# WNYLRC Equity, Diversity, and Inclusion Anti-Racism (EDIAr) Task Group Meeting

**February 10, 2021**

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| Diversity Statement    | • No formal agenda, only focusing on going through diversity statement line by line and doing some wordsmithing  
  • When we refer to members, we are referring to institutions and not individual members of the WNY library community?  
  • The WNYLRC was originally founded for resource sharing, not supporting other libraries  
  • One member commented that the diversity statement is largely symbolic to show we have done our due diligence  
  • Our diversity statement should be seen as proactive rather than reactive  
  • There is no such thing as non-racist only anti-racist | • Change address matters of Justice to matters of social justice  
• We split our diversity statement into what we want to accomplish internally and what we want to encourage in our member libraries.  
• Sections that were originally part of diversity statement were moved to action plan such as: providing trainings and resources to address local EDIAr issues and partner with local organizations who are addressing EDIAr issues such as Open Buffalo, Census Resources, and LGBTQ groups | • Everyone can start brainstorming ideas for an EDIAr policy review workshop  
• Need to review what restrictions might exist if EDIAr becomes a committee i.e., we can only have 12 members |
- It is possible to contributed to white supremacist culture, even if that was not our intent. This needs to be acknowledged before we can move on.
- Make sure in this diversity statement we clarify if we are referring to WNYLRC employees or WNYLRC membership libraries.
- When it comes to having diverse committees and Board of Trustees - it’s tough to get enough people to volunteer to allow for a diverse slate.
- We want to make sure we are not requiring the BOT or our members to involve themselves in problems that require legal or HR experts to handle.

Next Meeting

- 2 Weeks- February 24
- We will focus on diversity statement next meeting
- 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/17ygmmQVQeDnlug8hmiwOzxr8k1naQVnsinhXMuN9BQ/edit
• committee nominations: https://wnylrc.org/20182019-committee-nominations
• WNYLRC Plan of Service: https://wnylrc.org/plan-of-service