

## WNYLRC Equity, Diversity, and Inclusion (EDI) Task Group Meeting

December 16, 2020

Emily Carlin, Justin Cronise, Kate Cunningham, Grace Di Virgilio, Allison Fischer, Olivia Helfer, Caitlin Kenney, Nancy Kirkpatrick, Sheryl Knab, Melissa Laidman, Tiffany McLeod, Jesse O'Reilly, Carrie Owens, Melissa Peterson, Mary Jo Sicurella, Hadeen Stokes, Sara Taylor, Keri Thomas-Whiteside, Julia Verbanic, Heidi Ziemer

Topic	Discussion/Conclusions	Recommendations/Action/Evaluation/Follow-up	Responsibility/Target Date
Old Business: Minutes	<ul style="list-style-type: none"> <li>We do not need to official approve meeting minutes as we are not a committee.</li> </ul>		<ul style="list-style-type: none"> <li>Allison will still be taking and distributing minutes, if you notice any corrections that need to be made please email her at <a href="mailto:fischera@ecc.edu">fischera@ecc.edu</a></li> </ul>
Old Business: Open Buffalo update	<ul style="list-style-type: none"> <li>We met with Open Buffalo on Dec 15<sup>th</sup>.</li> <li>Received ~120 responses to survey</li> <li>Workshop is going to cover issues such as implicit bias and microaggressions.</li> <li>Workshops will be geographic specific, so we decided against opening this up to those outside of WNLRC</li> </ul>	<ul style="list-style-type: none"> <li>Will be holding a workshop based on the data gathered on Thursday Jan 28<sup>th</sup> 10am-2pm with a half hour lunch break.</li> <li>Potentially have similar workshop available to wider audience in the future</li> </ul>	<ul style="list-style-type: none"> <li>Caitlin sent out a registration email for workshop on Jan 4<sup>th</sup></li> <li>Please promote Jan 28<sup>th</sup> workshop among fellow WNYLRC librarians</li> </ul>
New Business: Nancy Kirkpatrick	<ul style="list-style-type: none"> <li>Nancy Kirkpatrick is CEO of OhioNET who helped facilitate</li> </ul>	<ul style="list-style-type: none"> <li>Charge statement needs to be shortened. Reduce from eight points to three or four</li> </ul>	<ul style="list-style-type: none"> <li>Charge statement can be found and edited <a href="#">here</a></li> </ul>

<p>Charge Statement</p>	<p>conversations about EDI</p> <ul style="list-style-type: none"> <li>• A in acronym should probably be changed to Ar to prevent confusion as A usually stands for accessibility not Antiracism.</li> <li>• WNYLRC needs to remember to incorporate EDIAr principles into its' plan.</li> <li>• It is unclear if the charge statement is for the task force, future committee or Board of Trustees</li> <li>• Regarding points seven &amp; eight in our charge statement, how are we coordinating with other groups?</li> <li>• Also how or where are we promoting hiring and retainment of diverse individuals as this is not something we can have direct influence on?</li> </ul>	<ul style="list-style-type: none"> <li>• Make sure charge statement it is setting us up for attainable SMART goals.</li> <li>• Work on wordsmithing these goals.</li> <li>• Remember to consider what our ultimate end point is for this process</li> </ul>	
<p>New Business: Nancy Kirkpatrick</p>	<ul style="list-style-type: none"> <li>• What is the purpose of the diversity statement for our</li> </ul>	<ul style="list-style-type: none"> <li>• Determine if diversity statement is needed and if so in what context.</li> </ul>	<ul style="list-style-type: none"> <li>• Diversity statement can be accessed and modified <a href="#">here</a></li> </ul>

<p>Diversity Statement</p>	<p>group? Is it for WNYLRC or our membership libraries? Does the Equal Opportunity Employer statement for WNYLRC already cover this?</p> <ul style="list-style-type: none"> <li>• Some mentioned they were uncomfortable with the apology at the beginning of the statement, as it seemed inauthentic and an admission of guilt for a vague issue all segments of society are dealing with.</li> <li>• It was appreciated that the statement recognized those calling for change and the need to keep moving forward</li> <li>• Diversity statement can act as a good explanation of why the future EDIAr committee exists.</li> <li>• There was a lot of positive feeling towards the acknowledgement of WNYLRC as a</li> </ul>	<ul style="list-style-type: none"> <li>• Diversity statement needs some wordsmithing to be done</li> <li>• Bear in mind the limits of WNYLRC's control and influence over its member libraries</li> <li>• Go onto ally websites to look for current best practices for diverse hiring</li> <li>• Retention of diverse employees has less research- this could be a point for future data gathering and research</li> <li>• Best practices for decolonizing libraries already exist, information just needs to be gathered, distributed and modeled in our libraries.</li> </ul>	
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	<p>leader in library innovation.</p> <ul style="list-style-type: none"> <li>• While we cannot directly change library policies, we can provide information on best practices and perhaps model language for improving policies</li> <li>• Maybe we should be infusing these principles into our strategic plan rather than creating our own actions and charges</li> </ul>		
<p>New Business: Open discussion and Feedback</p>	<ul style="list-style-type: none"> <li>• In the future could we have a means of creating a safe space to report EDIAr concerns in our member libraries, making our community aware of these issues and facilitating conversations between libraries and community members to find solutions.</li> <li>• Provide solidarity between libraries and other community groups around EDIAr issues</li> </ul>	<ul style="list-style-type: none"> <li>• Look into Center for Creative Leadership for frameworks for action on DEI (see below)</li> </ul>	

Next Meeting		<ul style="list-style-type: none"> <li>• Due to the holidays and everyone needing some time to relax, we are canceling the meeting on the 30<sup>th</sup> of December</li> </ul>	<ul style="list-style-type: none"> <li>• Next meeting will be January 13<sup>th</sup> 2021</li> </ul>
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- *Don't Let Covid be An Excuse: Now's the Time to Double Down on Equity, Diversity and Inclusion* (DeEtta Jones): <https://www.deettajones.com/blog/Nows-the-Time-to-Double-Down-on-EDI>
- *What's Your Change Agenda?* (DeEtta Jones): <https://www.deettajones.com/blog/whats-your-change-agenda>
- *5 Powerful Ways to Take REAL Action on DEI* (Center for Creative Leadership): <https://www.ccl.org/articles/leading-effectively-articles/5-powerful-ways-to-take-real-action-on-dei-diversity-equity-inclusion/>
- 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](https://docs.google.com/document/d/1FnjahaaYFGtM_ZqU-1Rv0_un2dlw7keVQ0bY_3gabU/edit)
- Diversity Statement: [https://docs.google.com/document/d/17ygmMQVQeDnlug8hmiwOzxr8k1naQVnsinhX\\_MuN9BQ/edit](https://docs.google.com/document/d/17ygmMQVQeDnlug8hmiwOzxr8k1naQVnsinhX_MuN9BQ/edit)
- Association of College & Research Libraries EDI Publications: <https://acrl.libguides.com/EDI/publications>