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HSLIC Justice, Equity, and Inclusion Committee

Spring 4-2022

2021-2022 Annual Report: HSLIC Justice, Equity, and Inclusion Committee

Health Sciences Library and Informatics Center

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2021-2022 Annual Report

HSLIC Justice, Equity, and Inclusion Committee



TABLE OF CONTENTS

01

Introduction

02

General Report

03

Subcommittee Priorities

04

Events

05

Staff Trainings

06

Spaces

08

Collection Development

09

Looking Ahead

INTRODUCTION

The Health Sciences Library and Informatics Center's (HSLIC) Justice, Equity, and Inclusion Committee is dedicated to providing leadership in the development of a welcoming and inclusive environment for all our users and employees, including those who have been historically ignored and marginalized.

The committee was established in the Spring of 2021, and includes faculty, students, and staff members from HSLIC, UNM Health Sciences Center, and UNM Main Campus. The committee quickly identified three core priorities for the first year: events and training for library employees and library stakeholders, making physical and digital spaces more accessible and inclusive, and building library collections in the area of health and social justice. Three subcommittees were formed to work on each priority and progress reports can be found below. Work to establish committee visibility and prepare a budget is detailed in the general section that follows.

GENERAL REPORT

JEI Repository and Webpage

One of the primary concerns for the committee was to make sure all work, charges, policies, and discussions were transparent to our community to further assist with accountability. However, we also wanted to make sure that with an increase in doxing our members were protected as well. Therefore, it was decided that a webpage would be created, in the UNM HSC diversity template, that would link to a JEI Committee Digital Repository space where all meeting minutes and other committee documents would be loaded after identifying information of members was removed. To balance the need for protection and accountability it was further decided that the chair's contact information would be readily available so that community members had a contact they could rely on reaching. All documents can be found on the library's [Justice, Equity, and Inclusion page](#).

Budget

For Fiscal year 2021-2022, the JEI Committee requested \$8000 to support committee priorities of public facing events (\$3000), staff trainings (\$4000), and collection development (\$1000). Budgeting funds to pay guest speakers was fundamental to the goal of equity. A food budget (\$500) was also tentatively allocated from the events/training funds, though pandemic guidelines have continued to make providing food at events difficult. The JEI Committee's budget proposal was submitted to the director of the HSLIC and was approved.

SUBCOMMITTEE PRIORITIES

Three main priorities were identified early in the committee's charge. To facilitate work flow and to ensure committee members were working in their areas of interest, three subcommittees were established within the JEI committee to organize and work on specific tasks for the areas below.



01 — Events and Staff Trainings

Provide public facing events for the UNM Health Sciences Center and community. Establish a program where staff are required to attend at least three JEI trainings per fiscal year.



02 — Spaces

Evaluate our physical and digital library spaces. Examine ways to improve navigation and accessibility.



03 — Collection Development

Add materials to the collection related to justice, equity, and inclusion and also relevant topics such as critical pedagogy and teaching methods. Create displays to advertise and provide context for new materials.

EVENTS

Black Men in White Coats Screening

After months of planning, members of the JEI Committee, and a member of the UNM School of Medicine, coordinated a screening of the “Black Men in White Coats” documentary. The film was viewed by 55 individuals between October 22-25, 2021. Another 20 individuals attended a facilitated discussion with two of the organizers, on October 27th, where the use of Padlet allowed for extensive and anonymous feedback. [Here is a link](#) to the Padlet space where this feedback is stored. Total costs for this screening and discussion were \$343.85.

Wellness Resources Presentation

On March 21, 2022, a Wellness Resources and Techniques talk with Jess Beyond the Body helped to launch the library’s Wellness Room. Jessica discussed techniques from a body-positive, decolonized space, and focused on meditation, breath work, and journaling. Eight people attended and total cost for the event was \$800.00.

Future Events

To date, the committee has spent \$1,143.85 of the events budget, with \$1856.15 remaining. The committee is currently working on offering a screening of the film “Autism Goes to College.” In addition to these events, all JEI trainings were made available for the UNM community to attend.

TRAININGS

The JEI Committee implemented regular staff training sessions, inviting speakers to present on a variety of topics. Staff are required to attend three trainings per year.

5 WORKSHOPS

- 124 attendees total
- 86% of all employees have attended three, with nine attending four or more.

BUDGET

- FY22 budgeted \$4,000 for trainings
- To date spent \$2,750

2021-2022 GUEST SPEAKERS

- Adrien Lawyer, Executive Director and Co-Founder of the Transgender Resource Center of New Mexico: "Transgender Cultural Fluency Training"
- Dr. Skyller Walkes: "More than Words: Without Action, it's just Musical Acronyms"
- HSLIC's Student Success & Engagement Librarian Kelleen Maluski: "Bias in the Research Process"
- Nisha Moody: "Trauma-Informed Care"
- Peggy Moore and the Asian American Chamber of Commerce of Colorado: "Stories of the AAPI Community in Colorado and New Mexico"

SPACES

Welcome Signs

The spaces subcommittee worked with Rebecca McCorkindale's [Libraries are for Everyone](#) images to create welcome signs that reflected our learner populations. The committee discussed which languages to include on the signs and decided to highlight Spanish and Diné for large welcome signs placed at the entrance to the building. The committee also chose American Sign Language (ASL), Korean, Vietnamese, Arabic, Mandarin, and Hindi for small signs throughout the building. Signs were formatted by the library's Communications Coordinator for printing.

Menstrual Products

As a result of a discussion around gender neutral restrooms in the library and upon receiving feedback from a frustrated student, a free menstrual product program was established. After researching other library programs, the committee requested funding for the project and the library's Manager of Administrative Operations worked to determine which account funding would come from. Funding was ultimately approved. Procedures for how the program would be maintained were discussed during a sub-committee meeting. It was determined that volunteers from each floor of the library would monitor use of the products and refill when necessary. A contact person on the JEI committee would purchase products and offer support for volunteers. The first set of products were ordered in October of 2021 and the program went live in November 2021. All six library restrooms are now stocked with free menstrual products and early feedback from students has been positive.

SPACES

Wellness Room

The spaces subcommittee decided early on that a wellness room should be a priority. We reached out to the Manager of Administrative Operations at the library to enquire about possible spaces and were referred to the library's Executive Director. In the meantime, the subcommittee decided a literature search would be helpful to gather information about what other libraries had done and to investigate potential products to put in the room. The JEI committee chair conducted a literature search and the other members of the sub-committee read articles.

In October 2021, the opportunity arose to apply for a seed funding grant through HSLIC to fund the Wellness Room. The subcommittee decided to apply for the grant and two members wrote and submitted a proposal focused on proof of concept. The members were ultimately awarded the grant, have set up the Wellness Room in room 325 of the library, and launched the space with a Wellness Resources and Techniques event in March 2022. Initial feedback has been extremely positive and the project is on track to meet the June 2022 seed funding deadline.

Displays

To help further create a space that was not only welcoming, but also worked to critically engage students and users in conversations around justice, equity, and inclusion work the committee also launched a [Virtual Exhibits](#) online space that could be utilized in addition to physical exhibits in the library. The committee put together a display in the physical library to highlight the movement #CiteBlackWomen and had an accompanying [virtual display](#) as well. The committee chair also collaborated with RAD to create a physical and virtual display "[A Celebration of Healers in New Mexico](#)" for Hispanic Heritage Month. Lastly, the committee worked on an [online exhibit](#) to further engage learners with conversations happening at the HSC for Women's History Month.

COLLECTION DEVELOPMENT

The collections subcommittee purchases titles relevant to justice, equity, and inclusion in the health sciences field. Members of the committee created a spreadsheet to track purchases and developed guidelines for purchasing titles and submitting requests. The Resource Management Librarian was invited to be an ad-hoc member of the committee and helped to develop the guidelines and inform the overall process. It was determined that any title over \$100 or requests for items other than books/ebooks would require approval from the whole committee. All titles purchased are listed on the [HSLIC New Material LibGuide](#).

BUDGET

- FY22: \$1,000 for materials
- 21 titles purchased to date
- Remaining budget: \$400

2021-2022 SNAPSHOT OF TITLES PURCHASED

- Disability Visibility: First-Person Stories from the Twenty-First Century by Alice Wong
- The Cancer Journals by Audre Lorde
- Braiding Sweetgrass by Robin Wall Kimmerer
- Trans Kids and Trans Teens by Elijah C. Nealy
- Black LGBT health in the United States: The Intersection of Race, Gender, and Sexual Orientation by Lourdes Dolores Follins

LOOKING AHEAD

As we conclude our 2021-2022 annual report, we thank all the members of the JEI Committee for their diligent work to advance justice, equity, and inclusion initiatives at the library and HSC. We'd also like to thank anyone who has supported us to accomplish this year's goals, it's truly been a team effort. Here are some priorities we'll be working on in the coming year.



Audit

An auditing process began in January 2022. Committee members are in the process of reviewing documents, discussing what steps to take to audit our work, and researching important racial equity tools. Topics discussed include representation, job descriptions, retention, foundational practice, and the possibility of hiring a consultant.



Events and Trainings

The committee will continue to plan events and trainings for employees and users. Providing opportunities to learn about justice, equity, and inclusion topics is an important part of our charge, and helps connect attendees to crucial resources and tools.