

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

February 10, 2021

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Topic	Discussion/Conclusions	Recommendations/Action/Evaluation/Follow-up	Responsibility/Target Date
Diversity Statement	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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

	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 2 Weeks- February 24^h 	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/17ygmMQVQeDnlug8hmiwOzxr8k1naQVnsinhX_MuN9BQ/edit

- Article II of member bylaws: https://wnylrc.org/uploads/documents/about-wnylrc/2018_bylaws_review_final_11_21_2018.pdf
- committee nominations: <https://wnylrc.org/20182019-committee-nominations>
- WNYLRC Plan of Service: <https://wnylrc.org/plan-of-service>