

Equity, Diversity and Inclusion Task Group Wed Nov 4<sup>th</sup> 2020  
Start Time 10:03

Attendees: Allison Fischer, Caitlin Kenney, Emily Carlin, Justin Cronise, Taheera Shaheed-Sonubi, Carrie Owens, Jewel De La Rosa, Grace Divirgilo, Heidi Ziemer, Janet Thabit, Jesse O’reilly, Joanna Gaff, Kate Cunningham, Keri Thomas-Whiteside, Tiffany McLeod, Olivia Helfer, Sara Taylor, Hadeen Stokes, Melissa Peterson, Barrett Gordon, Jeremy Lyman

Topic	Discussion/Conclusions	Recommendations/Action/Evaluation/Follow-up	Responsibility/Target Date
<b>Approval of previous meeting minutes.</b>	Minutes Approved		
Attendee Introductions	<p>Asked attendees who had not spoken at previous meeting</p> <ul style="list-style-type: none"> <li>• Attendee states they are here to go from observer to an actor and they are here to listen and learn</li> <li>• Attendee states they are working on a BLM guide and their main point of interest is in improving collections, mentorship of young librarians of color and ensuring that library studies programs are moving forward</li> <li>• Attendee is out of ideas and is here to try and boost the cause. Feels sick about the current political climate</li> </ul>		
<b>Continue</b>	We discussed if we wanted	<ul style="list-style-type: none"> <li>• While padlet keeps</li> </ul>	

<p><b>discussion on naming this task group.</b></p>	<p>to name the task group EDI (Equity, Diversity, Inclusion), EDIA (Equity, Diversity, Inclusion and Anti-Racism) or EDIAA (Equity, Diversity, Inclusion, Anti-Racism and Accessibility)</p> <ul style="list-style-type: none"> <li>• Attendee suggested we add Anti-Racism to the name as an acknowledgement of the current social climate and show we are actively fighting against racism deliberately. Accessibility does not need to be included as accessibility issues are more visible in society.</li> <li>• Attendees states that accessibility needs to have the full attention of its' own committee or group. However our task group need to keep in mind that accessibility will be needed in order to ensure equity and inclusion.</li> <li>• Attendee states that we can collaborate with other task forces or committees to ensure equitable access the internet and other resources.</li> <li>• Held vote on Padlet about task group</li> </ul>	<p>voting anonymous, we might want to consider using a different tool for voting as seeing people's choices show up immediately may discourage minority opinions</p> <ul style="list-style-type: none"> <li>• Task group name will be changed to EDIA and webpage will be changed to reflect that</li> </ul>	
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	name, EDIA (Equity, Diversity, Inclusion and Anti-Racism)		
<b>Task group Charge</b>	<p>Proposed Charges include:</p> <ul style="list-style-type: none"> <li>• First charge is to promote, establish and maintain diversity, equity, inclusion, anti-racism and accessibility as fundamental principles of WNYLRC</li> <li>• Second to propose appropriate goals and actions for diversity, equity, inclusion, anti-racism and accessibility to assist in WNYLRC membership, participation, and programming; using measurable outcomes for success</li> <li>• Third to advise and coordinate with other WNYLRC committees, and the WNYLRC BOT on strategies to meet these goals</li> <li>• Fourth, we will coordinate with community groups, to address EDIA issues in libraries.</li> <li>• Fifth establish, promote and maintain the hiring and retention of a library and library workers of color</li> </ul>	<ul style="list-style-type: none"> <li>• We need to determine if we are reporting to the BOT every 6 mo. Or annually.</li> <li>• Consider adding library student representation to taskforce and WNYLRC BOT</li> <li>• Consider diverse recruiting of library students beginning in high school and undergrad</li> </ul>	<ul style="list-style-type: none"> <li>• Caitlin contacted Shirly and determined we are not going to be attached to a committee because we were created outside of a standing committee. However, we can petition the board for committee status, and should consider doing that if we want to receive funding.</li> </ul>

	and diverse backgrounds.		
<b><u>Task group Goals</u></b>	<ul style="list-style-type: none"> <li>• We will promote diverse collections that reflect the community they serve and the world at large</li> <li>• recruit and support diverse organize student voices to meet the needs of a diverse society</li> <li>• to help library students understand the importance of diverse representation in librarianship, and how to participate and contribute to these discussions</li> <li>• Create and support mentor/mentee relationships between library student of color and librarians of color</li> <li>• Review pillars of principles and make sure diversity language is consciously integrated into all five pillars.</li> </ul>	<ul style="list-style-type: none"> <li>• We should look at how WNYLRC is recruiting for Committees and other positions to see if there are barriers being put in place to discourage POC from applying</li> </ul>	
<b><u>Discussion on Important Diversity Statement Keywords</u></b>	<ul style="list-style-type: none"> <li>• Encourage WNYLRC and our membership libraries to promote EDIA language in their social media</li> <li>• Consider adding clarifying definitions to Diversity</li> </ul>	Taheera, Emily, Justin Caitlin and Allison Will review diversity statement keywords and come up with a few diversity statement to vote on	<ul style="list-style-type: none"> <li>• Diversity statement samples are due next meeting Nov. 18th</li> </ul>

	<p>Statement (i.e. add a footnote stating we are defining diversity in the broadest possible manner)</p> <ul style="list-style-type: none"> <li>• Members noted we need to find a balance of being inclusive in our language without diluting our anti-racism focus</li> <li>• Our diversity statement should allow us to speak with a shared language</li> <li>• Statement should acknowledge historical past hurts and library’s past complicity with colonialism</li> <li>• See suggestions for Important diversity Statements and Keywords on Padlet, link below.</li> </ul>		
<b>Open Buffalo membership-wide perceptions survey</b>	Open Buffalo is sending out a Survey, please encourage all members of you library, professional and volunteer to take it.	We hope to get 20% or more response from 566 members	
Assignments for next Meeting and new business	RLC has a web series called Libraries and Anti-Racism Training Series which is currently ongoing. Next webinar is Nov 18 <sup>th</sup> (see below for website)	<ul style="list-style-type: none"> <li>• If anyone is interested in contributing to the EDIA libguide let Kate and Caitlin know</li> <li>• Begin brainstorming ideas on EDIA workshops,</li> </ul>	<ul style="list-style-type: none"> <li>• Members of taskforce should read articles (see under suggested resources) on how to build a diverse board.</li> <li>• Members of</li> </ul>

		activities, and panel discussions we can implement <ul style="list-style-type: none"> <li>Allison has been in communication with Carol from Stony Brook University and may be participating in a panel on decolonizing academia</li> </ul>	taskforce should read bylaws to see where improvements can be made to diversify BOT and other WNYLRC positions <ul style="list-style-type: none"> <li>Next meeting is Novemebr 18<sup>th</sup> at 10am</li> </ul>
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Important Diversity Statement Keywords: <https://padlet.com/shaheed1/6f7p6htjha1grmaw>  
 EDIAA Charge: <https://padlet.com/shaheed1/zshkikmf5bn7lhqj>

Suggested Resources

North, A. (2020). What it Means to be Anti-racist. Vox.com article: <https://www.msn.com/en-us/news/us/what-it-means-to-be-anti-racist/ar-BB14Zm8r>.

By laws of the members: [https://wnylrc.org/uploads/documents/about-wnylrc/2018 bylaws review final 11 21 2018.pdf](https://wnylrc.org/uploads/documents/about-wnylrc/2018%20bylaws%20review%20final%2011%2021%202018.pdf)

land acknowledgement... <https://www.haudenosauneeconfederacy.com/>

We Need Diverse Books

Land Acknowledgment workshop: <https://scrllc.org/events/view/6324>

Link to RRLC Libraries and Anti-Racism training: <https://rrlc.org/event-details/now-more-than-ever-why-leadership-on-diversity-equity-and-inclusion-requires-emotional-intelligence/>

IDEA (Inclusion Diversity Equity Awareness) Awards 2020 Honorees-Buffalo Business First

**Marilyn Erentsen-Scott and Aimee Levesque**-Inclusive Theater of WNY

**Elizabeth Hole and Lindsay Meagher**-Horizon Health Services

**Jomo Akono**-North Atlantic States Regional Council of Carpenters

**Margarita Dubocovich**-Jacobs School of Medicine and Biomedical Sciences, University at Buffalo

**Joseph Hanna**-Goldberg Segalla LLP

**Faizzan Haq**-WNY Muslims

**Kawanza Humphrey**-Key Bank

**Eric Klapper**-Tapestry Charter School

**Michele Trolli**-M&T Bank

**Raul Vazquez**- G-Health Enterprises and Urban Family Practice PC

**Eric Yarwood**-Education collaborative of WNY

**Adoption START INC**

**BestSelf Behavioral Health**

**Buffalo Prenatal Perinatal Network**  
**Diversified Labor Solutions**  
**Erie County Medical Center Corp.**  
**Center for Inclusive Design and Environmental Access-University at Buffalo**  
**Northland Workforce Training Center**  
**Safetec of America Inc.**