McMaster University Libraries Diversity, Equity and Inclusion Committee

Friday April 1, 2022
10:00am – 11:30am
MS Teams

Present: J. An, K. Jamieson, V. Lewis (Chair), P. Maylott, J. McKinnell, C. Nicol, S. Rakovac, L. Serviss
Regrets: L. Banfield, G. Dunks, A. Pottier
Minute Taker: M. Hotson

1. Welcome

2. Pronouns – How can the Library do better?
   - Providing training options in collaboration with SLDC; staff training on how to manage and walk-through situations in a sensitive way.
   - CCE offers ‘Gender Inclusive Communications and Collaborations’ as part of their ‘Team Essential Courses’ [https://www.mcmastercce.ca/team-essentials-courses#ESS%20809](https://www.mcmastercce.ca/team-essentials-courses#ESS%20809)
   - Pronoun pins can be helpful when speaking to individuals face to face

3. Updates from Subgroups – refer to work plan document
   a) Recruitment (K. Jamieson)
      - Much of March was focussed on wordsmithing and finalizing recommendations (voting process on what to include/not include on final report).
      - Group will clean up and edit final report over coming weeks.
   
   b) Inclusive Culture (P. Maylott)
      - How to create a welcoming and inclusive workplace culture.
      - Inclusion vs. diversity – how do they look in the workplace, their definition.
      - Retention involves feeling included and motivated.
      - How we use ‘language’.
• Take aways – 18 points of recommendations (included in report) – most important recommendation includes the collection of more data by an impartial 3rd party that will help inform next steps.

c) Staff DEI Learning (J. An)
• 5 recommendations presented; includes the creation of a DEI Staff Learning group – an ongoing work group, in partnership with SLDC, whose focus will be around programming & themes.

d) Security Incidents (A. Pottier/L. Serviss)
• Group created spreadsheet that broadly details security incidents - what are we experiencing? Includes response to incident and lessons learned (what can we do better to improve our response).
• Providing staff support and communicating updates to procedure/policies
• Staff training recommendations will include de-escalation training

4. One Minute Wellness Break (S. Rakovac)

5. Initial review of DEI Mandate
• Policies & programs associated with DEI – are they current & still relevant?
• Clarity to who ‘senior leadership’ is referring to
• Consider use of language – staff vs. employees – be more intentional/inclusive
• Framing of DEI – noted that scope of group is broader than anti-racism – clarify the definition of DEI – what are the terms &what elements are included?
• Words/phrases – ‘reducing barriers’; ‘respectful description; ‘library’s vs libraries’; ‘service and space’ noted as separate, different aspects; ‘group will strive to make’ – consider stronger language?
• What are other DEI committees including as part of their ‘mandate’ statement?
• Next meeting will focus on mandate review. Mary will create a working document of mandate and upload to Teams for comments/input.

6. Key discussion topic: Should Indigenous Matters become its own committee rather than continue as a subgroup of DEI?
• Vivian will follow up via email to confirm agreement

Next meeting:
Monday May 9, 2022
1:00 – 2:30
MS Teams