

JEI Minutes: February 13, 2023

- (2 min) Brave Space/Community Agreement on screen as we start, have everyone agree in chat or verbally
 - All agree
- (15 min) UNM HSC Recruitment Roadmap
 - A snowball-like dissemination of this presentation focused on recruitment strategies at UNM.
 - Historic emphasis on faculty hiring/search committees. Past policies on bare minimums for search committee involvement. Required implicit bias training for search committees - that is it. For those involved in recruitment, invitations are inconsistent. Intent of roadmap is designed to hone in on what is truly needed to improve diversity in the search process.
 - Two things: gets people talking about recruitment processes; and one of the most important things we do. Hiring impacts all facets of what we do. People are the most important resource in the DEI agenda.
 - Some things in the roadmap are in the developmental stage (i.e., requesting an equity advisor for searches). The roadmap also includes things we're already doing, such as training (i.e., understanding microaggressions). Creating your search committee; reducing bias in the job description; active recruitment strategies (versus passive).
 - Active strategies: Ask people to reach out to colleagues directly; very intentional personal reach-outs. Ensures a diversity of people to reach out. Early pathways to recruitment; plant a seed and in a few years it might expand to something more meaningful. Getting the word out about the state in general. Keep a running list of email contacts and send out job announcements directly. Provide new ways of interpreting crime data (i.e., that things are not different here than other places). Offer examples of resilience in our community.
- Inclusivity in the stacks update
 - Adjacency in the stacks; grew into other areas of the stacks. Three areas of concern:
 - WM (psychiatry)
 - WA 300 (health issues of specific groups)
 - People with Disabilities (subject)
 - HSLIC uses OCLC WorldCat; copy-cataloging. If a record does not exist, we can do original cataloging. Any OCLC member can change or update records.
 - Reminder about classification systems. HSLIC uses NLM, then LC if something doesn't fit within NLM.
 - Books can be about more than one subject; cataloger decides what the book is about to determine 'aboutness.' Item can only be shelved in one place with one call number.
 - For WM, 36 titles impacted. Recommended 22 changes; 3 moved to offsite
 - For WA 300, 57 possible changes; changed 30 call numbers withdrawn

- For 'people with disabilities' - looked at NLM/LC subject headings and compared them against print holdings at HSLIC; represented across 22 call numbers.
- Notable distinctions between electronic vs. physical resources. Less reliance on physical locations and issues around adjacency.
- (15 min) Training and Events Planning
 - Trainings that we are working on right now
 - Working on three different trainings:
 - Gender affirming care
 - Banned books and censorship in the SW
 - Information literacy from an Indigenous perspective
 - March and April events we will be focusing on
 - Brain Injury Awareness Month
 - Sexual Assault and Prevention Month
- (5 min) Updates/Conversation on general work
 - Universal Bathroom
 - Construction is due to start March 3rd and will take about six weeks. As construction begins, a few things need discussion (sharps container, for e.g.)
 - Training from main campus on implicit bias (search committees). In thinking of the Roadmap, a suggestion that the main campus implicit bias training is more comprehensive than the one offered at HSC.
 - One idea would be to offer the main campus implicit bias training from main campus as part of the JEI trainings