

**Library Diversity Committee  
Minutes  
October 5, 2021  
Diversity Committee Meeting**

**Present: Cindy Ingold, George Gottschalk, Qiang Jin, Susan Breakenridge, Tracy Popp, Victor Jones, Jr., Yali Feng, Atoma Batoma**

- A. 3:05-3:10 **Approve or Amend May and September Minutes**
- a. Approved with correction of Atoma's name for September.
- B. 3:10-3:25 **Programming Updates**
- a. George - Human Library follow up event?
    - i. Reached out to Sarah, will update Spencer and Committee on scheduling availability, may have to be later
  - b. Spencer - Virtual Brownbag on Microaggressions, Thursday, November 11 at Noon - please email Spencer if you have suggestions for readings or would like to co-facilitate. Will share readings and have a preliminary discussion in the November 5 meeting to help committee members get their feet under them for the topic.
    - i. Follow-up question for Spencer: Library specific or general?  
A: Both!
    - ii. Cindy graciously agreed to check-in with Spencer
  - c. December Social for committee? In person?
    - i. Will depend on COVID
    - ii. Some level of interest in-person, but lots of uncertainty
    - iii. People uncertain about food and unmasking
    - iv. Temperature may drive us inside which could add nuance
    - v. May be good to plan for virtual
    - vi. Virtual supports Accessibility
  - d. Other Programming ideas?
    - i. Virtual foods, customs and culture fairs
    - ii. Goal historically has been for internal library education and social opportunities
- C. 3:25-3:50 **Charge [please document discussion here]:**

Here is a link to the [Charge Document](#).

Some questions to consider:

- Is “Diversity Committee” the most current and meaningful name for this group?
- What role should this group fulfill? This can be aspirational and not merely descriptive of our *current* activities.
- Are all stakeholders represented in the membership? Are the current required members – Gender and Women’s Studies and International and Area Studies – still meaningful, or would a more general representation from the library (i.e. by role/job type) be more meaningful?
- Are the current ex-officio members meaningful? Should they remain ex-officio?
- Should there be student representatives on the committee? Can they be paid for their time on the committee?
- Should the Chair be appointed or elected?
- Other questions or ideas that are meaningful to you.

After you spend some time marking up the document, feel free to take some time to reflect on the changes you’re suggesting. The Charge Subcommittee (Yali Feng, Spencer Keralis, Tracy Popp, and Leon Wilson) will convene later in October to review these suggestions and will provide a revised draft at the November meeting.

D. 3:50-4:00 **Round Robin**

- 1) Spencer: Draft of final Becoming a Trans Inclusive Library report will be ready to share for November meeting. Will be interviewing GA candidates the week of October 11.
- 2) BHRSC is encouraging use of accessibility best practices for documents and e-mail.
- 3) Yali planning a workshop/pop-up library for local Chinese-speaking community on how to use the Library resources

Next Meeting: Friday, Nov 5, 2021, 1:00-2:00 p.m.

Question: Do we need to revisit the Description as well?

Possibly look at other library diversity committees

Determine what to update with EC while creating latitude for Committee to shift over time to reflect current needs. Structure of Committee Description and Charge, and also the substantive goals.

Needs more discussion.

Perhaps a round of asynchronous commenting

## Description

The Library Diversity Committee provides leadership and guidance to the Library by encouraging awareness about and discussions of diversity. Specifically, the Committee will focus on diversity issues with regard to Library climate, staff training and development, services to patrons, and campus outreach.

Working with Library Administration, the Human Resources Office, and the Staff Development and Training Committee, the Library Diversity Committee will establish and prioritize goals regarding the provision of diversity services and training. The Committee will also plan and promote diversity activities within the Library. Finally, the Committee will support, if and when appropriate, the work of the Library's Affirmative action Officer and Equal Employment Opportunity Committee.

**Commented [1]:** Potential questions about including this or scoping?

## Charge

The Committee is appointed by the University Librarian, with the advice of the Executive Committee. The Gender and Multicultural Services Librarian, the Inclusive Illinois Representative(s), and a representative from Library Human Resources will serve as ex-officio members. In addition, the Committee will include one member from the International and Area Studies Library. The Committee will also include at least six additional members at-large. Members at-large are full- or part-time Library employees from both academic and support staffs, serve two-year staggered terms, and may be appointed to one successive term. The chair is appointed annually by the University Librarian. Additional members may be appointed to represent special concerns.

**Commented [2]:** Currently is more about composition than deliverables or goals of committee

**Commented [3]:** Both Cindy and Victor agree to change this to DEIA Director

**Commented [4]:** Delete. Per Cindy, program no longer exists

**Commented [5]:** Library BHRSC or Library HR/ODT