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

**Monday January 20, 2020 – 9:30am – 11:30pm
Mills Community Room**

Present: V. Lewis (Chair), J. McKinnell, R. Fera, C. Nicol, S. Sanger

Regrets: J. An, E. Balch, G. Dunks, M. Groover, A. Pottier, A. Siddiqui, T. Monster, K. Ball (Guest)

Minute Taker: M. Hotson

1. **Welcome**

2. **Updates from the Indigenous Initiatives Sub Group**
   - Group has not met in 2020; meeting scheduled for this Thursday
   - OCUL has shared information about a new online resource for indigenous matters; The OCUL TRC Group is reaching out for further clarification on costing etc. – It appears to be more of a curriculum tool than traditional library content.
   - Rebecca will share slides on Advancement staff training that included presentations by Indigenous researchers

3. **Review of the Draft University Library Strategic Plan from a Diversity, Equity & Inclusion Lens (Document 2) (Guest: Kathy Ball)**
   - Staff will have an opportunity to provide feedback on the draft at an upcoming all-staff meeting. Vivian will share with key Deans and Senior Leaders for comment.
   - Vivian asked that all DEI committee members review and provide feedback

4. **Review of the DRAFT CARL definitions of Diversity, Equity & Inclusion (Document 3)**
   - The group noted that some critical groups appeared to be missing (e.g., religion). Where did the categories come from?

5. **Refreshing Committee Membership**
   Moving to staggered three-year terms.
   Rebecca & Tamara cycling off this spring. Does anyone else wish to cycle off this year?
   - Vivian will send reminder to committee, then put a call out to UL staff.

6. **HSL Accessibility Project (Jennifer)**

- When content is purchased, is it AODA compliant? Proactive approach to resource assessment - OCUL IR – products purchased are not always AODA compliant - subgroup created to review/assess products already purchased and flag concerns to bring back to IR group
- Andrea will speak with Janice re UL content

7. **What's Happening Beyond our Walls?**
   a. Former Poet Laureate George Elliot Clarke withdrew from a University of Regina lecture following concerns regarding his history with the murderer of Pamela George, an indigenous woman. Many indigenous groups called on the University to cancel the event. The University stated that cancelling the event would "go against their principles."
   b. Hearing impaired student and unfair treatment re: OSAP funding and full-time studies - time to complete studies is not always equal but is not reflected in funding allowances

8. **Next Meetings: Friday February 28, 10-12 noon, Mills Community Room**

DOCUMENT 2

McMaster University Library

Draft 2020-2023 Strategic Plan

RESEARCH ACCELERATION

Enable new and emerging models for advancing knowledge and accelerating the University's research mission.

The University Library will assume a leadership role in developing, supporting, and increasing adoption of solutions that enable open scholarship and improve the efficiency, impact, and visibility of research at McMaster. We will promote and support open access publishing models that make it easier for McMaster researchers to satisfy funder mandates and share their publications openly with global audiences. We will provide new tools and services that enable long-term data stewardship, and help researchers manage their data efficiently. We will engage researchers with new modes of digital scholarship and provide them with the requisite expertise and resources to integrate them into their research processes. We will centralize and enhance access to information about McMaster's researchers, their works and expertise, to raise the University's research profile—both internally and globally.

DISTINCT AND DIVERSE COLLECTIONS

Celebrate, enhance, support and share our unique print and digital collections.

The University Library will commit more resources to exposing and enhancing access to its many unique and remarkable collections of archives, maps, rare books, and born digital materials. We will work with various communities to ensure that we acquire and manage our collections of diverse, culturally sensitive materials in a respectful manner. We will continue to expand our digitization program to enhance access and use for researchers at McMaster and around the world. We will explore options for preserving and showcasing the University's documentary heritage.

LEARNING AND CURRICULUM SUPPORT

Develop innovative and effective learning programs, physical and virtual environments, services and tools to support student success.

The University Library will help all McMaster students develop the critical thinking and research skills required for success throughout their lives. We will explore and implement new partnerships, education opportunities and engaging strategies for teaching research skills in person, via the learning management system and through other online tools. We will build upon the success of the Mills Learning Commons, the Lyons New Media Centre and the Thode Makerspace to create more effective learning environments to support creation and innovation. We will regularly evaluate our learning programs to ensure that they are meeting the needs of the current and future generation of learners. We will work with the MacPherson Institute, and other campus partners, to support teaching. We will partner with the DeGroote School of Business to build innovative new learning spaces in the re-imagined Innis Library.

USER EXPERIENCE

Reimagine our digital and physical spaces to provide users with intuitive and seamless access to information and resources.

We will apply new approaches to better understand our users, their needs, and their experiences using the Library—both physically and virtually. We will reexamine our public service models and the physical spaces from which they are delivered with an aim towards continuous improvement. We will refine our digital approaches to ensure that users can find what they want, when they want it, wherever they are. We will apply new methodologies like design thinking to gather information about our users and create solutions that meet their needs.

CAMPUS CLASSROOM TECHNOLOGY

Enhance teaching and learning by ensuring that classroom technology is pedagogically sound and accessible to all learners.

Through the Campus Classroom Technology Division, we will make dramatic improvements in classroom learning. We will convert all Registrar-controlled classrooms to digital technology in a financially sustainable and equitable manner. We will leverage technology to break down barriers to learning by installing state-of-the-art lecture capture devices in classrooms as they are renovated. We will invest in technologies and approaches that transform the delivery and experience of large classes—both in and beyond the classroom.

COMMUNITY ENGAGEMENT

Foster deep and ongoing collaborations in the greater Hamilton area to help build a healthier, more prosperous, digitally fluent and inclusive community.

The University Library will nurture strong relationships with local libraries, social and cultural organizations to help advance Hamilton's future. We will place special focus on exploring partnerships with indigenous groups as part of our commitment to reconciliation.

WORKFORCE

Recruit, cultivate and retain a diverse, highly-skilled workforce, supported by enriched professional development and a welcoming, equitable and inclusive environment.

We recognize that the quality and engagement of our workforce is critical to our overall success and are committed to full support of the University's Employment Equity Framework. We are committed to attracting and retaining exemplary and diverse colleagues by acknowledging their value and fostering a positive workplace environment, ensuring that all individuals are treated equitably and fairly. We will support our staff members' ongoing learning and development, helping them grow and succeed at all stages of their careers.

FINANCIAL HEALTH

Seek the additional financial resources required to meet the needs of Canada's most research-intensive university.

The University Library strives to deliver the highest quality collections, services, facilities and expertise. We will actively search out and apply for more grants and partnerships to allow us to extend our offerings. We will also work to create new opportunities of interest to current and future donors. We will pursue new strategies for assessing the quality and effectiveness of our collections in support of the University's research agenda.

DOCUMENT 3

CARL·ABRC
CANADIAN ASSOCIATION OF · ASSOCIATION DES BIBLIOTHÈQUES
RESEARCH LIBRARIES · DE RECHERCHE DU CANADA

Definitions for Equity, Diversity, and Inclusion

The CARL Equity, Diversity, and Inclusion Working Group defines inclusion as the intentional act of creating philosophies, policies, practices, and procedures that create a respectful, fair, equitable and welcoming environment that include ideas, experiences, voices and perspectives from diverse backgrounds especially of those from marginalized or underrepresented groups.

The CARL Equity, Diversity, and Inclusion Working Group defines equity as a process that creates fair access, opportunities, and respectful treatment of all people in a diverse community, recognizing the disadvantage of underrepresented individuals and groups. Equity is achieved through improving transparency and designing policies, practices, **spaces**, and principles that serve to remove biases and obstacles that limit the full participation of underrepresented groups by acknowledging unequal starting places and addressing the imbalance.

The CARL Equity, Diversity, and Inclusion Working Group defines diversity with the recognition that the human condition hosts a range of unique attributes, qualities, and experiences anchored in race, ethnicity, gender, **sexuality,** age, abilities, socio-economic status, place of origin and historical experience. **Diversity values a supporting and nurturing environment to invest in collective success and to develop a positive framework for inclusion.** Diversity creates value and should be recognized and evidenced through improved recruitment, retention, professional development, and services and spaces, **and collections,** that are representative of our diverse voices.