

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

**Monday January 25, 2021 – 10:00 am – 11:50 am
ZOOM**

Present: J. An, G. Dunks, K. Jamieson, V. Lewis (Chair), P. Maylott, J. McKinnell, C. Nicol, A. Pottier, S. Sanger, A. Zeffiro

Regrets: N. MacDonnell

Minute Taker: M. Hotson

1. Welcome

2. University Updates

a. McMaster's Black Faculty Cohort Hire

- Over 300 applications received to date
- Noted that a University Library colleague has been invited to participate in one faculty's application screening process.

3. Canadian Association of Research Library's Strategies and Practices for Hiring and Retaining Diverse Talent (Anne Pottier)

- Diverse group doing work, mostly AUL's
- Launched in December 2020, the living document focusses specifically on librarians within academic institutions and best practices around recruitment and retention – intended to provide practical ideas for Directors. Research included an environmental scan (what is going on within CARL institutions) and an audit of current hiring practices (noted as very different across institutions).

Highlights discussed include:

- Who are you trying to hire and how can this be done differently? Positions are being posted to various hiring sites – are there other ways to reach out to people from underrepresented groups? Discussion on the creation of an EDI specific internship for students to encourage underrepresented groups to consider library career.

- Qualifications: What to include in a posting to foster inclusivity? Consider a broader conversation around how we consider and/or translate credentials from other countries.
- Retention: How to encourage and develop a culture that ensures new hires feel welcomed and recognize the supports available to them. How do we most effectively create an inclusive environment and a sense of belonging?
- Next steps include review of group membership and the creation of focus groups and webinars on specific topics (open opportunities for discussion)

OTHER DISCUSSION:

- HSL is preparing to post for an Indigenous Librarian – further consultation has recommended crafting and posting the position broadly across both public and academic library sectors.
- Mention to how requirements can impact job grading & pay - while we are trying to be more inclusive in our requirements, this can negatively impact the pay grade being offered. University job evaluation process places high value on education. Removing educational requirements opens up jobs to more people but results in lower evaluation and pay.

4. Update from the Indigenous Matters Subgroup - Gillian Dunks

- First UL reading group with Dr. Rick Monture held on January 19th was well attended. The session included an 'Ask me Anything' time and helped set the tone for future discussions. Rick suggested to the group that future reading lists involve a focus on indigenous individuals and to look for connections to recent events.
- A UL/HSL joint speaker series is being planned for March 2021 and will invite Katelyn Knott to speak on Land Acknowledgements (Laura Banfield currently coordinating session).
- Subgroup welcomes suggestions and updates related to Indigenous Collections and what is happening at both libraries. This will align with the UL Indigenous Collections strategic initiative to promote existing archives and collections related to Indigenous peoples.
- The group will consider sharing the framework around the process of creating reading groups for use by other groups on campus.

5. Update from the Health Sciences Library – Jennifer McKinnell (10 minutes)

- Current activity in FHS around changing hiring and admission processes. Faculty are coming to the Library for literature reviews. Will consider an internal workshop for staff to meet these new kinds of information requests.
- Curriculum that contains more culture sensitivities - is there bias or racism that needs to be addressed?
- Critical appraisal – focussed on western scientific method - noted racism and bias built into the process. Example: a survey of individual articles within a collection could reveal smaller sample sizes or a high drop out rate. These findings could influence research studies – however, these articles could be beneficial to the study because they include a more diverse population.
- Group within HSL is currently reviewing Indigenous content and beginning print book purchasing for items not readily available electronically.

- Informit Indigenous Collection– <https://www.informit.org/informit-indigenous-collection> contains research content from Australia; includes more inclusive methodologies – a good tool for advising Grad students or Faculty.
- Indigenous Health Librarian position – permanent position that will be the liaison with FHS Learning Lodge made up of Indigenous health leaders from the across university. (Jennifer will share posting with group).

6. KEY TOPIC: Finalizing our Priorities for 2021: Reviewed the revised slate of priorities for 2021 based on this group’s November and December 2020 meetings.

Agreed that groups should aspire to completing work in approximately 6 months.

Agreed that composition will be fine tuned to make sure that we represent different voices.

Inclusive Culture: Noted that turnover is not high so can’t focus on this as an indicator of inclusive culture.

Security: HSL will monitor work and determine if some recommendations could be applicable (although their security requirements are different due to their location in the hospital).

ACTION ITEMS: MARY

- Updated document (new changes discussed flagged) will be sent out along with request for expressions of interest in focus groups. Interested committee members should provide 1st, 2nd and 3rd choice.
- Committee composition of groups will help guide open call for additional members
- Consideration to existing commitments and capacity of committee members mentioned