

**McMaster University Libraries Diversity,**

**Equity and Inclusion Committee**

**Monday March 11, 2019**

**1:30pm – 3:00pm**

**Mills Community Room**

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

Regrets: Gillian Dunks, Jennifer McKinnell, Chris Nicol

Minute Taker: Mary Hotson

1. **Welcome**
2. **Review of Minutes from February 11, 2019**

A reminder that minutes are posted to the public website

* + Minutes from Feb 11, 2019 approved with no amendments

1. **The University’s Diversity Census:** When should we expect an update on the UL participation rate?
   * Will continue to track participation rate; next HR update expected in April
2. **Status Updates**
   1. **UL Employment Equity Plan** (Tamara – on behalf of Tamara and Chris)

Recommendations for review:

* + 1. Practices and Procedures - Item 4: Provide ‘information to new Librarians about MUALA Mentorship Program’
    2. Workforce Demographics – are these anticipated numbers for the next 12 months or 2018 numbers? What is the definition of ‘Promotion’ and ‘Advancement’
    3. Employment Equity Goals – Item 4: Rephrase as how we ‘recognize, engage and plan around religious holidays’; mention the displays that highlight and acknowledge cultural and religious holidays.
    4. Initiatives and Activities
* Libguide Creation (Indigenous Initiatives Group will focus on)
* Psychological Safety Training (could be incorporated into Fall Retreat) – more details required, contact Deb Garland (Anne)
  + 1. Consultations, Collaborations, and Partnerships – Item 3: The Indigenous Initiatives Group will be reaching out to Indigenous Studies and Indigenous Education Council
  1. **Room Booking –** Is the trial of the new platform complete? (Anne)

‘Booking’ software will be rolled out in May. Bookings will show as colour block with details visible only on administrative side; rules around booking spaces can be designated by space. Is an ability for kiosk at entrance of space to show all bookings - allows for booking on the spot.

Lobby booking requests go to Managers for approval; student groups must be approved by EOHSS.

* 1. **Multi-Cultural Calendar:** Any progress on a university-wide calendar? (Anne)

Office of Equity and Inclusion website includes multicultural calendar; one main calendar for university creates ownership issue - who would take responsibility for maintaining and updating information.

* + - Standing item on agenda as reminder

1. **Status Updates – Indigenous Initiatives Group (Anne on behalf of Group)**
   1. **Creation of an Indigenous Initiatives Group – membership**

Group will hold first meeting March 25 at 1pm.

Recommendation to consult with Bernice Downey, Vanessa Watts, Chelsea Gabel for direction of group

* 1. **Report from the KAIROS Blanket Exercise**

Coordinated by Katelyn Knott, facilitated by Office of Equity and Inclusion and Rene Hill (Elder). 27 staff (UL/HSL) participated in exercise that provided a better understanding of what took place over last 100 years. Call for interest for additional session will go out May/June – depending on response will open to other departments

* + - Are there other similar types of training available on campus?
  1. **Report from the Indigenous Cultural Competency Training session**

March 8th workshop attended by Vivian, Stephanie and Anne. Included some of the same content covered in the KAIROS exercise – but expanded, included four interactive modules presented by Bernice Downey, Vanessa Watts, and Chelsea Gabel. (Final module by Vilma Rossi.)

* 1. **Decolonizing Description webinar – University of Alberta** <https://www.thepartnership.ca/web/PARTNERSHIP/Education_Institute/Event_Detail.aspx?EventKey=EIW190430&WebsiteKey=49eb833d-4b23-4429-949e-216666246bc4>.
     + Charting a Course for Truth and Reconciliation in Higher Ed and the Media – hosted by OCUFA – March 19, 7pm – 9pm
  2. **Other Issues?**

1. **Reporting Back – What committee members have read, heard or participated in since the last meeting**
   1. McMaster named as top employer for diversity and inclusion <https://dailynews.mcmaster.ca/articles/mcmaster-named-a-top-employer-for-diversity-and-inclusion/>
      * Was concern expressed by some groups by this recognition as most activities on campus are just getting started.
   2. Diversity Map (UTS maps the ancestral home of staff. (Anne) <https://dailynews.mcmaster.ca/articles/diversity-always-makes-teams-stronger/>
      * Create Library event, partner with Social Committee
      * Include list of languages read and written within Library
   3. Intellectual Freedom / Hate Speech (OLA session) – Tamara
      * Session attended at January OLA conference; recent articles and controversial speakers within Libraries discussed. Distinction between wilful promotion of hatred and expression of hatred – convictions of hate speech are rare. OLA determining stance on intellectual freedom – no central infrastructure.
   4. The ALA Conference and the issues around bystanders - **Vivian**

An African American librarian was harassed by a white colleague at the ALA midwinter meeting in Seattle in January. About 30 people were in the meeting, including prominent members of the profession – and no one said anything. ALA has since apologized to the individual and the unnamed counselor has resigned. The issue that has emerged from this situation is bystanders. ARL is providing bystander training for all members of the Board of Directors before its next meeting.

* + - Anne will look into bystander training offered on campus
  1. Digitization of historical campus yearbooks with racist overtones - **Vivian**

Some U.S. universities are experiencing problems with content in their digitized yearbooks and student newspapers. Appears to include unsavoury images (students in black face, etc.) are being asked to take the yearbooks down or to remove the images. Some are publishing statements on their yearbook landing pages saying that the images “must be viewed in context of the relevant time period.” Others are refusing to put the disclaimers up.

* 1. Canadian Association of Research Libraries calls for members to serve on a Diversity, Equity & Inclusion Working Group AND an Indigenous Issues Working Group – Vivian

Two working groups and two visiting program officers. Call for expressions of interest has gone out; no guarantee that our nominations will be accepted. The committees report to Strengthening Capacity Committee. As Vivian chairs this committee, she will recuse herself from the decision.

* 1. Vivian appointed to the new OCUL Response to the Truth & Reconciliation Calls to Action Working Group
  2. OCULA – Critical Librarianship – Abeer
     + Virtual journal club reading – Abeer will send out citation to group

1. **Next Meeting**

Thursday April 11, 2019

1:30pm – 3pm

Mills Community Room