

JEI Minutes

February 28, 2022

- Welcome guests
- (2 min) Brave Space/Community Agreement on screen as we start, have everyone agree in chat or verbally

- (5 min) Updates
 - Autism Goes to College screening
 - A member brought up the idea
 - Looking into purchasing options
 - Possible addition to collection / possible screening
 - Possible discuss with folks from Occupational Theory if want a follow-up discussion
 - Wellness Room speaker to launch, in conversation
 - Chair is looking into the learning fee and what would be covered
 - Ask about taking down Welcome Flyers in the library
 - A member discussed the fliers and banner posted around the library to welcome folks in multiple languages.
 - Should we keep them up or takedown?
 - We will take down the fliers to have space for new postings.
 - Banner may benefit from moving to a new location, a member is checking with Public Services on possible moves.
 - The chair added a possible program idea for spring 2022 to our Teams chat

- (25 min) Auditing discussion, documents to review and notes on
 - Docs reviewed for auditing: “Statement Against White Appropriation of Black, Indigenous, and People of Color’s Labor,” “Racial Equity Tools Evaluate,” and “Taking AIM: Integrating Organization Development into the Creation of a Diversity, Equity, and Inclusion Audit”
 - From Women of Color + Libraries (WOC+LIB)
 - Discussion occurred
 - The chair added notes to documents
 - Focus on Taking AIM article for next time for a clearer outline of process versus Racial Equity Tools Evaluate which is filled with multiple links are potential processes.
 - [Statement Against White Appropriation of Black, Indigenous, and People of Color’s Labor](#)
 - Directives toward the BIPOC communities but don’t actually have representation, to what degree do we do that?
 - Hiring practices
 - Job descriptions at HSLIC
 - Main campus did decide to look at job descriptions, review questions that were asked, make sure DEI questions are asked in interview process, and

retention. Though this was decided they are in limbo right now with executing

- Retention and building space that is welcoming and inclusive
- Building accountability and recognition into our work, SMARTIE goals? Etc.?
 - Can we get the SoM auditing tool they used when looking at diversity?
- Apologies/recognition for past harmful actions, foundational practice
- Can we hire a consultant?

Racial Equity Tools Evaluate: <https://www.racialequitytools.org/resources/evaluate>

- If you don't frame how this assessment will be used then we might risk being exploitative
 - State our limitations and how we struggle with them
 - Be clear about structural racism that exists in the institution as a whole that make it harder for us to work within our values
- A little overwhelming to review all the steps and resources at once

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

- Fantastic blueprint for us to create our own audit
- *(15 min) Strategic goals*
 - **Looking at Strategic goals next meeting. JEI can set priorities and timelines.**
 - *Discuss the strategic goal priorities we have been assigned*
 - *Collaborate with stakeholders to create/develop/host programming and training, including at least 6 trainings per year as organized by the JEI Committee.*
 - *Evaluate our physical and virtual spaces in terms of equitable access to support and build equitable access for our community, by implementing a pilot focus group program.*
 - *Engage learners and HSC constituents in improving the accessibility and inclusivity of HSLIC spaces.*
 - *Assess trauma-informed care, cultural humility, and neutrality myths to better understand the impact of library spaces at UNM HSC.*

Meeting

In attendance: 10