

**March 30, 2021**

### **Agenda**

- In attendance – 9 members
- The meeting was spent on introductions in a confidential space. The primary things that were discussed were around welcoming/inclusive spaces for patrons, employees, and those we want to recruit. There was a consensus that there is so much to do and so we want to build a foundation of trust to begin that work.
- **ACTION ITEM:** We will all **review the charge by April 7th** and leave comments/thoughts/suggestions. If there are any that need discussion, we will aim to have that conversation via email and wrap it up by April 14th to send to OMT (to get approval from HSLIC Managers).
  - Leave comments on the charge for items that you would like to discuss/change/update/etc. by April 7th.
    - Charge
- We discussed an equity cognitive frame vs a diversity cognitive frame.
  - See the screenshot of the table from pg. 103 of “Closing the Achievement Gap in Higher Education: An Organizational Learning Perspective” by the Director of the Center for Urban Education for an overview (below under the notes for the meeting)
  - “Diversity is being invited to the party. Inclusion is being asked to dance.” from <https://bookshop.org/books/moving-diversity-forward-how-to-go-from-well-meaning-to-well-doing/9781614380061>
  - “Diversity is counting heads; inclusion is making heads count.” <http://savoynetwork.com/features/nichole-barnes-marshall/>
- We are still looking for an HSC student representative who doesn’t work at the library, so if you can think of anyone, please feel free to send them our information and my contact information in case they have questions. A member has already reached out to WC4BIL, just so we don’t over contact them.
- It was agreed that, at least for now, 1 meeting a month for 50 minutes with the possibility of smaller groups working on special projects would be a good start.
  - Preferred times were a mixed bag, with most people saying the morning. But also, there is the issue that most of us have unpredictable schedules so really just getting a meeting on the schedule as far in advance as possible would be best.
  - A member will work on finding a regular scheduled time that could work for the most people.
- Goals for Next Meeting:
  - Community Agreement
  - Communication preferences
    - Keeping records for transparency
  - Approval or edits to Charge by OMT at HSLIC

**Table 8.1. Diversity, Deficit, and Equity Cognitive Frames Compared on Four Dimensions**

	<i>Diversity Cognitive Frame</i>	<i>Deficit Cognitive Frame</i>	<i>Equity Cognitive Frame</i>
Orientation	Focus on the representation of differences (for example, gender, race, ethnicity, sexual orientation, religion, and so on) in the student body	Focus on stereotypical characteristics associated with the culture of disadvantage and poverty	Focus on institutional practices and the production of unequal educational outcomes for minority group students
Discourse	Celebrating diversity, crossracial relationships, and color-blindness, enhancing access, cognitive and social benefits of having a diverse student body	Lack of preparation, motivation, study skills, blaming students and/or their backgrounds	Institutional responsibility for student outcomes, the manifestation of institutionalized racism, color-conscious, awareness of racialized practices and their differential consequences, awareness of white privilege
Strategies	Workshops, sensitivity training, exposing whites to the “other,” diversifying the curriculum, creating inter-cultural centers	Compensatory educational programs, remedial courses, special programs, all focused on fixing the student	Changing institutions, developing institutional accountability of equitable educational outcomes, changing individuals’ cognitive frames