

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

**Monday November 25, 2019 - 10:00am – 11:30am  
Mills Community Room**

**1. Welcome**

**2. Updates from the Indigenous Initiatives Sub Group**

- a. Debrief from first Indigenous Topics Event  
Event on Nov 21 began with a discussion on resources made available in advance of session, followed by an activity involving case review, ending with a short discussion. A survey has gone out requesting feedback on structure of session and future topics. Noted that HSL has been doing monthly topic series for some time and took great leadership in planning this event.
- b. Other updates?  
Committee will reconvene in January to discuss future sessions  
June 2020 – Canadian Health Libraries Association conference: opening keynote is Dr. James Makokis, an Indigenous and two spirit family physician from Alberta who specializes in treating transgender individuals.
- c. Indigenous Studies program/student services  
Meeting with Carrie, Anne, Shylo and Vivian scheduled for this afternoon (Anne)

**3. Creating EDI-sensitive selection criteria for the digitization program?** Krista Jamieson will attend Dec. 17 DEI Committee meeting to discuss possible criteria – in preparation for a presentation to PACBIC. Will send materials in advance.

- Krista is working on creating policy around sensitive digitization practices – topics and scope of policy to be identified.
- Consideration to outreach with Indigenous communities around collections, digital repatriation and access to sensitive records; contemporary materials already owned – what can actually be digitized - moral and ethical grounds; further conversation/consultation with community for shared understanding

**4. University Library Holiday Party – “Holiday Table.”**

For the last few years, Nicole MacDonnell has set up an information table about the many holidays celebrated in December (Hanukkah, Winter Solstice, Kwanzaa, etc.) Nicole is no longer on the Social Committee but has offered use of her materials.

- Broader conversation to include consultation with campus community – recognition or commemoration – example: Hanukkah

- Displays Committee will lead outreach to organizations on campus and collaborate on proposal for year; create calendar of 4-5 displays, emphasis throughout the year rather than only at holiday season
- Rebecca will communicate between committees
- Internal staff learning – what can be done to facilitate learning of religious observances
- February 21, 2020 session: What’s in a Word: Culture and Beyond in collaboration with the Office of Equity & Inclusion

## 5. Results from Universities Canada’s first survey of EDI at Canadian Universities

<https://www.univcan.ca/media-room/publications/equity-diversity-and-inclusion-at-canadian-universities-report-on-the-2019-survey/>

- 3 components of survey included:
  - o Question to University Presidents - How do you think its going on your campus?
  - o Reviewing individual websites (EDI policies available on most websites)
  - o Analysis of diversity among Senior Leadership

Other Discussion:

- CARL EDI group is currently creating high level inventory of strategies underway – does one currently exist or will one be developed (Anne)
- Recruitment and Retention – clarity to support services available in order to retain diverse employees – perhaps addressed in work entry plan; support could be in the form of peer mentorship or a buddy system. Noted that retention among equity seeking groups is a major issue in US libraries
- Better self education on creating a healthier environment – paying attention to existing issues – listening. What is the best measure to address concerns? How do we capture mental health, burnout, and overall wellbeing of employees – example: workload
- HSL – Faculty recruitment strategy created by Bernice Downy provides perspective of strategy first, resourcing later

## 6. What’s Happening on Other Campuses

- Syracuse University:** Racist and anti-Semitic acts at Syracuse University result in arrests, suspension of fraternity social events and calls for the President to resign.  
<https://apnews.com/8923cfc976f8492896ddf8771bc3256d>
- 2 reports of incidents at U of T and York Libraries – uncertain to reason, possibly targeting Jewish students (Anne)
- “You are Welcome Here”** – SFU’s celebration of Transgender Awareness Week.  
<https://www.lib.sfu.ca/help/academic-integrity/transgender-community>
- Adding resources to current collections to fill gaps in resources
  - Trans flag flown last week at McMaster – consider Library display for next year
  - Provide opportunity for inward education across Libraries – internal discussion, improve quality of service

## 7. Refreshing Committee Membership

- Vivian will send message to committee for interest to continue

**8. Other Issues?**

- Equity Census – reminders for participation will continue

**9. Next Meetings: Tuesday Dec. 17, 10:30-12:00** - Discuss DEI-sensitive digitization policies with K. Jamieson.

**\*\*\*2 hour meeting in January** to review our work plan up against the Universities new EDI strategy.