Equity, Diversity and Inclusion Task Group Wed Oct 21st
Start time: 10:05
Attendees: Allison Fischer, Barrett Gordon, Caitlin Kenney, Carrie Owens, Emily Carlin, Grace di Virgilio, Hadeen Stokes, Heidi Ziemer, Jamie Smith, Janet Thabit, Jesse O'Reilly, Joanna Gaff, Justin Cronise, Kate Cunningham, Keri Thomas-Whiteside, Melissa Laidman, Melissa Peterson, Nancy Kirkpatrick, Olivia Helfer, Pam Jones, Sara Taylor, Sheryl Knab, Taheera Shaheed-Sonubi, Tiffany McLeod

Topic	Discussion/Conclusions	Recommendations/Action/ Evaluation/Follow-up	Responsibility/Target Date
Agenda item 1 Greetings and Introductions by heads of taskforce	• A participant, states they are here because they feel their voice is not being heard in library circles and sees a need to support librarians of color through mentorship • states they have a responsibility to lift up voices of librarians of color and to ensure the library can serve students with disabilities and international students • states that the Board of Trustees is excited to support this task force and hopes it will move things forward in supporting librarians of different backgrounds • states they are here for support and to		

	pull back where they are not needed		
Agenda Item 3c Participants voice hopes for taskforce	• states they have shied away from committees like this in the past due to skepticism over their effectiveness and leadership. However, they also state this work is very important in our current social climate • states they want to talk to diverse groups of people, who are not always available in their current area but is unsure if this taskforce is the right place for it.	• assured group that people will be encouraged to ask questions in the group, and we will have homework assignments to help create a specific purpose and vision for the group	
Agenda item 2 Guest Speakers Nancy Kirkpatrick and Pam Jones	Plan to share strategic plan in draft form Notes we should consider including paraprofessionals in our taskforce After the draft is commended on it will go to Strategic Plan Committee, then the Board of Directors then the State in Feb	Encourage members to comment on Strategic plan which will be sent out to taskforce members	Take a look at Strategic Plan and add Comments for next meeting 11/4
Agenda item 3 **Discussion of EDI title change to include Antiracism**	it was noted we should incorporate anti-racism into our taskforce name in order to give us focus and to be relevant to current issues. However, A is often used to stand	We could change our name to EDIA and just make it clear the A is for Anti-racism or we could be EDIAA for both Anti-racism and accessibility.	Write up 3-4 suggestions for our Taskforce name and vote on its next meeting 11/4

	for accessibility which could be in relation to individuals with disabilities or lack of economic access to resources. • noted which shouldn't get too bogged down in details.		
Agenda Item 3b **Safe Space for diverse voices & experiences – Rules/Code of Conduct**	The taskforce needs to establish rules and a code of conduct for discussion. We should avoid claims to colorblindness, agree on the existence of systematic racism and develop a shared language. Discussed differences between equality and equity. • mentioned that WNYLRC is not always a comfortable space for POC and the lack of support they received at ECC regarding their Human Library activity. • noted the lack of programming at WNYLRC around issues of race. Discussion on the difficulties on finding diverse materials through Gobi and B&T	• suggested we include confidentiality in our discussion code of conduct. Also, we should work to determine barriers experienced by POC entering our profession and partner with library schools to do so. It was suggested we could possibly hold a Human Library Event.	
Highschool 2 College Committee	• mentioned that a member of the H2C Committee had	• suggested requesting booklists that provide view	

member experiencing censorship of BLM materials in library	been asked to remove BLM materials from the library website by the principle of their school due to a parent's objections to the materials.	from other groups on BLM or providing links to college anti-racism booklist to provide authoritative support to materials. • suggested librarians need workshop/training on how to push back on censorship and support other librarians taking a stand Also considered the possibility of H2C or EDI taskforce writing a letter on behalf of the librarian and to support materials	
Agenda Item 4 Purpose/Vision Statement	We need to create a strong diversity statement. NY South Central Regional Library Council (SCRLC) may be the only 3R which has a diversity statement	Review diversity statements from other organizations and consider what we want to include in our own statement. See suggested resources on minutes for some examples	HW: Research sample diversity statements that include ideas and wording you would like to see us use in our diversity statement. Will discuss next meeting 11/4
Agenda Item 5 Next Steps	Open Buffalo is creating a perception survey for WNYLRC membership, the results of which will be used to make a ½ day workshop. We need to see how library school is tackling diversity • mentioned we need to consider how this taskforce will work	Invite paraprofessionals to join EDI listserv Invite library students to EDI Listserve Invite more k-12 librarians and public librarians to participate	Caitlin will reach out to school librarian professional org

	with existing committees		
Meeting adjourned	Meeting concluded 11:30		Agreed to meet in two week 11/4 @ 10am

Suggested Resources
Rough Translation: How to Be Anti-Casteist https://www.npr.org/2020/09/21/915299467/how-to-be-an-anti-casteist
The Curb Cut effect: https://ssir.org/articles/entry/the_curb_cut_effect

https://scrlc.org/About/Diversity-Statement
http://www.ala.org/advocacy/diversity
https://www.mlanet.org/page/mla19-diversity-inclusion-accessibility