

McMaster University Libraries Diversity, Equity and Inclusion Committee
Monday December 7, 2020
1:00 pm – 3:00pm
ZOOM

Present: G. Dunks, M. Groover, K. Jamieson, V. Lewis (Chair), N. MacDonnell, C. Nicol, A. Pottier, S. Sanger, A. Zeffiro

Regrets: J. An, P. Maylott, J. McKinnell

Minute Taker: M. Hotson

1. Welcome

2. University Updates (10 minutes)

a. President's Commitment to Targeted Hiring and Anti-Racism (November 23, 2020)

<https://dailynews.mcmaster.ca/articles/mcmaster-makes-commitment-to-black-academic-excellence-across-the-university/>

- The University is intending to hire up to 12 Faculty members. The University Library's Caribbean collections are identified as possibly creating a research focus for new faculty.
- Myron has been in conversation with faculty members who are planning classes involving our Caribbean collections during intersession. Hopes to lay the groundwork for additional use in the curriculum.

b. Senior University Leader Learning Program: Vivian Lewis and Jennifer McKinnell participated in a learning opportunity for university leaders focused on two books: R. DiAngelo's *White Fragility: Why It's So Hard for White People to Talk about Racism* AND F. Henry's *The Equity Myth: Racialization and Indigeneity of Canadian Universities*.

c. Diversity & Inclusion: A Beginner's Guide to the Holidays:

https://hr.mcmaster.ca/app/uploads/2020/11/LIFELINES_December-2020_Diversity-Inclusion-Holidays.pdf

3. Update from the Indigenous Matters Subgroup (10 minutes)

- Laura and Stephanie are planning the next session (Winter 2021) that will include a 'Land Acknowledgements' workshop led by Katelyn Knott. This workshop is expected to be both interactive and engaging. Noted that in the current virtual environment meeting, committee chairs are commonly using land acknowledgements based on the location of their home office rather than their campus.

- UL Staff Learning Series (Reading Group) – Krista & Gillian have met with Rick Montour for feedback on the suggested reading list. First session is tentatively scheduled for third week of January 2021. Session will include an ‘ask me anything’ segment with Rick Montour as well as a discussion on the suggested reading.
4. **Mandate:** Review the mandate produced at the April 2020 meeting. Are any further changes required before we replace the existing mandate on the public website? **(DOCUMENT 1) (10 minutes)**
- Agreement by committee that the revised document meets the current needs of the committee
 - Website will be updated with revised document and sent out to all staff (M. Hotson)
5. **KEY TOPIC: Setting Priorities for 2021:** Review the draft slate of priorities for 2021 based on this group’s November 2020 meeting. **(DOCUMENT 2)** Is this the right cluster of activities? What changes are required to the draft scope statements? Who is willing to work on each priority area? Who else should be involved (library staff? Campus colleagues?) **(90 minutes)**
- Refer to document for notes
 - Vivian will update file based on discussion and share with group via email.
 - Committee members can express interest in groups they would like to work on (provide 1st & 2nd pick)

Next Meeting: Monday January 25th, 10am – 12pm

Mandate on Library website will be updated with revised mandate below

DOCUMENT 1

McMaster University Libraries Diversity, Equity & Inclusion Committee

DRAFT Revisions to our Mandate

(April 3, 2018 – revised April 27, 2020)

The group will strive to make McMaster libraries more diverse, equitable and inclusive places - both for library staff and for the campus community. The group will advise the library's senior leadership on policies and programs associated with:

- Making library services and spaces more welcoming for all groups
- Reviewing our collections policies and practices to ensure that we are building and describing our collections in ways that are respectful to all groups.
- Presenting ourselves in an inclusive manner to the campus and the community (marketing, community relationships, etc.)
- Recruiting more library staff from diverse backgrounds. Actively seeking out more diverse pools of candidates. Reducing barriers to create more welcoming experiences for candidates.
- Retaining more library staff from diverse backgrounds. Improving our onboarding processes. Creating more positive environments for new recruits.
- Providing and encouraging staff participation in DEI learning opportunities. Creating meaningful opportunities for staff to engage in challenging conversations and develop their understanding of DEI.
- Sharing information and best practices