

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

**Monday April 27, 2020 – 2:30pm – 4:00pm  
ZOOM**

- 1. Welcome / Welcome Back.** Extend a special welcome to our new members (Nicole MacDonnell, Krista Jamieson, Paige Maylott, Andrea Zeffiro)
- 2. Review of our Mandate (April 3, 2018).** Reviewed the draft mandate. Made several changes. Will need considerably more review.
  - a. Add statement about collections.
  - b. Separate out recruitment from retention.
  - c. Staff learning – we need to encourage participation, not just provide opportunities.
  - d. Staff engagement – drop the reference to encouraging staff to participate in external activities. Comes across as “cultural tourism.”
- 3. Updates from the Campus Equity, Diversity and Inclusion Steering Committee (Anne Pottier).** Anne – anything to report?

Committee is working to align with larger EDI plan (includes rolling up of Accessibility Strategy); Indigenous Strategy is currently being worked on.

- 4. Updates from the Indigenous Initiatives Sub Group**
  - a. UL Staff Learning Sessions (Krista)
    - Group has created a 7-question survey for input on interest, topics, frequency, structure (i.e. group led or instruction/peer to peer), advance preparation (i.e. how much reading in advance), and large or small groups. Draft survey will be provided to DEI committee for review & feedback
    - Lessons learned from HSL: adjust timing of sessions so all can participate (ex. Service staff); start with topics that are relatable (next topic naturally emerged through conversations)
  - b. Other Updates from the Sub Group (Gillian)
    - Sub group will be seeking to update membership
    - Joint sessions (HSL/UL) with focus to external speakers; consideration to budget requirements

## **5. Professional Development Updates**

### **a. What's in a Word Session (Anne)**

Session led by Equity & Inclusion office in Feb 2020 focussed on everyday use of words and phrases and how they can be misconstrued. Also discussed the distinction between global, Canadian, and McMaster culture.

## **6. DEI Implications of the COVID-19 Pandemic.**

Are there any issues we need to be cognizant of during this disrupted time or as we think about the return to campus?

Implications for racialized students and staff?

Implications for international students?

Implications for students and staff with disabilities?

- Recognition that everyone's experience of working from home has been different – example: socio economic, childcare, mental health issues. People are coming out of this experience very differently – uneven places – how will the Library support this?
- Physical space – issues around feeling comfortable in Library spaces once we reopen – what do we have to consider? Expect mental health issues – renegotiation of what we use to know as 'normal; readjustment
- Opportunity for group discussion & staff learning to inform ourselves and be sensitive to issues – awareness
- Many unknowns – what will the student population look like? Will this change the way we deliver services? Perhaps the need to consider time zones & extending chat hours to accommodate.

## **7. Contributing to the University's Application for Canada's Best Diversity Employer**

**2021.** Reviewed the draft document prepared for May-Marie Duwai-Sowa as part of the University's submission.

- a.** Recruitment – add the Employment Equity Specialist.
- b.** Collections – will present to PACBIC in the Fall.
- c.** Physical Space – Add the CATS events and the two MACACCESS events in the fall.
- d.** Alternate Format Materials – Add the full time position in LAS.
- e.** Public Events – Add the Women in STEM event.
- f.** Community Events – Add the Days of Service and the creation of the Community Engagement Committee.

## **8. Next Meeting: 2.5-hour meeting in June** to refresh our work plan – and map it against the review our work plan and map it against the University's EDI strategy.