

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

Wednesday October 26, 2022

1:30pm – 3:00pm

MS Teams

Present: J. An, L. Banfield, V. Lewis (Chair), P. Maylott, C. Nicol, S. Rakovac, L. Serviss

Regrets: A. Pottier, A. Zeffiro

Minute Taker: M. Hotson

1. Welcome

Committee meetings will be hybrid going forward (MS Teams or Community Room)

2. Membership: Given Anne's pending retirement, Krista's departure and Gillian and Andrea completing their terms as well as the large number of new staff who have joined our organizations, we will put out a call for some new members. Proposing 2 from UL and 1 from HSL.

- Discussed possibility of opening up committee meetings to prospective members, but determined that fully open meetings could inhibit conversation on difficult topics. Could explore opening up meetings which are primarily information sharing.
- An alternative way of exposing staff to the work of the committee might include committee profiles – why they joined the committee.
- Consider how committee activities and updates are currently communicated – will be sharing the working group reports as they are finished.

3. University DEI updates (filling the AVP Equity role....)

- The University is seeking to hire a new AVP Equity to replace Arig al Shaibah.
- University initiatives and committees focussed on EDI continue with a notable focus on accessibility within the DEI context across campus

- Library specific equity census results will be included on next DEI meeting agenda – Vivian will confirm if results are combined UL/HSL. Census looked at library population and those that self identify within the various data points – noted that data points were ‘broadly defined’, no intersection.

4. Early Plans for a Year of Celebration focused on Gender and Social Justice

(commitment to bring early plans to this group for discussion and feedback)

- Planned for September 2023 – April 2024
- Direction of program will determine planning committee – current members include representatives from the University Library and Faculty of Humanities.
- Events will speak to various gender and social justice themes with a link to library collections and services.

5. STEER/R Grant Opportunity. The Provost has put out a call for initiatives that support Equity Deserving Groups at McMaster. The Library Leadership Group, including Jennifer McKinnell, are discussing the viability of applying for funding to support DEIA in UL and HSL. <https://dailynews.mcmaster.ca/articles/initiatives-supporting-equity-deserving-groups-at-mcmaster-awarded-more-than-2-million/>

- Proposal could allocate funding for a contract position – example: ‘DEIA Strategist’ – a role to coordinate & help move the work of this committee, support data collection.
- Other areas this grant could fund include supporting data collection and Library staff professional development.
- Framing of proposal will include the external benefit (i.e., students) – community and campus engagement and will look for endorsement by campus groups such as MSU, Black Student Success, etc.

6. Status Updates on the four working groups. (Is any of this work ready to be shared beyond the DEI group? Where are additional resources required?)

a. Security Incidents

- Lynne will provide group with copy of document/report
- Incident document is broken down by the nature of the incident, responses, frequency (Lynne will confirm rating system), risk factor(s), current processes and training required.
- Student workers were asked for feedback via 4 questions (student lens). Small changes recommended include student worker training/
- Group referenced HPL and their staff training (within DEI lens) that UL could consider
- Communication - consider sharing procedure documents with all staff for input. Group has determined that continuous review of procedural documents is required.

b. Staff Learning

4 recommendations include:

- Working closely with UL Staff Learning and Development Committee to offer DEI focused learning opportunities.
- Provide a collaborative learning activity, inviting representatives from EIO to share resources and programming available through their office (Winter 2023).
- Include HSL in collaborative learning activities.
- Creation of DEI Library guides – Jeannie will reach out for input and suggestions.

c. Recruitment

- Some members of this group have left the University.
- Vivian will reach out for other members of the DEI committee to join and help complete the report.

d. Inclusive Culture

- Research paper focused on retaining employees and fostering better job satisfaction within a diverse environment.
- Need for further data that could be provided through a 3rd party local expert (independent group).
- Vivian has reached out to Organizational Development on their plans and intentions around employee engagement surveys – what are the specific diversity related questions that will be included?
- Next steps will be determined once University intentions are confirmed.

7. Vision/Mission & Committee Name (carried forward)

8. Barcode Placement

- Conversation initiated by patron returning items around consideration to the cover of items and its significance.
- Is moving the barcode feasible for self check process – Lynne will reach out to colleagues for their feedback and potential solutions.

Next Meeting:

Friday December 9th

10:00am – 12:00pm

HYBRID – MS Teams or Community Room