

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

April 7, 2021

Emily Carlin, Grace Di Virgilio, Allison Fischer, Joanna Gaff, Caitlin Kenney, Melissa Laidman, Jesse O'Reilly, Melissa Peterson, Taheera Shaheed-Sonubi, Mary Jo Sicurella, Hadeen Stokes, Sara Taylor, Keri Thomas-Whiteside, Heidi Ziemer

Topic	Discussion/Conclusions	Recommendations/Action/Evaluation/Follow-up	Responsibility/Target Date
Standing Committee	<ul style="list-style-type: none"> • No formal agenda for today; sharing some updates/news • On March 16th, the WNYLRC Board of Trustees approved the proposal from the EDIAR Task Group to become a Standing Committee of WNYLRC • Taheera submitted the proposal along with the finalized charge • Board of Trustees did suggest some changes to the charge to make a stronger and more malleable document. This charge will be a model for the other standing committees, who will be asked to revise their charges (FYI changes to the charge can be submitted to the board each year). • Taheera, Emily, Caitlin, Sheryl met 	<ul style="list-style-type: none"> • Decisions will need to be made regarding who will continue with the standing committee. It is recommended to have a maximum of 2 people per institution so that the committee is balanced. • Figure out some internal goals for the committee. What do we want to accomplish in our first year? 	<ul style="list-style-type: none"> • If you are interested in being an EDIAR committee member, please contact Caitlin and Taheera – let them know of your interest, what type of library you come from (public, private academic, public academic, school etc) and if you'd prefer a longer or shorter term.

	<p>with Justin Cronise and Alicia Thompson from the Board of Trustees to revise the charge.</p> <ul style="list-style-type: none"> • Caitlin explained the terms and roles for committee members. Terms will be staggered so that the entire committee does not all leave at the same time. • The Standing Committee and member terms will be official as of July 1st, 2021. 		
Diversity Statement	<ul style="list-style-type: none"> • We reviewed and discussed the Diversity Statement. It has been reviewed by several different people since December 2020. It was decided that we will submit this document to the Board so that we can announce this as the committee's first action. 	<ul style="list-style-type: none"> • Taheera will submit the Diversity Statement to the Board of Trustees. 	<ul style="list-style-type: none"> • Be prepared to make changes based on suggestions from Board. • Will review potential changes at next meeting.
Other business	<ul style="list-style-type: none"> • Discussion of the Black Women Librarians... Experiences in White Spaces panel that was hosted by WNYLRC in March. Taheera and Hadeen were both panelists. It was agreed that this was a cathartic 		

	<p>and emotional program that also educated and informed the attendees of experiences not widely discussed. Please watch the program! (Link included below).</p> <ul style="list-style-type: none"> • Caitlin shared upcoming workshops from WNYLRC. Please register and encourage your staff/colleagues to attend. 		
Next Meeting	<ul style="list-style-type: none"> • One month – May 26th 		<ul style="list-style-type: none"> • Potentially discuss standing committee assignments and diversity statement.

- Recording of Black Women Librarians Panel: <https://youtu.be/oUvanVjvuZ0>
- WNYLRC workshops: <https://www.wnylrc.org/workshops>
- Diversity Statement: https://docs.google.com/document/d/17yggmQVQeDnlug8hmiwOzxr8k1naQVnsinhX_MuN9BQ/edit
- Committee guidelines (recommended reading if you're interested in being on the committee): https://www.wnylrc.org/uploads/documents/committees/Committee_Guidelines_revised_on_January_2020.pdf
- Member Bylaws: https://wnylrc.org/uploads/documents/about-wnylrc/2018_bylaws_review_final_11_21_2018.pdf
- WNYLRC Plan of Service: <https://wnylrc.org/plan-of-service>