

WNYLRC Equity, Diversity, and Inclusion (EDI) Task Group Meeting
December 27, 2020

Kate Cunningham, Grace Di Virgilio, Allison Fischer, Caitlin Kenney, Sheryl Knab, Melissa Laidman, Jeremy Lyman, Jesse O’Reilly, Carrie Owens, Melissa Peterson, Taheera Shaheed-Sonubi, Mary Jo Sicurella, Hadeen Stokes, Heidi Ziemer, Janet Thabit, Dr. Jamie Smith

Topic	Discussion/Conclusions	Recommendations/Action/Evaluation/Follow-up	Responsibility/Target Date
Open discussion about Kirkpatrick meeting	<ul style="list-style-type: none"> • People felt their voices were not being heard at the meeting and their hard work not being recognized • Some felt Kirkpatrick was unprofessional, negative and lacked proper training in EDI to assist us. • Some were personally offended and disappointed in Kirkpatrick approach, felt dismissed and intimidated • Felt like Kirkpatrick and Sheryl were having a conversation to the exclusion of others. • We did not have proper answers to Kirkpatrick’s questions • The Kirkpatrick meeting may not have been the ideal venue to wordsmith the diversity statement or charge statement 	<ul style="list-style-type: none"> • Apologized for uncomfortable meeting and disrespected. We will do more research and try to do better next time. • We need to become more comfortable with voicing our uncomfortable opinions while in meetings • To avoid confusion, it was suggested that Sheryl or Justin be at more of our EDI meetings from start to finish. • We acknowledge Kirkpatrick’s unique view of our situation and take the advice we need to continuously be planning our next step. • Sheryl’s participation in the task group meetings may 	

		prevent others from speaking. We will have a discuss regarding Sheryl's future participation.	
Why do we need a diversity statement and who is it for?	<ul style="list-style-type: none"> • Diversity Statement made in hopes that WNYLRC would adopt it. • While we cannot tell libraries what to do, we can offer them models and advocate for certain positions • We also need to bear in mind that creating a diversity statement should not be seen as an end in and of itself. • Remember the Diversity Statement will need to be approved by the Board 	<ul style="list-style-type: none"> • We want to make sure that the diversity statement says that whoever you are, you are welcome in our community. • We need to make sure that our diversity statement-and anything else we put our-is enforceable and will advance racial equity in our profession 	<ul style="list-style-type: none"> • Emily and her group will revisit the diversity statement in Google docs and continue to work on it. See below • Taheera and her group will revisit the charge statement and continue to work on that in Google docs. See Below
Should we include the apology in our diversity statement?	<ul style="list-style-type: none"> • We are supposed to work on advocacy issues. • Apology doesn't necessarily mean that an individual in WNYLRC has intentionally done anything wrong. • Instead, it acknowledges the wrongs felt by not helping, not support or overlooking library workers of color • Apology is not personal 	<ul style="list-style-type: none"> • In the future, when doing genealogy programing for library CE, we should take steps to ensure that it is not completely Eurocentric 	

	<ul style="list-style-type: none"> • The apology can be an acknowledgement that in the past we have missed the mark-like with Adidas diversity statement • Does the apology ring insincere if it is not made by an individual or specific group who did the wrong? • The apology is to remind us the current system needs to be made better for those who come after us • Remember there is no such thing as not racist 		
<p>Open Buffalo Survey- See Below</p>	<ul style="list-style-type: none"> • 92% of the participants were white, we would like to have more people of color participating • People may have been concerned about sharing their information with us for this survey • We have neglected to contact our librarians of color and ask them to describe what they need to succeed or what programming they would like to see • To get more quality feedback we should also look at different 	<ul style="list-style-type: none"> • For the next survey, we need to make a concerted effort to get these surveys out to our librarian workers of color • We should consider holding an open forum to talk about EDI concerns in WNYLRC and our libraries in general • We might want to consider doing a second Open Buffalo survey in 6 months to a year to see if there is a change in opinions. • We should develop our own survey 	<ul style="list-style-type: none"> • Open Buffalo will be holding their workshop on Thursday 1/28

	<p>aspects of librarianship- particularly soft skills.</p> <ul style="list-style-type: none"> • Buffalo Survey seemed to focus mostly on public libraries. This could be b/c they had trouble defining librarianship • We need to make sure that WNY libraries and our EDIAr concerns are not overshadowed by NYC or other large library groups 	<p>tool after taking the Open Buffalo training</p>	
<p>EDI library education</p>	<ul style="list-style-type: none"> • EDI training for librarians in library school is spotty. • Many people learned far more about EDI outside the classroom 		
<p>In the Future...</p>	<ul style="list-style-type: none"> • In the future when we establish an EDI taskforce, we may want to divide ourselves into affinity groups. • We should consider participating in collective EDI trainings, so we are all on the same page. But the purpose of this task group is not for us to learn • WNYLRC needs to act in leadership and support of library workers of color 		

Next Meeting	2 Weeks- February 10 th	<ul style="list-style-type: none"> We will focus on diversity statement next meeting 	<ul style="list-style-type: none"> Caitlin has successfully created an EDIAr listserv
--------------	------------------------------------	---	--

- Open Buffalo survey results: <https://www.surveymonkey.com/results/SM-7LV2FY667/>
- Charge Statement: https://docs.google.com/document/d/1FnjahaaYFGtM_ZqU-_1Rv0_un2dlw7keVQ0bY_3gabU/edit
- Diversity Statement: https://docs.google.com/document/d/17yggmmQVQeDnlug8hmiwOzxr8k1naQVnsinhX_MuN9BQ/edit
- Association of College & Research Libraries EDI Publications: <https://acrl.libguides.com/EDI/publications>