

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

**Tuesday May 25, 2021 – 11:00 am – 12:30 pm
TEAMS**

Present: J. An, K. Jamieson, V. Lewis (Chair), C. Nicol, A. Pottier, S. Rakovac, S. Sanger, L. Serviss, A. Zeffiro

Regrets: G. Dunks, P. Maylott, J. McKinnell

Minute Taker: M. Hotson

The group acknowledged the one-year anniversary of the killing of George Floyd on the streets of Minneapolis.

1. Welcome (5 minutes)

- a. The chair extended a special welcome to our new members Lynne Serviss and Sandra Rakovac

2. University Updates (20 minutes)

a. **McMaster's New Strategic Plan (released May 6, 2021)**

https://president.mcmaster.ca/app/uploads/2021/05/Institutional-Priorities-and-Strategic-Framework_FINAL_5May21.pdf

- The group reviewed Priority #1: “Inclusive Excellence” which commits McMaster to “*aspire to embed an inclusive approach that intentionally engages and respects a diversity of peoples, perspectives, and ways of knowing, in everything we do.*”
- The new plan references ‘intentionality’ – thinking in advance and framing out with intention, ways of knowing
- The plan puts strong emphasis on DEI - 4 objectives under strategic plan – promotion of diversity around recruitment and retention link closely to Library committee’s work.

b. **McMaster EDI Action Plan Progress Report (March 2021)**

https://equity.mcmaster.ca/app/uploads/2021/03/EDI-Progress-Report_Mar-1-2021.pdf

- **Discussion:** This brief report provides links to some content that could prove useful to some of the new working groups – Note the *Employee Resource for Black, Indigenous & Racialized Staff* and the *Policy for Recruitment and Selection of Faculty*.
- **Staff Learning:** The document references ‘base line training’ for senior leaders – but no language around staff learning
- References the creation of an employee resource group for indigenous & racialized staff – group will operate similar to ‘accessibility group’
- Working groups are encouraged to drill down and base work on higher level work being done across campus

c. **Introduction to Equity in the Classroom**

- **Discussion:** Sandra notes that Prof. Rita Cossa (Business) published this new guide. The group will ask to see a copy of the document.

3. **Beyond our Campus (15 minutes)**

- a. **Major U.S. Study of DEI in Research Libraries:** Ithaka S&R conducted a surveyed 638 U.S. library directors in 2020 (after the death of George Floyd). The study has a strong U.S. emphasis, but makes some interesting observations. Academic libraries report a renewed interest in creating more inclusive workspaces (recruitment and retention) and collections. Have less confidence in their organization’s personnel strategies. Report little progress in recentering collections. The article is available at:

<https://sr.ithaka.org/publications/national-movements-for-racial-justice-and-academic-library-leadership/>

-Study asks questions around the success of current diversity programs – noted that DEI focus in the US has elevated since the death of George Floyd

- b. **Proposed Canadian Study:** The Canadian Association of Research Libraries will be working with a major research organization to conduct a diversity census and inclusion survey in fall 2021. Full results will not be available till spring 2022.

The inclusion survey will be conducted with library staff within CARL Libraries – questions used in other jurisdictions are considered valid indicators. Results are expected to provide useful information and some clarity on the make up of current work force.

4. Update from the Indigenous Matters Subgroup - Gillian Dunks (10 minutes)

-The Indigenous Matters sub-group is planning for its next joint UL/HSL staff learning session. This will be held on June 21st in honour of National Indigenous Peoples Day. The session asks participants to consider resources from HSL's newly acquired set of videos from McIntyre Media on Indigenous studies. A calendar hold has been sent out by Mary.

-The sub-group will be sending out a survey within the week to all UL/HSL staff. The survey asks staff to provide feedback on the joint sessions which have taken place so far and to offer input on topics they would like to see addressed in future.

-The UL reading group will meet this upcoming Wednesday afternoon to discuss the Between the Lakes Purchase (Treaty no. 3) of 1792.

-The HSL reading group has met recently to discuss topics related to Two-Spirit identities.

5. Putting the four new working groups to work (See the file titled DEI Working Groups 2021 in TEAMS) (30 minutes)

- **Discussion:** Reviewed the membership of the four new groups. 22 library staff from UL and HSL have agreed to serve on one or more of the working groups (14 from outside of our DEI committee)! Four campus colleagues have also agreed to help.
- We will check in with each of the four leads (Krista, Andrea, Anne and Jeannie) to share any intended strategies for conducting their work, to seek advice or ask questions before embarking on the work.
- Status update from each working group will be provided at DEI meetings
- Mandate & scope begin the conversation; groups can make recommendations for further focus on larger issues

Recruitment WG: Chair – K. Jamieson

- Other discussions could include 'pipeline issues' and challenges around precarious employment.
- What is considered 'normal' within hiring processes among academic institutions – 'withdraw' rates of candidates.

Inclusive Culture WG: Chair – A. Zeffiro

- Group will create scope and include internal documents provided in meeting and external documents provided by CARL (strategies document that speaks to inclusive culture – check list). Noted that scope could overlap somewhat with recruitment.
- How to facilitate long term support of staff.

Security Issues WG: Chair – A. Pottier

- Group specifically focused on UL (HSL has a different set of protocols around security).
-Student rep from R3 being sought (Race, Racialization, and Racism)
- Number of security incidents – broad term, covers many issues – most incidents occur in public, services spaces. Post pandemic behaviours and issues will be considered
- Will consult with security services around processes as needed

Staff Learning WG: Chair – J. An

- Group will focus on DEI learning & associated programs (noted distinction between SLDC and what this group will focus on)
- Will conduct an overview of what training is currently being offered on campus and uptake.
- How can we make staff more aware of opportunities – why is it important - how do we build interest? Is it possible to incentivize participation - is there a budget for this?
- How will information be presented and organized – introductory or general content, moving to next step to be more specific, a progression towards more focused training?
- Group will consider survey on where everyone is coming from

6. Adjournment**Next Meeting:**

August 10, 2021
1:00pm – 2:30pm