

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

**Tuesday August 10, 2021**

**1:00 pm – 2:30 pm**

**MS TEAMS**

**Present:** J. An, L. Banfield, G. Dunks, V. Lewis (Chair), P. Maylott, J. McKinnell, C. Nicol, A. Pottier, S. Rakovac, L. Serviss

**Regrets:** K. Jamieson, A. Zeffiro

**Minute Taker:** M. Hotson

Laura Banfield will be stepping in for Stephanie Sanger (off on leave) as HSL representative.

**1. Welcome and Chair's Reflections**

- Last committee meeting in May marked the first findings of unmarked graves at Residential schools. Note to specific section under 'calls to action' around graves.
- Anti Muslim incidents have called to light the reality of racism; in addition, a high number of Asian Canadians are experiencing racism and hatred according to a recent poll by Angus Reid. Articles in our local newspaper reveal a high number of racially driven crimes – this has drawn out conversation on the reality of racism locally, here in Hamilton.

**2. University Updates (20 minutes)**

- a. Faith Ogunkoya hired as Student Affairs' first Manager of Black Student Success.  
<https://dailynews.mcmaster.ca/articles/mcmaster-student-affairs-appoints-inaugural-manager-of-black-student-success/>
  - Vivian will invite Faith to a future committee meeting to discuss her role and to share the work of the DEI committee.
  - Noted that Health Sciences now offers an application stream for self identified Indigenous students and specific programs have now created a Black student application stream.
- b. Ameil Joseph named as Social Science's first Professor in Equity, Diversity and Inclusion and Indigenous Strategies (EDIIS)  
<https://dailynews.mcmaster.ca/articles/ameil-joseph-to-hold-social-sciences-first-professorship-in-equity-diversity-inclusion-and-indigenous-strategies/>
- c. AVP Equity establishing a Network for Coordinated Decentralized EDI Leadership

-Recognition that work is being done in a decentralized way while still supporting the larger EDI agenda. Brings to light the benefit to a network of individuals that are involved in various EDI initiatives across campus.

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

- a. **Liberian Cultural Centre:** Discussions with Empowerment Squared to support plans to build a Liberian Learning Centre. (a partnership with Hamilton Public Library). <https://empowermentsquared.org/liberian-learning-centre/>
  - Empowerment Squared is a local service group committed to supporting black youth. Some construction has begun on the Liberian Learning Centre in Liberia; this space will be a joint library and cultural/recreational/multi use centre. UL has expressed support of working being done and will reach out on clarity to how best we can support. Vivian will invite Leo and Paul to a future committee meeting.
  - Noted that HSL has supported past initiatives in Trinidad
- b. **Canadian Study:** The Canadian Association of Research Libraries has negotiated with the Canadian Centre for Diversity and Inclusion (CCDI) to conduct a diversity census / inclusion survey of library staff across all CARL libraries.
  - Survey/census commissioned by CARL includes all staff that work in CARL libraries. Questions cover demographics, background etc. - versions of this survey have been used on other campuses (i.e. Simon Fraser)
  - Vivian has received approval from the McMaster ethics board to run a similar survey in early Fall. The data collected is very controlled and non-identifiable. General information will be shared with all CARL libraries that will not self identify data as being from one specific Library.

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

- Upcoming changes to composition of committee - Chris Reid has joined in Stephanie Sanger's absence
- Reading groups continue – UL hiatus for July & August, will resume in September. Past readings have been posted on subgroup in MS team
- Orange Shirt Day (September 30<sup>th</sup>) - order form has gone out to UL staff. Funds raised are being donated to the 'Orange Shirt Society'
- Early discussions around joint speaker series for next term

### **5. Sub Group Reports:** What progress has been achieved during the first few months of the projects? Any noteworthy discoveries? Challenges? Questions or points of clarification for the larger DEI Committee?

- a. **Recruitment (Jennifer McKinnell on behalf of Krista Jamieson)**
  - Two Exploratory meetings held to date – what are the current hiring practices, equity training and other resources available across campus?

-Group is expecting to make recommendations around hiring practices and the process of selecting candidates. Discussions also include how to create a more diverse applicant pool (hiring students that may be interested in pursuing librarianship) outreach to community and mentorship.

**b. Inclusive Culture (Paige Maylott on behalf of Andrea Zeffiro)**

-Group is taking an academic approach that includes review of research papers, documents, articles, and recent surveys focused on inclusive work culture.

-As noted by Winters (2014, p. 206) “perhaps the most salient distinction between diversity and inclusion is that diversity can be mandated and legislated, while inclusion stems from voluntary actions.” As described above, inclusion requires a leveling of the playing field and providing opportunities through organizational and managerial practices that offer real prospects of equal access to valued opportunities for employees who belong to social identity groups that experience greater discrimination”

**-Diversity** - Everything that makes you and I unique (this can be mandated and easily monitored). **Inclusion** - The act of creating fairness (this is not often mandated, and more difficult to achieve). **Belonging** - A human need to belong in our unique way. (and to feel safe doing so)

**Next steps:**

-With long term staff support as focus, the group will concentrate on employee retention efforts (including pay and pay equity); this will include an environmental scan to determine where we are at within the Library and a review of the ALA scorecard.

**c. Security Incidents (Anne Pottier)**

-Securing student representation on group has been a challenge – Anne has reached out to R3 group on campus to identify a student to work with group (noted that honorarium will be provided).

**d. Staff Learning (Jeannie An)**

-Group will include focus on protected rights (ancestry, race, colour etc.)

-Looking at both synchronous & self-directed learning/training – working with EIO and SLDC

Noted that timelines and granularity of reports/recommendations are up to groups to determine.

**6. American Library Association (ALA) has posted Diversity Equity and Inclusion scorecard for Libraries (information available on Teams channel)**

-Working groups are encouraged to review.

**7. Adjournment:**

Next Meeting scheduled for Monday October 18, 2021, 10:30am – 12:00pm