

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

**Friday October 25, 2019 - 10:00am – 11:30am  
Mills Community Room**

Present: V. Lewis (Chair), C. Nicol, T. Monster, E. Balch, R. Fera, A. Pottier, J. An, A. Siddiqui

Regrets: J. McKinnell, S. Sanger, M. Groover, G. Dunks

Minute Taker: M. Hotson

**1. Welcome**

**2. Updates from the Indigenous Initiatives Sub Group (Anne)**

- a) Indigenous Student Intern position in the Library (10 hours/week, January 2020)
  - In partnership with the Indigenous Studies program; position could be a combination of co-op, work study, internship. Funding has already been approved; potential to expand into scholarship program
  - Identify interests/projects to establish work; could include some collections work with Indigenous Studies
  - Shylo Elmayan (Director of Indigenous Student Services) will help frame role and provide call out to students enrolled in program.
- b) Staff Learning Series
  - Speaker/story telling series- public event showcasing local Indigenous authors; partner with Indigenous Studies Program and/or English & Cultural Studies
  - Murdered Indigenous Women's Day (tie in to campus Red Dress Campaign) – provide group viewing of CBC video & discussion - November 21, 2pm – 3pm in Sherman Centre (Mary check space availability)
  - Safe water discussion

**3. CityKidz Toy Drive (Anne)**

Concern raised in the past of previous organization affiliations to faith groups and values. Noted that organization must contain infrastructure to handle volume and distribute contributions effectively. No concerns from group to continue working with CityKidz.

**4. Age Friendly University:** McMaster has become the 2<sup>nd</sup> Canadian university to join the international AFU Network. The movement is premised on 10 guiding principles.

[https://mira.mcmaster.ca/education/age-friendly-university-\(afu\)](https://mira.mcmaster.ca/education/age-friendly-university-(afu))

Aspects Include:

- Physical - example: 'Wayfinder' signs installed across campus
- Services available
- Access to courses, programs and transportation

-First meeting of MIRA group focussed on campus parking – cost and accessibility – and providing accessible community space on campus that is easily located.

-MIRA is collecting inventory of all age friendly initiatives happening on campus.

- 5. McMaster Equity, Diversity & Inclusion Strategy Steering Committee:** Vivian and Anne have both been asked to serve on the AVP Equity's new team (Vivian for the libraries and Anne for accessibility). The Plan includes six core themes. Would our group be interested in having an extended meeting to rethink our focal areas in light of the six themes? Some time has passed since we last looked at our focal areas and they probably need some work!

ACTION ITEM: December DEI Committee meeting to review focal areas of focal area document; outline accomplishments and determine coming year focus. Consideration to census and encouraging greater participation (linked to objective 5).

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

- a) Toronto Public Library board refuses to halt 'gender identity' forum.  
<https://www.thestar.com/news/gta/2019/10/23/protests-possible-after-library-board-refuses-to-halt-gender-identity-forum.html>. Versions of this story are happening in libraries around North America. How do we respond when our beliefs in diversity, equity and inclusion collide with our beliefs in free speech?

-Noted that people in the position of power to make decisions are often not members of marginalized groups.

-How to provide balance in policies for consistency – clear yet mindful to all rights.

-libraries should ensure balance in voices: provide inclusive space and voices to marginalized groups - provide support for those who disagree, space and resources for voice; protecting inclusivity and freedom of expression, in balance

- b) ALA taking Dewey's name off award due to sexism and racism. Discusses the inherent Eurocentrism in the Dewey classification system.

<https://slate.com/human-interest/2019/09/melvil-dewey-american-library-association-award-name-change.html>

- c) Georgia Southern University students protest an author's talk on white privilege by burning her book. <https://www.insidehighered.com/news/2019/10/14/georgia-southern-students-burn-novels-after-author-visit>

## 7. Other

- a) Discovery Program (Abeer) – includes a diverse group of students who are given a taste of University education at no charge. Abeer will plan to meet with Kim Dej at end of 19/20 program to establish formal partnership with Library. Partnership will be shared with all Library staff once established.
- b) Inclusive Language (Erica) – Campaign for LinkedIn Learning; listing of 'kick-start' in communication style guide. A bigger campus discussion on language and appropriate use of is needed.

**8. Next Meeting? - Monday Nov. 25, 2019, 10:30-12:00 PM (Mills Community Room)**