

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

Monday May 9th, 2022

1:00pm – 2:30pm

MS Teams

Present: L. Banfield, K. Jamieson, V. Lewis (Chair), P. Maylott, J. McKinnell, C. Nicol, A. Pottier, S. Rakovac

Regrets: J. An, G. Dunks, L. Serviss

Minute Taker: M. Hotson

1. Report from the Recruitment Working Group (Krista Jamieson)

NOTE: Members are invited to review and provide comments on the report prior to the meeting.

- Document has been sent to MUALA and Unifor leads, LLG & DEI Groups for comment and input. Krista will review comments & order of information within report to combine into single document and bring back to Recruitment WG for discussion.
- Report is separated into salaries, interview process, hiring committee, data gathering and recommendations for HRS.

Discussion:

- Stats Canada Diversity data (focussed on southern Ontario) will be included in the final report – noted that University Library falls inline with report ('average' range). - University data is broken down by working group - MUALA specific data was easily accessible. Could general statements be included for the other working groups represented in the Library?
- Wording inside job descriptions thought to be out of scope for committee
- Salary and diversity of candidate pool – clarity, is there data to link how financial status & household wealth impacts candidate accessibility.
- Recommendations are separated by those that are/can be library led and others that will need to be delivered by central HR (ex. DEI statement, data gathering). Can

they be divided into broader categories or areas, including editorial vs substantive comments?

- Transparency around offer and ability to negotiate; 'target hiring range' should be indicated on job posting rather than 'salary range'.

2. Report from the Inclusive Culture Working Group (Paige Maylott)

NOTE: Members invited to review and provide comments on the report prior to the meeting. (The report is in our TEAMS folder).

- Larger concept was narrowed down to a realistic deliverable. Document is based on recommendations for the future working groups.
- Additional data is required to evaluate actual workplace culture led – recommended this be led by a 3rd party (reminder to recent CCDI survey – valuable, but low response numbers).
- Group feels that 'feelings of belonging' is the key for inclusion - framing of conversation around bringing 'full self' to work.

Discussion:

- Retention, inclusion & age – is there a link? – valuable area to further research
- Noted that there are several 'large' recommendations made by working group– is there one that might have the biggest impact ex. Mentorship program? Could programs like this be rolled out on a more casual basis (limits scheduling and expectations) – how can they be best resourced?
- Benchmark – what are we at, and what would people like to see?

3. Wellness Break (Sandra Rakovac)

4. Indigenous Matters Group - Report from the IM Group (Gillian Dunks)

- Carried forward

5. Mandate for the DEI Group / Refreshing the membership (ALL)

- Historically marginalized, excluded, equity deserving? Align with language being used by EDI office (PACBIC is leaning towards historically marginalized and the 'ongoing material and social effects of social inequities')
- Include 'Accessibility' inside document? (EDIA, or IDEA)
- Clarity to 'Library Leadership' - who is this referring to?
- Library 'staff' – reworded to Library 'workforce' – more inclusive of all employee groups represented within the Library
- Members with 'lived experience' or 'expertise'
- Vivian will connect with Arig on mandate to align language

Next DEI Meeting Date: TBD