

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

November 18, 2020

Meeting Started 10:03am

21 Attendees: Emily Carlin, Jonathan Coe, Justin Cronise, Kate Cunningham, Grace Di Virgilio, Judy Fachko, Allison Fischer, Joanna Gaff, Olivia Helfer, Caitlin Kenney, Melissa Laidman, Tiffany McLeod, Ophelia Morey, Jesse O'Reilly, Kim Plassche, Taheera Shaheed-Sonubi, Mary Jo Sicurella, Hadeen Stokes, Sara Taylor, Janet Thabit, Keri Thomas-Whiteside

Topic	Discussion/Conclusions	Recommendations/Action/Evaluation/Follow-up	Responsibility/Target Date
Attendee introductions	<ul style="list-style-type: none"> <li>First time attendees introduce themselves</li> </ul>		
Old Business: Approval of previous meeting minutes	<ul style="list-style-type: none"> <li>Confusion over if minutes from 11/2 were finalized</li> </ul>	<ul style="list-style-type: none"> <li>Minutes from 11/2 still need to be approved</li> </ul>	<ul style="list-style-type: none"> <li>Taskforce will approve minutes at next meeting 12/2</li> </ul>
Old Business: Proposed Task group charge/Task group goals	<ul style="list-style-type: none"> <li>Reviewed charges and goals from last meeting</li> <li>Discussed differences between charges (long term, ongoing) and goals (shorter term, measurable &amp; finite)</li> </ul>		
Old Business: Open Buffalo survey update	<ul style="list-style-type: none"> <li>Open Buffalo Survey wrapped up last week, 128 responded</li> </ul>		<ul style="list-style-type: none"> <li>Sheryl and Caitlin will be meeting with Open Buffalo on Monday 11/23 to discuss results and future workshops in December</li> </ul>
New Business: Nancy Kirkpatrick	<ul style="list-style-type: none"> <li>Nancy Kirkpatrick was not available to meet today but will attend at a later date</li> </ul>	<ul style="list-style-type: none"> <li>Determine best date for Nancy Kirkpatrick to meet with task group</li> </ul>	

	<ul style="list-style-type: none"> <li>• Nancy is currently consulting with Board of Trustees to address EDI gaps in strategic principles.</li> <li>• BOT is finalizing draft of principles later this week and will be sending them out to membership for a 30-day feedback period before approving it.</li> </ul>		
New Business: Creation of sub-committees	<ul style="list-style-type: none"> <li>• Should we ask a taskforce to align ourselves with another committee and form subcommittees or should we become our own committee?</li> <li>• Issues were brought up with the paperwork that would result from forming a committee which would distract from our original goal.</li> <li>• There is concern about maintaining interest in an EDIA committee and the need to have concrete projects and results that show the benefits of EDIA training and design</li> </ul>	<ul style="list-style-type: none"> <li>• After some discussion about the purpose of the taskforce, it was decided we should fulfill our original purpose of advising the BOT before growing into a committee</li> <li>• Decided to allow taskforce members volunteer to work on two working groups: Diversity Statement and Taskforces Charges (see volunteer list below) and work on collaborative documents</li> <li>• Members are encouraged to think of useful working groups for the future.</li> </ul>	<ul style="list-style-type: none"> <li>• Diversity collaborative document will be headed by Emily (see link below) and ideas presented at next meeting 12/2</li> <li>• Charges collaborative document will be headed by Taheera (see link below) and ideas presented at next meeting 12/2</li> </ul>
New business: Open discussion & feedback	<ul style="list-style-type: none"> <li>• Allison brought up the possibility of partnering with Pride Center of WNY for trainings</li> </ul>	<ul style="list-style-type: none"> <li>• Contact Pride center in the future to discuss price of training, after we convert taskforce into committee</li> </ul>	<ul style="list-style-type: none"> <li>• Next meeting will be on December 2<sup>nd</sup></li> </ul>

<p>from attendees</p>	<ul style="list-style-type: none"> <li>• Members were encouraged to sign up for other committee esp. professional development committee and a paraprofessional committee</li> <li>• Member brought up the possibility of having a EDIA reprehensive on each committee who would discuss EDIA issues as being experienced by different aspects of librarianship.</li> <li>• Possible starting a WNYLRC wide EDIA book club</li> <li>• Eventbrite is holding a number of interesting EDIA workshops</li> <li>• RRLC is having an EDIA workshop this afternoon and recordings will be available:</li> </ul>		
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Charges Statement Collaborative document Link:

[https://docs.google.com/document/d/1FnjahaaYFGtM\\_ZqU-1Rv0\\_un2dlw7keVQ0bY\\_3gabU/edit?usp=sharing](https://docs.google.com/document/d/1FnjahaaYFGtM_ZqU-1Rv0_un2dlw7keVQ0bY_3gabU/edit?usp=sharing)

Diversity Statement Collaborative Document Link:

[https://docs.google.com/document/d/17yggmmQVQeDnlug8hmiwOzxr8k1naQVnsinhX\\_MuN9BQ/edit?usp=sharing](https://docs.google.com/document/d/17yggmmQVQeDnlug8hmiwOzxr8k1naQVnsinhX_MuN9BQ/edit?usp=sharing)

RRLC EDIA workshop recordings: <https://rrlc.org/blog/2020/08/10/libraries-anti-racism-training-series/>

Task Group Member working groups:

Both:

Caitlin Kenney – ckenney@wnylrc.org

Allison Fischer – fischera@ecc.edu  
Taheera Shaheed-Sonubi – shaheed@ecc.edu  
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