

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

**Monday February 11, 2019
1:30pm – 3:00pm
Mills Community Room**

Present: Vivian Lewis (Chair), Jeannie An, Gillian Dunks, Rebecca Fera, Myron Groover, Tamara Monster, Chris Nicol, Anne Pottier, Abeer Siddiqui

Regrets: Erica Balch, Jennifer McKinnell, Stephanie Sanger

Minute Taker: Mary Hotson

1. Welcome (V. Lewis)

2. Review of Minutes from January 14, 2019 (V. Lewis)

A reminder that minutes are posted to the public website

- Minutes approved with no amendments

3. The University's Diversity Census: Have steps been taken to increase McMaster University Library's participation rate? Any word on a campus campaign?

- Message to all staff sent last week; reminder at Librarian & Managers and Supervisors Groups meetings. HR will make campus push in next few weeks.

ACTION ITEM: Chris will follow up with May Marie on participation rate to determine if reminders influenced participation.

4. Status Updates

- a. Employment Equity Plan (Chris & Tamara).**
- Draft UL document complete.

ACTION ITEM: Chris will compile UL draft and send to group this week; will discuss collaboration between HSL/UL on department plan.

ACTION ITEM: Include on March agenda

b. Room Booking

- Trial of 'Booking' in next week; currently being used by Lyons and Makerspace – to replace outdated platform in use
- Room bookings are colour blocked, no details of booking provided

- c. Multi-Cultural Calendar
 - o Emails sent to all staff that included link to Outlook tool
 - o Discussion underway through PACBIC on creation of University wide calendar that would provide a tool to prevent conflicts and double bookings. Ownership required, TBD
- d. Recruitment – Providing an overview of how recruitment is done in the UL and the HSL. (Could we aim to have this conversation at the March meeting?)
 - o Differences arise with different groups represented in UL; current recruitment guidelines will be reviewed through diversity lens

ACTION ITEM: Chris will connect with Jennifer re HSL guidelines

ACTION ITEM: Include on April agenda

- e. Day of Service
 - o Part of SLDC Strategic Initiative – focussed group has been in contact with Sashaina Singh and Dave Heidebrecht (Office of Community Engagement); parametres to be established on participation
 - o Suggested timing - before summer
 - f. Ageism: How Age Friendly are our services and spaces?
 - o No update
- 5. Creation of an Indigenous Initiatives Group.** Who has expressed interest so far? Do we want to ask for one additional member (outside of the DE&I Committee)?
- Sub group will include Gillian Dunks (lead), Stephanie Sanger, Tamara Monster, and Anne Pottier
 - Call will go out to Library staff for interest – one additional member will be added
- 6. Indigenous Initiatives (will be taken over by new subgroup).**
- a. **Staff Training and Development Opportunities**
 - i. KAIROS Blanket Exercise (Anne)
 - o Led by Katelyn Knott & Elder from Indigenous Studies
February 22nd, 9:15am – close to 30 participants registered
 - ii. Indigenous Cultural Competency Training
 - o All day session scheduled for March 8 in LR Wilson – registration required
 - iii. Session on Indian Act
 - o Keep on list
 - iv. Session on Indigenous Research Methodology
 - o Keep on list
 - o Resource for information - Indigenous Education Council
 - b. **LibGUIDE**
 - o No update
 - c. **Decolonizing Subject Headings**
 - o Education Institute (The Partnership) webinar entitled “**Decolonizing Description At University of Alberta Libraries**” on April 30th 3:00 PM - 4:00 PM. Webinar details available [here](#)

- 7. Work Plan:** Would this document be helpful in our deliberations?
- Mary will update work plan based on meeting notes
- 8. Reporting Back:** What Committee Members have read, heard or participated in since the last meeting. Others?
- a. HRPAC Conference – report on sessions attended (Chris N.)
 - Focus of conference was on cultural awareness and diversity
 - Session on ‘Coaching with an Indigenous Lens’ provided a focus on coaching opportunities and missing aspects (in comparison to indigenous coaching)
 - ‘MeToo’ founder spoke to resolution of harassment issue, making comparison to smoking issue and cultural shift that drove solution
 - b. OCULA (Abeer)
 - Free webinar being offered on Feb 28th on Critical Librarianship – Abeer will send out more details
 - c. Ontario Library Association (Vivian)
 - i. CFLA Annual General Meeting
Elder called out about land acknowledgement “we can do better”; TRC is about “consciousness, not knowledge sharing”
 - ii. Tanya Talaga, author of *Seven Fallen Feathers: Racism, Death, and Hard Truths in a Northern City* (September 2017)
Story of 7 young indigenous men and women who died in Thunder Bay during an 11-year period. All were away from their communities to go to high school (because there were no high schools in their northern communities). Thunder Bay Public Library called out for its support of the author and her story.
 - iii. University Library was the recipient of an award from the Jamaican Canadian Association yesterday at the Boonoonoonos brunch (as part of Black History Month celebrations). The UL was recognized for its work supporting Miss Lou’s archive.
 - d. Committee Update (Anne)
 - Suggested to provide more detailed update at next All Staff around work being done by Committee
 - e. Library Displays Committee (Anne)
 - OS ticket can be issued to committee for requests on focussed displays within Library

9. Next Meeting:

- Monday March 11, 2019
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Community Room, Mills Library