

McMaster University Libraries Diversity, Equity and Inclusion Committee
Tuesday November 10, 2020
1:00 pm – 3:00pm
ZOOM

Present: M. Groover, K. Jamieson, V. Lewis (Chair), N. MacDonnell, P. Maylott, J. McKinnell, C. Nicol, A. Pottier

Minute Taker: M. Hotson

1. Welcome

Abeer Siddiqui will be stepping down from the committee after completing a 2-year term. She was commended for tremendous service to the committee.

2. University Updates (10 minutes)

- a. **President's Commitment to Targeted Hiring and Anti-Racism** (June 25, 2020)
<https://dailynews.mcmaster.ca/articles/our-commitment-to-targeted-hiring-and-antiracism-presidents-letter/>). The University commits to a hiring additional black faculty members.
 - The University Library is involved in these discussions because of the strength of our Caribbean collections which could form a research focus for some of these new hires. There is some possibility of a new research centre.
- b. **Structural Racism in McMaster Athletics & Recreation** (October 27, 2020)
<https://dailynews.mcmaster.ca/articles/the-conversation-and-action-that-needs-to-happen-now-depends-on-our-ability-to-rebuild-trust-presidents-letter-on-anti-black-racism-review-within-athletics-and-recreation/>. The University commits to increased representation, scholarships, more training and education.
 - The report documented long standing experiences of black athletes and coaches.
- c. **Senior University Leader Learning Program:** Both V. Lewis and J. McKinnell are participating in a learning opportunity for senior 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*.

3. External Updates (5 minutes)

CARL DEI Study: The Canadian Association of Research Libraries has issued a RFP to conduct a study of the state of diversity, equity and inclusion in member libraries. For details, see:

<https://www.carl-abrc.ca/news/request-for-proposal-the-state-of-equity-diversity-and-inclusion-in-carl-libraries-2021/>

- Intention is to build upon known data around DEI. This will include a more comprehensive study that will look at both data and lived experiences of racialized individuals in CARL libraries.

4. Update from the Indigenous Matters Subgroup (Krista) (10 minutes)

- First speaker series held October 26th included (McMaster and HPL's Writer-in-Residence) Janet Rogers and several other panel members sharing on Indigenous Publishing. This event was well attended by approximately 50 staff from UL/HSL
- Next speaker series being planned for Spring 2021; committee will be discussing suggestions at their next meeting.
- Other activities include reading group (January) and a session with Rick Montour - 'Ask Me Anything'
- 2 new members welcomed to sub committee are Nancy Waite and Erin Steinstra

5. National Dialogues on Anti-Racism (Krista) (5 minutes)

- Online event included short key notes from speakers and 8 round table sessions. Krista participated in sessions focussed on mentorship – the value, appropriateness, impact, scope and scalability. Mentees benefit from advice regarding navigating the policies and practices of an institution; value can be brought to the idea of mentorship by formalizing it as part of job expectations, rewarding participants and as counting towards tenure.
- Also noted was importance of knowing the history of what has happened on your campus – example: what kind of segregation has happened in the past, what is the history of discrimination?

6. KEY TOPIC: Setting Priorities for 2021: Can we come up with a preliminary short list of 2-5 high-priority pieces of work we hope to accomplish during 2021? Who is willing to work on each priority area? Who else should be involved (library staff? Campus colleagues?) (90 minutes)

i. Critical analysis of current hiring processes/practices and recommend changes

- What can we do better – example: suggest other places to post job openings for a more diverse applicant pool (job boards etc.). Postings could encourage interest in future career. Find out specifically where central HR posts.
- Talk to people outside of the University – who do we want reach?
- Include a member from the Office of Equity & Inclusion to ensure an external lens.

ii. Inclusive Institutional Culture

- How can we ensure people are happy in their jobs and want to stay – this can be reflected in productivity. Burnout – hear and make changes so people feel welcome.
- Permanent positions vs contract and short-term work – lack of permanent openings can lead people give up on their career
- How can we extend this to other diverse groups (individuals with disabilities etc.)

- iii. **Making library services and spaces more welcoming for all groups**
 - Create a working group to further investigate and analyze
 - What can we do – example: family friendly space. Reach out to student assistants – what more could we be doing for students?
 - Include input from the Student Union Executive, PACBIC to ensure focus on diversity lens
 - Should the initiative focus broadly or on a particular group – example: Indigenous students

- iv. **Responding to Incidents:**
 - Review of our policies and practices for responding to incidents in the library
 - Would we benefit from additional staff learning opportunities?

- v. **Standing Group to focus on staff learning relating to EDI & anti-racism**
 - Speaker series that connects to DEI – example: Sustainability Committee and talk with Daniel Coleman. Consider when sessions are held – during work hours vs. after work hours?
 - Consider session with staff on racism, a reading group or book club

Action Item: Vivian will frame out 5 areas above and present at next DEI meeting for discussion, input and interest.

Other conversation: FHS EDI (Jennifer)

- Should we be setting up a service to do this to pull equity practices around a specific group; prepare demo for Faculty leaders on where EDI is found in literature – take what we already do and remind people we can help them do these things?
- Revisiting information literacy priorities – understanding methodology and EDI concepts that need to be included in teaching

Next meeting: December 7th, 1pm – 3pm

APPENDIX 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
- ~~Promoting staff involvement in diversity activities (both on campus and off).~~
(NOTE: This could be misconstrued as cultural tourism.)

APPENDIX 2

SAMPLE DEI PROJECT STATEMENT FOR 2021

(This is offered as an example, not as a final project statement)

PROJECT: Review of Security Practices in (the University Library?)

LEAD:

MEMBERS:

KEY OBJECTIVE: The Task Group will review and made recommendations concerning current and best practices for responding to security incidents in the University Library. The Diversity, Equity & Inclusion Group will use this report to determine if changes or clarifications are required to current policies or if enhanced training opportunities should be provided to protect the safety and well-being of both staff and library visitors. The Task Group will present it's findings to the DEI Group. The DEI Group will review and recommend proposed changes to the Library Leadership Group.

SPECIFIC RESPONSIBILITIES: The group is asked to gather data and consider:

- What kind of incidents occur in the University Library?
- How often do these incidents occur?
- What documentation is gathered about incidents and the individuals involved in them? Who files the reports? Who sees the reports?
- What are the current policies for responding to incidents? At what point is security called?
- What kind of training has been provided to services desk staff to prepare them to deal with incidents? Should additional training be provided?

KEY MILESTONES

- Report to DEI group by ***