

**McMaster University Libraries Diversity,
Equity and Inclusion Committee**

**Tuesday August 21st, 2018
10am – 11:30am
Mills Community Room**

MEETING MINUTES

Members Present: Vivian Lewis (Chair), Erica Balch, Rebecca Fera, Chris Nicol, Anne Pottier, Jennifer McKinnell, Myron Groover, Abeer Siddiqui, Tamara Monster, Stephanie Sanger

Regrets: Jeannie An

Minute Taker: Mary Hotson

1. **Welcome (V. Lewis)**
2. **Review of Minutes (V. Lewis)**
 - No changes or amendments
3. **Reporting Back: What Committee Members have read, heard or participated in since the last meeting**
 - a) **Article regarding online guide created for teachers to find Indigenous course content: <https://www.cbc.ca/news/indigenous/oise-teachers-resource-indigenous-course-content-1.4752220> (R. Fera)**
 - The Committee feels that a McMaster-produced LibGuide focused on treaties and land acknowledgements would be helpful to a broad community.
 - List of resources by Desmond Wong <https://onnetwork.facinghistory.org/including-indigenous-voices-in-k-12-classrooms>
 - b) **Organizational Development Retreat at Kana:ta Village (C. Nicol)**
 - Attendees introduced to stories and culture; described the symbolism of the turtle and the creation story
 - Retreat included tour of former residential school, museum and long houses (onsite)
 - Location can accommodate groups of 20-25; a consideration for future Library learning opportunities

c) Smudging Workshop

- 2 workshops led by Katelynn Knott, well attended by Library (UL/HSL) staff
- Focus on education and understanding (what is the spiritual meaning of smudging?)

d) Minnesota Institute for Early Career Librarians from Underrepresented Backgrounds (A. Siddiqui)

- Week long leadership workshop in July; 26 librarians in attendance
- Conversations on librarianship, collections, career formation, and leadership development. Onboarding training and mentorship – focus on targeted and active recruitment
- Discussion on burnout related to being only ‘diverse’ person on workforce; often expected to fill certain roles
- Highlights include connection to network of peers and recognizing forms of styles of leadership; STEM Librarian collaboration on cross institutional project
- ‘Diversity’ is becoming a “trendy” focal point for many organizations - need for diversity committees to move from trend space to budget line; focus on systemic pieces and barriers will result in biggest change

e) Decolonizing Subject Headings (M. Groover)

- Myron – highlight work in area being done by Gillian Dunks on refining of subject heading ‘Indigenous People to Canada’ to include expanded and broader terms. Example includes refining records by ‘Settlers’ vs. ‘Indigenous identifying people’.
- Myron- interest in decolonizing description project taken on by University of Alberta. Project involves 12-month contract hire and will look at revising description practices and subject headings. Noted that LAC has shown interest in project; national initiative and standardization has not yet been created.

f) KAIROS Blanket Exercise (A. Pottier)

- Anne met with Katelynn Knott (Equity and Inclusion Office) – discussed interest in KAIROS Blanket Exercise and speaker series with Library that includes local Indigenous authors (consideration to broader audience – campus wide?)

4. Focal areas

- See Focal Area Mapping document

5. Library Diversity, Equity and Inclusion plan – HR Selection (C. Nicol)

- Employment equity plan – required by all campus departments
- Mandate items included on the focal area mapping document under retention and recruitment will fit into plan
- Timeline to complete – 2-3 months; sub committee to brainstorm and focus
- UL/HSL can work through process together but will be required to submit separate plans

6. Adjournment – Next meeting September 13, 2018, 10:00 – 11:30 AM