

WNYLRC Equity, Diversity, and Inclusion Anti-Racism (EDIAr) Committee Meeting

Emily Carlin, Rosalia Carraba, Sandra Courtney, Justin Cronise, Kate Cunningham, Heather Damico, Grace Di Virgilio, Allison Fischer, Caitlin Kenney, Sheryl Knab, Ayodele Ojumu, Jesse O'Reilly, Laura Penn, Taheera Shaheed-Sonubi, Mary Jo Sicurella, Hadeen Stokes, Sara Taylor, Lisa Wolski, Heidi Ziemer

May 26, 2021 start: 10:04am

Topic	Discussion/Conclusions	Recommendations/Action/Evaluation/Follow-up	Responsibility/Target Date
Introductions and clarification of meeting rules	<ul style="list-style-type: none"> • Do not need to use Robert Rules of Order until July • Taheera is co-chair • Emily is co-chair • Members at meeting for first time introduce themselves 		
Old Business-Committee Charge	<ul style="list-style-type: none"> • Committee charge was submitted to the board for review • Board returned charge with recommendations for revisions • Charge was revised, resubmitted and approved as of May 2021 • Our goals and objectives are taken from WNYLRC five years of service plan 	<ul style="list-style-type: none"> • Charge is expected to evolve-will review every 2-3 years to confirm what if any updates are needed 	
Old Business-Membership for New Committee	<ul style="list-style-type: none"> • Started recruiting in Feb • Terms are typical 3 yrs but terms will be staggered with 1, 2 and 3 yr options to prevent 	<ul style="list-style-type: none"> • Send out alter email to all past participants in EDIAr to let them know that committee seats are open and they 	<ul style="list-style-type: none"> • Caitlin will send out email informing past participants that they can

	<p>everyone leaving at the same time</p> <ul style="list-style-type: none"> • We can have only 12 people on committee but non-committee members or members of the public are welcome to sit in on meeting and provide information or volunteer for projects. • Non-committee member, liaisons and members of the public cannot vote on committee decisions 	<p>can attend meetings if they cannot commit to a term of the committee</p> <ul style="list-style-type: none"> • We do not have to have a fill representation spaces immediately if we are unable to find enough people 	<p>still participate in EDIAR committee</p>
<p>New Business: Creation of special interest groups</p>	<ul style="list-style-type: none"> • Our committee has a programming budget of \$1500 to work with as of July 1st • We will need to create special interest group to develop different kinds of activities and programming to make use of these funds • Special interest groups include- Internships, Mentorships and recruitment, Resource sharing, Programming, Board of Director Recruiting and Hiring process 	<ul style="list-style-type: none"> • SIG can meet either after EDIAR meeting in breakout rooms or WNYLRC can host separate zoom meetings for separate working groups 	<ul style="list-style-type: none"> • SIG needs to contact Caitlin to set up a zoom meeting if they want to meet at a time other than the scheduled EDIAR meeting

<p>New Business-special interest group- Internships</p>	<ul style="list-style-type: none"> • Board of Trustees is offering \$40,000 for paid internships at WNYLRC • \$40,000 is just for this budget year but does not have to be spent this year • While there will be some overlap, mentorship should probably be treated as separate from Internship project 	<ul style="list-style-type: none"> • Contact Sherly to ask if we can work with her to establish WNYLRC internships • Need to determine how many internships we want to create 	<ul style="list-style-type: none"> • Those interested in developing internship programs include: Emily, Kate, Mary Jo, Ayodele and Sara
<p>Business-special interest group- Mentorship and recruitment</p>	<ul style="list-style-type: none"> • Mentorship, especially for librarians and library students of color is needed now more than ever • Mentorship can happen at all stages of a career, not just young librarians starting out • Librarians from special libraries will be great for helping expose librarians and potential librarians to new and different fields • We need recruiters who are good at cold calling students and professional orgs to see if anyone is interested in mentorship opportunities 	<ul style="list-style-type: none"> • Laura Penn is the incoming president of the school library network and could be a great contact point for mentorships • If student reaches out for mentorship opportunities we can refer them to this group • Gather list of clubs and organizations at UB (and other colleges) to present the library program • Speak at freshmen English classes about library school • Look at successful ALA librarian recruitment programs to get more diverse library school students 	<ul style="list-style-type: none"> • Those interested in participating in the mentorship and recruitment SIG include: Laura..., Ayodele, Kate

	<ul style="list-style-type: none"> • Everyone doesn't have to do everything • Mentors will not have access to funds set aside for internship development 		
New Business-special interest group-Programming	<ul style="list-style-type: none"> • This group will come up with programming and workshops to help address EDIAr issues in the library setting 	<ul style="list-style-type: none"> • Idea for program- How to diversify your collection • We can get support and input for program ideas from Continuing education committee and Highschool to College Committee 	<ul style="list-style-type: none"> • Those interests in the programming SIG include: Taheera, Allison, Emily, and Ayodele, Laura
New Business-special interest group-BOT recruitment process	<ul style="list-style-type: none"> • BOT is working to fill open positions and are looking for input from EDIAr committee to make a better process for recruiting more diverse individuals for WNYLRC 	<ul style="list-style-type: none"> • Need to determine who is interested in working on this project 	<ul style="list-style-type: none"> • ?
New Business-special interest group-Resource sharing	<ul style="list-style-type: none"> • We need to add resources to our website 	<ul style="list-style-type: none"> • Allison created a Diversity Academy libguide and other libguides for SUNY Erie which contains resources that should be useful to our committee 	<ul style="list-style-type: none"> • Caitlin is setting up libguide of committee members to volunteer to edit • Taheera, Caitlin and Allison express interest in adding information

			<p>to libguide and website</p> <ul style="list-style-type: none"> • Need to arrange meeting to discuss layout of libguide
Next Meeting	<ul style="list-style-type: none"> • Attendance has been largely positive • Continuing to have virtual or hybrid meetings could make it easier for more people to attend • Remember to Save to date for Sept 30th virtual membership meeting 		<ul style="list-style-type: none"> • Next meeting will be on June 23rd

Meeting concluded at 11:15am

SUNY Erie Diversity Academy Libguide: <https://libguides.ecc.edu/c.php?g=1142772>

SUNY Erie Gender Studies Libguide: <https://libguides.ecc.edu/c.php?g=889112>

SUNY Erie Religion Libguide: <https://libguides.ecc.edu/religion>