



Libraries

**McMaster University Libraries  
Diversity, Equity, Inclusion, and Accessibility Committee  
Wednesday October 25, 2023  
HYBRID (Mills Community Room OR TEAMS)**

**Present:** J. An, K. Ball, L. Banfield, L. Caravaggio, S. Goudarzi, V. Lewis (Chair), J. Licata, J. McKinnell, C. McLeod, C. Nicol, L. Serviss, N. Waite

**Regrets:** S. Rakovac

**Minute Taker:** M. Hotson

**1. WELCOME**

**2. QUICK UPDATES (30 minutes)**

- a. **Year of Gender and Justice** – The year of events and activities (Sept. 2023 – April 2024) is well underway. For details, please see: <https://library.mcmaster.ca/year-gender>. Some highlights include:
- Very successful book launch for UL staff member Paige Maylott’s *My Body is Distant* (Sept. 26). See the Daily News story on Paige’s book at: <https://dailynews.mcmaster.ca/articles/mcmaster-author-paige-maylott-publishes-powerful-memoir/>.
  - Showcase and curator’s talk for “Women of the Printing Trades & the Hand Press Era” (Oct. 5)
  - “Born this Way: Unravelling Gender Identity in Youth” (MCYU - Oct. 19)
  - Next up: “Vital Frames” A Graphic Healthcare Display” (till Dec. at HSL)
  - Next up: “50<sup>th</sup> Anniversary of Halfbreed” (Indigenous Studies Department & MUL – Nov. 17) – pre-registration required at <https://www.eventbrite.ca/e/celebrating-the-50th-anniversary-of-halfbreed-maria-campbell-and-friends-tickets-736773107197?aff=oddtcreator>
- b. **IDEAL CONFERENCE** – McMaster is one of nine university libraries named as co-hosts for the IDEAL conference (Inclusion, Diversity, Equity and Accessibility in Libraries and Archives – July 15-17, 2024). Registration opens January 2024. For details, please see: <https://events.arl.org/ideal24/>. We are expecting approximately 700 people.

- Noted that Jeannie sits on the programming committee (200+ submissions, 30-40 will be selected as final programming), Vivian sits on planning committee for activities (reception tables/booths), and Laura sits on logistics planning committee.

**c. INTERSECTIONAL IDENTITIES** – The Canadian Association of Research Libraries webinar featuring Paige Maylott and Carly McLeod speaking about intersectional identities in research libraries is now available for viewing at:  
<https://www.youtube.com/watch?v=caClj10Flmc>

**d. OTHER UPDATES FROM COMMITTEE MEMBERS**

- Laura Banfield will Co-Chair the Ontario Council of University Library (OCUL)'s TRC group – consider bringing committee to McMaster for team building, sharing etc.
- Federal government has publicly published list of Indigenous businesses across variety of sectors – consideration to Library spending decisions.

**3. DISCUSSION: PREPARING TO RECEIVE THE DEIA STRATEGIST (45 minutes)**

Our new DEIA Strategist (C. Mark) will be taking up her position on October 30, 2023. An onboarding plan is being created. Outstanding questions:

- Who should our new colleague be sure to meet during her first month at McMaster?
  - Dr. Clare Warner, Senior Advisor for Equity, Inclusion and Anti Racism
  - Patricia Suleiman, Director of Human Rights and Accessibility
  - Arlene Dosen, E.D. and Assistant Dean of Students
  - Kate Brown, Accessibility and AODA Consultant
  - Nancy Waite, Library Accessibility Coordinator
  - UL, Staff Learning and Development Committee
- The intention is to have our new colleague become the chair of DEIA. The group agreed that Vivian and Crystal would co-chair the November 20 meeting as a transition. Crystal will become the chair after the November 20 meeting.
- How can we best bring our new colleague into our work?
  - Workplan – opportunity to discuss what we would like to do
  - Life of the Library (shadow) – learning by observing, what are the possibilities? (service interactions, teaching/instruction, student groups)
  - Physical tour of spaces (UL/HSL)

- We've paused on the review of our recruitment practices over the last few months. Once our new colleague joins us, is this something we'd like her to step into as an early priority?
  - Onboarding Group Project – input to workflow and tasks
  - Recruitment toolkit – consider focus groups with recently hired staff
  - Recruitment subgroup (meet with Vivian/Jennifer/Chris)
  - Inclusive Culture subgroup (provide report to Crystal, future conversation for committee)

**Future Meetings:**

- Visit from Dr. Barrington Walker, McMaster's new VP, Equity & Inclusion
- Update on the Disaggregate employment equity census

**Next Meeting:**

Monday November 20, 2023, 1:00 – 2:30 PM

HYBRID – MS Teams or Community Room