



Libraries

## McMaster University Libraries Diversity, Equity and Inclusion Committee

Tuesday June 16, 2020 – 1:30 pm – 3:30pm  
ZOOM

Present: E. Balch, G. Dunks, M. Groover, K. Jamieson, V. Lewis (Chair), N. MacDonnell, P. Maylott, J. McKinnell, C. Nicol, S. Sanger, A. Siddiqui, A. Zeffiro

Minute Taker: M. Hotson

### 1. Welcome

### 2. AADS Proposal (Vivian)

- Involved in conversation with large group of faculty members regarding a cluster hire of black faculty.
- Some discussion of building a research strength around the Library's Caribbean collections (Austin Clark, Miss Lou, etc.) Could also leverage new models of scholarship via the Sherman Centre.
- Next meeting of AADS group scheduled for tomorrow; Vivian will update the DEI committee with discussion

### 3. Disclaimer on Problematic Digitized Content (Krista)

- Language as 'warning' added to digitized thesis on 'Eugenics' last Spring included a sentence acknowledging the problematic content; however, more specific wording is required on disclaimer

**ACTION ITEM:** Krista will send thesis in question and current disclaimer to Vivian who will provide to Provost, V.P. Equity and Dean of Graduate Studies for feedback and input on wording

- Suggested that disclaimer/high level warning be included on all records held in 'digitized' area of MacSphere

### 4. Responding to Security Incidents in the University Library

- Discussed the use of campus security in library spaces. When, for what reason and how often is campus security involved in incidents?

- Hospital security oversees HSL space. Calls are regulated by hospital code system (example: code white - violent patient/patron). EFRT group is not permitted to provide service inside the hospital - first step is to call security for first aid treatment (code blue).
- Some concern about security debrief with library staff after an incident at Thode Library.
- Need to review existing policies and procedures:
  - Procedures for Enforcing Regulations Governing Personal Behaviour in the Library (revised in 2006 -Libstaff). This document requires 'incident report' – what type of reports do we have on file that involve security? Noted that incident reports are universal and include trips, injuries etc.
  - Personal Security When Working in the Library (2018 - Dropbox, "New Staff Training")

**Proposals:**

- Form subcommittee to reevaluate policies and procedures (include as priority in workplan)
- May recommend new training programs for staff (de-escalating conflict, etc.)

**5. Committee Mandate & Plan**

- Took quick look at revised mandate (April 2020).
- Bring mandate back to the next DEI meeting; more conversation brings new things to light – opportunity to refine or change language
- How are we committing to this work? At next meeting, will identify specific areas to prioritize and strike working groups for year ahead; groups will present recommendations to committee.
- Work plan – present a more aggressive stance on what we are committing to do.
- Should definitely include a review of policies and practices to recruit and retain a more diverse workforce.
- Early conversations with HSL, FHS and students on racism built into existing structure of curriculum, research function etc. Conversation has created an opportunity for the Library to be involved in or even direct change where possible.

**6. Updates from the Indigenous Initiatives Subgroup** (Results from UL staff learning survey? Other updates?) (Gillian?)

- 33 survey responses received indicated interest in learning sessions. Preferences noted include inviting outside speakers with both structured and open-ended discussions, learning in large groups, most open to short prep work.
- Develop a semi structured approach to topics – guided discussion (60 minutes) followed by open discussion (30 minutes). Initial curriculum will include foundational issues, concepts and history.
- Other topics of interest suggested in survey results include Indigenous cultures, worldviews and traditions, history of Indigenous peoples in Canada and reconciliation, and decolonization.
- Group will consult with Indigenous leaders and partners on campus for input on framework and strategy.

**7. Contributing to the University's Application for Canada's Best Diversity Employer 2021.**

(Reviewed the combined UL / HSL submission reflecting changes proposed at the April meeting)