McMaster University Libraries Diversity,
Equity and Inclusion Committee

Tuesday December 17, 2019 - 10:30am – 12:00pm
Mills Community Room

1. **Welcome**

2. **Updates from the Indigenous Initiatives Sub Group**
   - Next group meeting will review November 21st staff learning session survey results; water safety considered for future learning session topic
   - Had a preliminary conversation with colleagues from the Indigenous Studies Program and Indigenous Student Services regarding the possibility of the University Library sponsoring an part-time Indigenous Student Intern.

3. **Creating EDI-sensitive selection criteria for the digitization program?** (Guest: Krista Jamieson) Krista delivered a version of a discussion she will lead with members of PACBIC regarding library digitization and Diversity, Equity & Inclusion.

   Selection process and criteria for selection decisions
   - With EDI considerations and recognition to a level of relationship building
   - Will include list of considerations (when there is freedom of choice)

   Scope of digitization (pre 1924)
   - Noted that there is an accessibility and AODA exemption to special/archival collections
   - Context & warnings around historical materials – Should we place warnings around specific items when they are discovered to be racist or hurtful to individuals from equity-seeking groups?
   - Managing expectations around the Library's ability to digitize materials (in copyright, etc.)

   EDI related possible selection criteria
   - Clearly define 'community' as Hamilton

   Addressing Key Concerns
   - Consider committing small portion of efforts to projects proposed by community, not owned by the Library
   - Digital repatriation – consideration for future of program, outreach to broader community
   - Digitization program – what it is and how it works (basic process); communicate willingness to discuss best practices of digitization
   - Document and Records Management, University Archive – all missing on campus

- What types of things do you consider when deciding what to digitize; why does the University collect sensitive/unsavoury/unhappy material? Provide context to problematic materials
- Introduction of program –What are you working on right now? Theses, campus photos, internet archive (rare books). Noted that material in internet archive are different than local archive which contains smaller quantity, different content. A reminder that statistics are gathered for score card measuring digital content.
- Community partnerships (currently only includes HPL) – open to more

4. **Refreshing Committee Membership**
   Vivian will send message out to members for those who would like to step down; follow up with call out to staff interested in joining committee.

5. **Other Issues?**
   Vivian & Anne sit on campus EDI Steering Committee – mandate to help move EDI Strategy forward and provide accountability across campus

6. **Next Meetings: 2 hour meeting in January** to review our work plan up against the Universities new EDI strategy.

   > **NEXT MEETING:**
   > Monday January 20, 2020
   > 10am – 12pm
   > Mills Community Room