

January 25, 2022

Agenda

- (2 min) Brave Space/Community Agreement on screen as we start, have everyone agree in chat or verbally
- (15 min) Reminder that we will be doing auditing in the new year, please review the documents listed here and add your thoughts by our January meeting. We will likely be using a lot of our meeting time in the new year for this
 - *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 Diversity, Equity, and Inclusion Audit*
 - Are we good dedicating most of the February meeting to this and the below document?
- (10 min) What We've Done So Far
 - We agreed last meeting we think this a group effort. Do we still agree? If so, who would like to get us started with a draft (2-3 people) and then we can use time in our February meeting to discuss and have put in comments/edits beforehand? Does this sound like a good plan to people?
- (20 min) Updates
 - Is our student worker okay scrubbing and loading our minutes into digital repository?
 - The Trainings and Events Subcommittee have been working on a spreadsheet of holidays/celebrations/etc. That we should be paying attention to, we need to review this so everyone feels that it accurately reflects all we feel it should
 - Does the Spaces Subcommittee want to meet again to discuss moving forward with the January 2022 Priorities document?
 - Wellness Room - Proof of Concept Grant
 - Reaffirming commitment – making sure everyone still wants to serve on the committee and on the subcommittee groups they have selected

Meeting

In attendance: 16 members

Notes

- Brave Space Agreement: people agree in chat or vocally.
- The Chair is aware of how busy people have been, so no worries if people weren't able to review some items mentioned in the agenda. We'll talk about them today.
- Introductions: A CoPH student working on a peer mentoring proposal. There is another student working on this project who may also be joining our meetings in the future.

Announcements

Yesterday's Trauma-Informed Care Training was attended by 52 people – wow! A lot of attendees from the College of Nursing. This training was advertised in the same venues as prior trainings, so a welcome surprise to see so many people at this one. Perhaps the topic was of great interest and that's why the numbers were so high? We were particularly happy with the level of detail included with the land acknowledgment and the relevancy of it. We would like to use some of the information around the land acknowledgment and bring it to their DEI team.

Auditing

We want to review the following documents:

- *Statement Against White Appropriation of Black, Indigenous, and People of Color's Labor*
- *Race Equity Tools: Evaluate*
- *Taking AIM: Integrating organization Development into the Creation of a Diversity, Equity, and Inclusion Audit*

Everybody should look at these and add their ideas. If we could have this reviewed by the March meeting, that would be useful. The group agrees. We are seeking accountability for our actions as a JEI committee; we want to understand how best to audit HSLIC and its activities. The first item is a statement and our 'review' is to consider the statement in relation to what we currently do at HSLIC. The Racial Equity Group (second) has not yet responded to us about a prospective training. As a reminder, if anybody is processing information in the moment (during the meeting), feel free to email our Chair or Vice Chair afterwards.

A What-Have-We-Done-So-Far Document

We would like to create some sort of report to discuss the 2021 activities in some sort of report/document. We could offer that our group works in tandem with the annual report requirements for the library's annual reporting. Is there a volunteer in the group that would like to take a crack at a first draft and/or work with a smaller group to help design a report format that can be shared at the next meeting? Everyone is busy right now; we could move the deadline to March or April deadline for getting a draft to the committee. Vice Chair steps up, with two other members offering support. **If others want to assist, they can email the Vice Chair directly.**

Meeting Minutes and the Digital Repository

Our student worker is not able to make every meeting, so they will put in a reminder to take a look at the meeting minutes in Teams, redact them, then submit to another member for upload into the Repository. **This member will ensure the student worker is able to submit them into the Repository directly.** For now, just the main meeting minutes will be added to the Repository.

Trainings and Events Spreadsheet

Thanks to our student worker for their work on the master spreadsheet of calendar events! **The Chair asks that everyone on the committee look at this spreadsheet and provide feedback by the February meeting.** The Trainings and Events Subcommittee will use this spreadsheet for social media posts, events, etc.

Wellness Room Proof of Concept Grant

HSLIC's seed funding was submitted/received for a Wellness Space (prayer, considerations for neuro-divergent users) in the library. On Wednesday, the Vice Chair will attend the OMT meeting to figure out next steps. The Vice Chair and Chair will be helping set this room up. A member shared a resource ([Reflection Space\(s\): Survey and Focus Group Results from External Institutions](#)) disseminating the results of a survey regarding reflection spaces. The Chair will continue using Teams to work with the Spaces Subcommittee.

Reaffirming Commitments

The Chair is happy to hear if people's time is too limited to participate on the committee.