

JEI Minutes: October 20, 2022

Note Taker: Varina

- (2 min) Brave Space/Community Agreement on screen as we start, have everyone agree in chat or verbally
- (15 min) Climate Survey Presentation from members on survey committee
 - Rankin Group is collaborating for climate survey
 - Currently in initial phase
 - Focus groups- 20 different focus groups will be identified (Nov. 14th)
 - Will represent different groups from HSC
 - Will be confidential so as not to “out” anyone. Will not be posted online.
 - Rankin Group will help determine most important questions to ask
 - Groups could include: Faculty, staff, people with disabilities, LGBTQIA+, Spanish speaking students, SRMC staff. Will be a call going out to find additional volunteers. Focus groups will take place in Nov.
 - Question about intersectionality raised: Not really concerned with intersectionality at the moment, but a lot of these groups will likely intersect. Will have spots reserved to self-nominate themselves into a group that they most identify with.
 - Marketing: personal emails to people, info in HSC Connects, etc.
 - Phase 2: (Nov-March 2023)
 - use focus groups results, develop the instrument itself. Qualitative and quantitative questions with surveys online and on paper.
 - Will survey every single person in the HSC community for maximum participation.
 - Communication plan: invitation letter and incentives to participate
 - IRB: make sure we can publish results and use research
 - Survey implementation (April 2023)
 - Final Report and presentation of results (July-Aug. 2024)
 - Present results and develop implementation (2024)
 - Questions:
 - What happens if someone is in a focus group with someone they don't feel comfortable with?
 - Have been trying to reduce power dynamics when forming focus groups (not putting staff with supervisors, others working in the same dept. etc.). Definitely paying attention to this as groups are created.
 - Follow-up: small campus, may not feel comfortable disclosing a certain identity.
 - Will the survey include a Immigrant national identity?
 - No, not in the focus groups.
 - What are the incentives to complete the survey? Compensation? Raffle?
 - No compensation planned yet, but will take raffle idea to team

Any additional questions: contact library member on survey committee

- (10 min) Subcommittee Updates
 - (10 min) Trainings/Events
 - Nice White Meetings event. All the authors of the article have been invited to speak. All library employees have been invited, but open to all UNM (ok with the speakers)
 - Open Access Week
 - Two College of Pharmacy faculty will discuss Indigenous Data Sovereignty. Session will be on Zoom.
 - Also part of JEI trainings
 - Book Tasting
 - Next event is on Oct. 31st. Will feature “My Grandmother’s Hands” Research guide available so folks can refer back to content. Also document work put into event and presenter content.
 - Spread the word: don’t have to read the book to participate. Coming together to share space.
 - Day of the Dead altar: Oct. 24-Nov. 1
 - Partnering with Hispanic/Latino student medical association. Will have coffee and pan de muerto on Nov. 1
 - Will be setting up ofrenda, will have decorations, paper marigolds, people can bring in photos.
 - Will set up guidelines with student association so that people are respecting ofrenda
 - Multi-department effort
 - Also reached out to the National Hispanic Cultural Center to see if someone would do a blessing on Nov. 1
- (20 min) Long term goals
 - Inclusion in the stacks, where we are and what thoughts does this committee have on moving forward?
 - Collections Subcommittee member surveyed the stacks and saw some issues. Book about assisting transgender teens were shelved next to “sexual deviants” subject due to classification system. Want to look into this and reflect upon any changes.
 - Researched out to RAD dept. to meet and are awaiting response.
 - Auditing hiring/retention, where does this committee see this work needing to go?
 - The admin of HSLIC has launched a climate survey. What are our thoughts on this and how to incorporate it into this committee’s work?
 - Get a feel for how HSLIC employees feel about library climate
 - Four surveys with a different theme (safety, work life-balance, etc)
 - Have been getting pretty good response, pinpointing the library environment and how people feel