

**November 8, 2021**

### **Agenda**

- In attendance – 12 Members
- Brave Space/Community Agreement on screen as we start, have everyone agree in chat or verbally (2 min)
- Introductions (2 min)
  - New member intro
- Announcements (5 min)
  - Team communication through Teams is now working. Please let Kelleen know if there are any issues with accessing and seeing conversations in the chat. Since many priority groups have decided to do less meetings, we do need to make sure this is an appropriate avenue for communicating as work is done.
    - Please make sure you are checking Teams. It is our preferred form of communication and everyone should have full access
  - We strongly encourage all JEI Committee members to also attend at least 3 of the 6 training options we have put together
- Updates on priorities from each sub-committee (25 min)
  - Menstrual products (
  - New materials <https://libguides.health.unm.edu/c.php?g=993195&p=8692763#s-lg-box-27644611> (Kelleen)
  - Seed funding for neurodivergent/prayer/meditation room
  - Black Men in White Coats report
  - Meetings for
    - Creating signs, maps, resources to assist with people feeling comfortable navigating the library, accessibility needs, and language needs (spaces group)
    - Scheduling another training since McKensie Mack Group didn't get back to us (events and training group)
      - Bystander Intervention Training
      - Adaway Group
      - Other ideas
    - Universal list of heritage months and other celebrations (events and training group)
- Auditing/assessing our practices – we need to begin thinking about this and how to structure, we discussed last meeting having to review the documents listed below by the end of December (20 min)
  - Statement Against White Appropriation of Black, Indigenous, and People of Color's Labor, Racial Equity Tools Evaluate, Taking AIM: Integrating Organization Development into the Creation of a Diversity, Equity, and Inclusion Audit
  - How do we want to structure this? Focus on 1 resource and review of it per meeting in the new year?
- Next meeting agenda & scheduling of fall meetings (5 min)
  - December 9<sup>th</sup> is the next meeting

- Reaffirming commitment before new year – making sure everyone still wants to serve on the committee and on the groups they have selected

#### Notes:

- Let us know if you're having issues seeing files in Teams: you may have to toggle back and forth between accounts associated with main campus and HSC email addresses
- New Materials: Fall 2022 - HSLIC New Material - LibGuides at University of New Mexico - Health Sciences Center (unm.edu) Look here for research guides on the topics of 1) Psych, 2) Pharmacy, 3) Health, Justice & Equity, 4) Health and Medicine, and 5) Justice, Equity, and Inclusivity.
- Expectation of this committee is that everyone attends three of the trainings: <https://libcal.health.unm.edu/calendar/events/?cid=12021&t=d&d=0000-00-00&cal=12021&inc=0>
  - January: Trauma-Informed Care, Nisha Mody  
<https://libcal.health.unm.edu/event/8298650>
  - Feb: AAPI Discrimination (details being finalized)
  - No color-coding on the library calendar as it stands, but may be helpful to highlight JEI Trainings
  - **Subcommittee updates:**
- All six of the library bathrooms have baskets and signs for menstrual products
  - someone is doing a lit review request on the topic of menstrual product distribution
  - We're working on making it more HSC-wide—we'll follow up
- The library has the opportunity to apply for seed funding for:
  - Pilot project. Kelleen and a member are working on a proposal to get funding for a proof-of-concept exploration (supplies to explore rather than a permanent space) of the idea and the need for a neurodivergent meditation room in the library. To explore the maintenance of the room as well as the needs of learners.
- *Black Men in White Coats*: 55 people watched the film
  - 20 or so on the discussion: Info captured in the Padlet space: <https://padlet.com/camaluski1/4uvvc2hf4ikacs9u>
  - APS provides some opportunities for students interested in the medical field—do we have that link to the schools?
- How do people feel about a second monthly meeting for separate subcommittee meetings?
  - A member states that it would be helpful to know what she's doing for this group
  - Kelleen will set up meetings for the sub-groups so everyone can make sure they're still committed to the committees they signed up for.
- Update on: Ana Garcia Consulting <https://www.anagarciaconsulting.com/whyagc>
- Discrimination in the Workplace: Adaway Group
- Smaller Training group can have these conversations but everyone is welcome to weigh in
- **Year Two Goal: how to audit and assess our practices**
  - Review and comment with ideas for the following: Statement Against White Appropriation of Black, Indigenous, and People of Color's Labor, Racial Equity

Tools Evaluate, Taking AIM: Integrating Organization Development into the Creation of a Diversity, Equity, and Inclusion Audit

- What are people thinking? Should we discuss audit and assessment in the big group? KM wants to make sure student voices are included
- Starting in the new year, we'll dedicate some of the meeting time to that work
- ARC presentation, focused on getting students connected with ARC, universal design, perhaps to be discussed in next Training sub-group
  - Include it in Staff council for DEI
- Now we have seven trainings that we're going to offer
- Next meeting: December 9<sup>th</sup>
- Meetings for 2022 TBD (see subsequent calendar invites)
- Student focus groups: Justice, Equity, & Inclusion issues
- **Women of Color in Libraries: Statement Against White Appropriation of Black, Indigenous, and People of Color's Labor**
  - What do we need to respond to from that?
  - What can we take from the audits done at other libraries?
  - Maybe this isn't appropriate for our students because of x, y, and z
  - What should we be focusing on in terms of assessing this work?
- Black Graduate Student Meetup: Member is taking care of flyers for this
- Reaffirming commitment to this committee? Any scheduling issues within the meetings we've scheduled?
- This has been a challenging fall; we've set so much in motion—thanks everyone!