# DEIA Task Force Meeting Agenda

Date: 2022-09-21

Minute Taker: Hannah Williams

Meeting Location: Online Through Zoom

Present: Elisabeth Paulus, Cindy Ingold, DoMonique Arnold, Jen Yu, George Gottschalk, Zoe Revell, Heather Murphy, Joe Lenkart, Victor Jones, JJ Pionke, Chris Prom, Victor Jones, Erik Chapman, Norris Purdy

Absent: Click or tap here to enter text.

## Agenda Items

1. **Announcements and Accolades**
2. **Forthcoming DEIA Committee (Re-envisioning the Diversity Committee) *–***Victor

**Guest:** Cindy Ingold (Gender & Multicultural Services Librarian)

* Victor and Cindy have been discussing approaches for re-envisioning the Diversity Committee. The original idea was to have a 7 person TF to re-envision the structure, but this is continuing to be developed. Cindy has a lot of historical context for how the diversity committee has looked.
* There is no diversity committee this year. There were issues finding a chair once Spencer left, and this created a good opportunity to re-envision the committee.
* Victor suggested the group be comprised of chairs/liaisons of existing committees and would function almost like a central hub to infuse DEIA initiatives into the work other committees are already doing. These liaisons would also have some advisory capacity for Victor. This approach would center DEIA in the work that is already being done in the Library.
  + Potential concerns: mission drift, overloading people who are already serving on committees. This method could create a stronger focus towards faculty, as civil service and GAs don’t serve on committees as frequently. One way to address this would be to have Library wide representatives that are explicitly drawn from APs and civil service staff. All employment classifications need to be represented.
  + The focus group research has indicated that people feel DEIA is not visible in the Library and committees often operate in isolation from other parts of the organization. There has been a lot of confusion between the task force and the diversity committee. Recruitment for the diversity committee has historically been difficult.
  + This method would help to provide communication mechanisms between committees and Victor. It would create a more cohesive structure across Library committees. Buy in from the Dean and administration will be very important for this.
* This discussion will continue asynchronously on Teams.

1. **Discussion** - Updating the Patron Conduct Policy (see attached for the latest edits and comments)
   * This will be discussed at the next meeting, as there was not enough time. The policy has been posted to Box for comments.
2. **DEIA Workshops Planning Update** – Victor
3. **Team Updates**

* HR Processes, Training, & Programming Team
* Assessment Team
* Communication Team

1. **Other items**