

Diversity, Equity & Inclusion Committee

Thursday September 13, 2018

10:00 AM – 11:30 AM

Community Room

-Meeting Minutes-

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

Regrets: Jeannie An, Jennifer McKinnell

Minute Take: Mary Hotson

1. Welcome (V. Lewis)

- Brief review on direction and focus of Committee; Introduction of Dr. Arig al Shaibah, Associate Vice-Provost, Equity and Inclusion, including her background and current role with the University.

2. Review of Minutes from August 21, 2018 (V. Lewis)

3. Presentation – Dr. Arig al Shaibah, Associate Vice-President, Equity & Inclusion – Framework for Strategic Action

Why we do this work?

- Consciousness; social betterment/fairness case – the right thing to do
- Creativity/quality: the innovation and excellence case – the best thing to do
- Work should be integrated into everything we do, rather than a stand-alone piece

Diversity: state/condition - broad mix of differences

Inclusion: feeling/experience; requires active and skillful engagement

Equity: process to recognize inequities; appreciation of built in inequities - commitment to examine how they are taking place

Framework for Strategic Action (Macro to Micro-level Organizational Change)

1. Institutional Commitment and Capacity
 - Leadership, Governance, Accountability

2. Educational Content and Context
 - Teaching, Learning, Research
3. Interactional Capabilities, Culture, and Climate
 - Attitudes, Knowledge, Skills
4. Compositional Diversity and Community Engagement
 - Equity, Access, Success

Where does McMaster sit in progress made on issues? We are doing well in terms of intention and commitment, including the commitment of senior leaders. More progress is needed in terms of the existing structures on campus (the intersection of policy, protocol and data collection).

Where do you stand on blind hiring (i.e., masking the identity of candidates to reduce bias)? Warned that opposite results can occur. Consider focussing on process and individual bias – rather than one person screening resumes, 3 people screen using selection rubric (requires a commitment to the administrative burden)

Do diversity statements in job postings help? Data shows that they increase the number of diverse applicants.

4. **Review of the DRAFT Equity & Inclusion Committee Focal Area Map.** Objective: Seek feedback and advice from our new AVP, Equity & Inclusion regarding where the Library DEI committee should put priorities in 2018/19.

- Encouraged to engage the larger community in conversation on barriers to entering the Librarian field
- Spaces: Create symbols of inclusion that will tell visitors we recognize the importance, even if their particular group is not being recognized.
- Training & development for Staff: Endorses the strong focus on staff training and development while we are trying to build cultural sensitivity and knowledge. Encouraged us to create on-going opportunities specific to staff; facilitate difficult conversations; focus to culture & team building. Create opportunities for library staff to learn as a group (to increase convenience sense of collective action)

5. Other Issues?

6. **Next Meeting: Tuesday October 23, 10:00 – 11:30 AM.** Guests: Melanie Garaffa (Senior Manager, Organizational Development) and May-Marie Duwai-Sowa (Employment Equity Specialist). Topic: Creating Employment Equity Plan(s) for the University Library & Health Sciences Library.