

WNYLRC Equity, Diversity, and Inclusion (EDI) Task Group Meeting
December 16, 2020

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Topic	Discussion/Conclusions	Recommendations/Action/Evaluation/Follow-up	Responsibility/Target Date
Open discussion about Kirpatrick 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 Kirpatrick was unprofessional, negative and lacked proper training in EDI to assist us. • Some were personally offended and disappointed in Kirpatrick’s approach, felt dismissed and intimidated • Felt like Kirpatrick and Sheryl were having a conversation to the exclusion of others. • We did not have proper answers to Kirpatrick’s questions • The Kirpatrick 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 Kirpatrick’s unique view of our situation and take the advice we need to continuously be planning our next step. 	

<p>Why do we need a diversity statement and who is it for?</p>	<ul style="list-style-type: none"> • Diversity Statement made in hopes that WNYLRCX 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 the 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 with 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
<p>Should we include the apology in our diversity statement?</p>	<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 • The apology can be an acknowledgement that in the past we have missed the 	<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 	

	<p>mark-like with Adidas diversity statement</p> <ul style="list-style-type: none"> • 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 aspects of librarianship- particularly soft skills. 	<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 tool after taking the Open Buffalo training 	<ul style="list-style-type: none"> • Open Buffalo will be holding their workshop on Thursday 1/28

	<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 		
EDI library education	<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 		
In the Future...	<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		<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/17yghmmQVQeDnlug8hmiwOzxr8k1naQVnsinhX_MuN9BQ/edit
- Association of College & Research Libraries EDI Publications: <https://acrl.libguides.com/EDI/publications>