

JEI Minutes: March 13, 2023

Note Taker: Varina

- (2 min) Brave Space/Community Agreement on screen as we start, have everyone agree in chat or verbally- All in agreement
- Training Requirements (30 min)
 - We've been getting requests to count certain trainings towards the JEI required trainings. Part of why this group committed to planning 6 trainings was to make sure there was ample opportunity to attend a training. We also wanted to make sure there was some quality assurance with what was counting towards this requirement. However, allowing people to suggest trainings is a great way to bring more transparency and diversity into our offerings. So, we want to discuss how we could build this out sustainably. What could a process for suggestions look like? How would approval be granted? How would quality be reviewed? How will people alert us that they have taken these options?
 - Currently a lot to manage with people reaching out with requests.
 - Want to make sure there's a way to handle requests in a timely manner and have a criteria for selection
 - A member comments: There weren't a lot of opportunities for training when we first started the committee. Now there seems to be a lot more opportunities for JEI style training. People being able to attend trainings that they are passionate about may take some pressure off the committee.
 - Another committee member agrees with the comment above and asks if things have to be vetted.
 - A lot of organizations offer DEI training that aren't very good. Committee was concerned about how useful these trainings were. Committee wanted to have baseline of knowledge, so that everyone is on the same page about JEI issues
 - From OMT perspective: a lot of work to organize these trainings. Might be time for this to move into regular practice. Instead of having a tracking group, people work with supervisors to identify trainings. This might give training and event committee more wiggle room
 - Would we lose some curation if we approved outside trainings?
 - The JEI Committee does try and curate on multiple topics.
 - Member brings up the point that the committee was designed to provide these trainings and something may be lost if the duty was reevaluated.
 - Is there a knowledge base for all employees?
 - Can there be a rubric for these outside trainings? Oftentimes outside trainings don't meet caliber of the trainings we offer.
 - Member clarifies: this would have to be a proposal to send to library OMT so that they could make a final decision. This is an OMT policy not a JEI policy, so the proposal would have to be clear in what the committee wants going forward.

- There is a range of levels of training attendees, so is it too much to make up a vetting process? Member doesn't think we shouldn't offer trainings, but maybe if we step back from the vetting process, it could be less restrictive.
- How will the requirement work if outside trainings count? There has to be some sort of guidelines for what fits into required training.
- Point made that JEI committee has excelled at finding trainings for vulnerable communities where other trainings might be about workflow or a task.
- What about tailoring trainings by division? There are a lot of non-librarians where trainings may not be relevant to their job duties. If we tailored trainings by department, that might help make it feel more relevant.
- Suggestion: Is it possible to have two required trainings from the JEI Committee and one that is self-selected?
- How to streamline this process to manage tracking, requests for training alternatives, finding trainings, etc.
- Seems like the committee needs a bit more time to discuss and put together a proposal to send to OMT.
 - Notes will be sent out via email so that discussion can continue and we can brainstorm.
 - Will discuss in next meeting about finalizing a proposal to send to OMT
- (5 min) Updates/Conversation on general work
 - Reminder about professional development guide that lists all the upcoming trainings- four available in the next couple of months
 - Graphic medicine update- first speaker coming up, also speaking at MLA event