, or neurological impairment that, “in interaction with various attitudinal and environmental barriers, hinders...full and effective participation in society on an equal basis with others” (Adapted from [United Nations Convention on the Rights of Persons with Disabilities](#), Article I).
3. Invisible (in reference to illness and/or disability): An umbrella term encompassing physical, mental, or neurological conditions with primary symptoms that are not visible from the outside or apparent to others. Regardless, these symptoms “limit or challenge a person’s movements, senses, or activities” (Adapted from [the Invisible Disabilities Association](#)). Also referred to as non-visible or hidden.
4. Accommodations: A modification to a job or workplace environment that allows a person with a disability to perform essential functions (Adapted from the [Americans with Disabilities Act](#)).

Survey Graphs Outline

Below you will find handwritten explanations of any data that was presented as graphs within the slide show.

1. Who have you disclosed to?
 - a. Colleagues I consider close friends - 154
 - b. My direct supervisor (if not library director) - 125
 - c. Colleagues I work with regularly - 113
 - d. Library director - 53
 - e. I am open about my illness/disability with everyone - 53
 - f. Human resources/disability office - 50
 - g. No one - 41

- h. Other - 23
 - i. Other admin/manager that i do not report to directly - 21
2. When did you disclose?
- a. When did you choose to disclose to colleagues you consider close friends?
 - i. As i built a personal relationship with colleagues - 51.34%
 - ii. When my illness/disability impacted my work - 25.45%
 - iii. Upon receiving a diagnosis or beginning treatment - 9.8%
 - b. When did you choose to disclose to colleagues I work with regularly?
 - i. When my illness/disability impacted my work - 36.78%
 - ii. As i built personal relationships with colleagues - 30.46%
 - iii. Upon receiving a diagnosis or beginning treatment - 12.07%
 - c. When did you choose to disclose to your direct supervisor (if not the library director)?
 - i. When my illness/disability impacted my work - 38.42%
 - ii. When requesting accommodations - 15.25%
 - iii. Upon receiving a diagnosis or beginning treatment - 13.56%
 - iv. Once i began working - 12.43%
 - d. When did you choose to disclose to the library director?
 - i. When my illness/disability impacted my work - 31.43%
 - ii. Upn receiving a diagnosis or beginning treatment - 17.14%
 - iii. As i built a personal relationship with colleagues - 15.71%
 - e. When did you choose to disclose to the Human Resources/disability office?
 - i. When requesting accommodations - 36.23%
 - ii. When my illness/disability impacted my work - 27.54%
 - iii. Upon receiving a diagnosis or beginning treatment - 13.04%
 - f. If you are open about your illness and/or disability with everyone, when did you disclose?
 - i. When my illness/disability impacted my work - 26.83%
 - ii. As I built a personal relationship with colleagues - 25.61%
 - iii. Once I began working - 18.29%
3. What type of Accommodations did you receive?
- a. Work environment (furniture, office location, etc) - 41.27%
 - b. Work schedule (change in hours, work from home, etc) - 37.30%
 - c. Job duties (shifting from in-person to online instruction, front end to back end duties, etc) - 11.90%
 - d. Other - 9.52%

References

Instead of providing an extensive list we instead wanted to provide access to a shared version of our Zotero folder of sources found for this project. You can access the folder via this link:

https://www.zotero.org/groups/2863235/shared_hiddenlis