



Libraries

**McMaster University Libraries Diversity,
Equity, Inclusion, and Accessibility Committee
Monday March 27, 2023
1:00 – 2:30 PM
HYBRID MEETING:
MS TEAMS or Mills Community Room (L-304)**

Present: L. Banfield, S. Goudarzi, V. Lewis (Chair), J. Licata, P. Maylott, J. McKinnell, C. McLeod, C. Nicol, S. Rakovac, L. Serviss, N. Waite

Guests: T. Depko, C. Burgess

Regrets: J. An, K. Ball

Minute Taker: M. Hotson

1. WELCOME

2. YEAR RECOGNIZING GENDER & SOCIAL JUSTICE: Tina Depko (Communications Manager) and Caitlin Burgess (Advancement Office, Events) introduced initial plans for a year of events and activities recognizing gender and social justice.

- The Year will run from Sept. 2023 to April 2024.
- Events being planned in collaboration with campus partners (HSL, Gender & Social Justice Department, etc.)
- The main webpage will link and explain all scheduled events – members asked to consider what is already happening in your area that could be included on the schedule or perhaps shaped to align with the focus. Examples: guest speakers, digital displays.

3. EXTERNAL EVENTS & DOCUMENTS

- 2SLGBTIAQ+:** CARL's EDI Committee held the 5th in a series of Inclusive Perspectives webinars – this one featuring a panel of library colleagues identifying as 2SLGBTIAQ+. A recording is now available on the CARL YouTube channel at: <https://www.youtube.com/channel/UCK59-sdDLfQgUUoAuiOVQeQ>
 - Noted that series is continuing.
- Recruitment:** Annie Belanger et al. "Building Inclusive Libraries: Kindness, Equity, and Candidate Experiences in Hiring and Onboarding Toolkit." This is an incredibly

comprehensive toolkit for library recruitment and onboarding. One of the authors (Sarah Beaubien) is from the University of Guelph. Should we devote a meeting to this topic and invite Sarah to attend (in person or via TEAMS?) The report is available from https://scholarworks.gvsu.edu/library_reports/26/

- Interest in having Sarah attend future meeting – Vivian will reach out.

4. McMASTER CAMPUS NEWS

- a. **Top Employer:** McMaster was named as a “top diversity employer” by Forbes magazine for the 5th year in a row. For details: please see: <https://dailynews.mcmaster.ca/articles/mcmaster-named-top-diversity-employer-for-fifth-consecutive-year/>
 - b. **Equity Census:** McMaster is planning to transition the employment equity census from the traditional six questions to a more granular survey. Staff information sessions are being held April 10, 13 and 21.
 - Current census is not granular and allows you to choose how you identify in various categories.
 - Noted complexity of questions – none are ‘easy’ to answer – meaning, category etc. – categories and language among themes are challenging.
 - ‘Racialized’ vs. ‘minority group’ – a move away from term ‘Caucasian’ (outdated, meaning has changed).
 - c. **AVP Equity & Inclusion:** The search continues for the University’s new Associate Vice-President / Vice-Provost, Equity and Inclusion (AVPEI). Will be responsible for setting the University’s DEI priorities and for leading the Equity and Inclusion Office. <https://dailynews.mcmaster.ca/articles/mcmaster-community-invited-to-provide-input-in-search-for-new-associate-vice-president-vice-provost-equity-and-inclusion/>
 - d. **Equity & Inclusion Office:** The University has released the external review of the Equity & Inclusion Office. Available at: https://provost.mcmaster.ca/app/uploads/2023/02/2022-EIO-Review-Report_w-Cover-Note.pdf
5. **DEIA COMMITTEE MANDATE** – An updated version of the mandate is included in the TEAMS folder. This version includes changes proposed since the January 2023 meeting IN BLUE. Is the mandate in good enough condition to post?
- Land acknowledgement – where does this sit – a foundational document (i.e., mandate) or policy document? How to incorporate knowledge learned, reflection, and recognition into meetings - guiding principles, reminders, practices for engaging in the space – consider why we do this, what is the follow up?
 - Vivian will confirm that there is a group on campus reviewing land acknowledgements and best practices.

- Committee will look to create a policy/practices document to best reflect protocols. Request to consider committee's year to begin in May.
- A reminder that the STEER/R grant included language around Indigenous issues – not planning or pioneering but working in collaboration with campus partners on existing work (Indigenous matters subgroup does not report to DEIA committee).
- Revised mandate will be posted to public website and communicated to all staff (UL&HSL).

6. DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY STRATEGIST – A job description for the Diversity, Equity, Inclusion and Accessibility Strategist position is currently being rated by the TMG job rating committee. We are hoping the job will be rated this week. The selection panel is still being finalized but will include representatives from UL, HSL, HR and EIO.

- Job description is currently with Total Rewards who is preparing for the TMG committee to review at their committee meeting next week. Once evaluation process is complete, the position will be posted.
- Content of job description is similar to language in grant proposal – recommendation to include 'dotted line' reporting to EIO for direction and involvement on campus initiatives.

7. MULTIFAITH PRAYER SPACE IN MILLS (Lynne)

- Muslim Student Association requested that the 2nd floor prayer space be expanded – space was well used, often with student lining up.
- A collaborative project between the spiritual care centre, the student association, and the library - how to expand the space and make more welcoming.
- Noted that a larger prayer space is being built in David Braley, but students would benefit from having more options distributed around campus.

8. CONFERENCE PROPOSAL: McMaster Libraries are included in a multi-university proposal to host the IDEAL (Inclusion, Diversity, Equity & Accessibility in Libraries and Archives) conference in Toronto in 2024. This would be the first time this large diversity conference would be held outside of the U.S.

- Opportunity for McMaster to be involved in the planning and for staff to attend.

9. IDEA FOR DIVERSE VOICES COLLECTION(S): Proposal from a committee member to create permanent collection(s) where our patrons can find material either written by or about members of the 2SLGBTQ+ community or people of colour. Toronto Public Library has an example of what I am referring to, with their [Pride Collection](#), and [Native Peoples Collection](#).

- Could the Library commit to purchasing more diverse content (deliberate) – creating a 'safe' space that is visible through the catalogue. Noted that the STEER/R fund proposal included a commitment to purchasing more diverse collections. Could Casey, Janice, and HSL collections discuss possibilities?

- Similar to popular fiction, create a library display of diverse collections.
- HSL has purchased material that is spread throughout the collection - does not sit in one space (collection has been built over time, not in purposeful way). Recently the Indigenous Health content has been pulled out and made a separate collection that is browsable and findable.

Future Meetings:

- Combined UL / HSL Employment Equity Census report

Ideas in Parking Lot (not active, but don't want to lose):

- Barcode placement

Next Meeting:

Monday May 15, 2023

10:30 – 12:00

HYBRID – MS Teams or Mills Community Room