

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

**Thursday April 11, 2019  
1:30pm – 3:00pm  
Mills Community Room**

**Present:** V. Lewis, C. Nicol, T. Monster, G. Dunks, M. Groover, J. McKinnell, E. Balch,  
A. Siddiqui

**Regrets:** A. Pottier, R. Fera, J. An, S. Sanger

**Minute Taker:** M. Hotson

**1. Welcome**

**2. Review of Minutes from March 11, 2019**

A reminder that minutes will be posted to the public website

- Send requests for change to Mary

**3. 2018 CAPAL Census of Academic Librarians** [https://capalibrarians.org/wp/wp-content/uploads/2019/03/2018\\_Census\\_March\\_24\\_2019.pdf](https://capalibrarians.org/wp/wp-content/uploads/2019/03/2018_Census_March_24_2019.pdf) The document is 82 pages long! Diversity-related material on pages 9-10, 63-75.

- Scope of survey was to provide a window to demographics of Academic Librarians; 900/1800 participated in survey.
- Shows limited diversity (2.18% indigenous, 89.62% white, 83.7% born in Canada, 92% have English or French as first language).
- Previous 8Rs Study (Future of Human Resources in Canadian Libraries) was the biggest study of library profession ever conducted across the world. The 2005 study (<http://www.ls.ualberta.ca/8rs/8RsFutureofHRLibraries.pdf>) was replicated for academic libraries in 2015 (<http://www.ls.ualberta.ca/8rs/8rs-redux-final-report-2015.pdf>).

**4. Status Updates**

**a. UL Employment Equity Plan – Review #2** (Chris and Tamara)

- i. Practices and Procedures – MUJALA currently manages a mentorship program for co-op students from MLIS programs. New Librarians are invited to mentee the students. HR will provide information (pamphlet) to new Librarians as part of first week entry plan. Recommendation to connect Librarians and staff from marginalized backgrounds to library and campus mentorship initiatives (Abeer)

- ii. Workforce Demographics – numbers provided are based on past few years, keeping in consideration potential turnover with current staff. Chris will confirm definition of ‘promotion’ and ‘advancement’ with May-Marie.
- iii. Employment Equity Goals – will rephrase wording around recognition of religious holidays.
- iv. Initiative and Activities
  - Libguide creation – not considered part of ‘employment equity plan’ as it is more a resource to Library users rather than staff
  - Include the creation of the new Indigenous Initiatives Group & opportunity to connect with Indigenous groups on campus.
  - Fall Retreat – Social Committee may wish to consider a focus on EDI
- v. Consultations, Collaborations and Partnerships – will update wording to include the ‘Indigenous Initiatives Group’

HR will provide Employment Equity Plan to the DEI Committee for input and feedback before presenting to LLG for approval. Final plan presented to Office of Equity and Inclusion.

Action Item: Chris will revise document and send out to group for review

- b. **Room Booking** – On track for May roll-out? (Anne)  
Expectations that the new room booking software will roll out in May
- c. **Multi-Cultural Calendar:** Any progress on a university-wide calendar? (Anne)  
No update

## 5. Status Updates – Indigenous Initiatives Group (Gillian) Any updates from FIRST meeting?

- Key purpose of group identified as consulting with Indigenous groups (on and off campus) and developing relationships. Groups could provide training for staff (considered best practice) and assist in further development of priorities (collections, etc.)
- Group is working on terms of reference, protocols and policies to adhere to; consultative process will help develop mandate and concrete deliverables and projects.
- Outreach strategies – faculty members to connect with – first, think about what we are actually asking, what is our resource level?
- Carto 2019 event being organized by Maps/Data/GIS will include a display of the Ingenious Peoples’ Atlas of Canada giant floor map (June 11 –14) in the atrium of MUSC.
- Connection @ Ryerson in Archives and Special Collections – discussing what they are doing in response to TRC, can we work collaboratively?

## 6. Early review of Myron’s Indigenous Land Use and Treaty Claim work (not to be shared beyond group). Myron forwarded his document to us on Monday April 8. Context of document rooted in the geography of land; challenge to construct, caution taken in writing as issues, disputes and settlements are ongoing. McMaster land acknowledgement developed in partnership with the Faculty of Indigenous Studies; controversy around accuracy of statement remains.

**7. Reporting Back – What committee members have read, heard or participated in since the last meeting**

**a. Brief report from the “Sorting Libraries Out: Decolonizing Classification and Indigenizing Description” conference (Gillian)**

- Biggest takeaway – central theme around relationship building and practical considerations when reaching out to communities:
- Consider the importance of sensitivity to protocols – ask when in doubt
- Remember you are requesting labour from people - your ‘ask’ should involve an offer of compensation or recognition of work involved.
- Consideration to seasonality and outreach (example, fishing season)
- As a settler doing outreach, be self aware of own biases specifically around ownership, copyright and collections work.

**b. Digital Diversity Event at Ryerson on April 30. Details:**

<https://cdh.rula.info/digitaldiversity/>

**c. Vivian has agreed to join the OCUL Truth & Reconciliation Calls to Action Working Group. Scope of work TBD.**

**d. Let’s Talk about Race – White Privilege and Whiteness (Erica)**  
Handout provided from workshop on ‘How to be an Ally’ – how can you be supportive, what should you keep in mind?

**8. Next Meeting?**

- Tuesday May 28, 2019  
10:30 – 12:00  
Mills Community Room (L304)