Meeting Minutes were approved

Everyone was pleased with the shared agreement.

Jessica – We can review the shared agreement in the future and see if it needs any altering.

Who’s Who Document

Jake explained that this document might be good to share with the library because it provides an opportunity for the library to know us, and can help build better relationships. An idea inspired by JJ’s suggestion.

Dean’s Hang out.

Everyone was fine with the co-chairs report.

Jessica – from the co-chair’s discussion with Dean Wilkin – We should not feel pressure with meeting everything on the charge. It should be a good guide for us, as it was created with general feedback from various library staff and committees.

Review of the Survey

Questions 13& 14 Jessica expressed changing the year from 1 year to multiple years.

Jen – To make the survey more applicable with statewide training should we add definitions with more terms?

DoMonique – likes the definition idea, but maybe not for all of it.

Elisabeth – suggested using caution with definitions. Some might see it differently, and their interpretation may also be accurate.

Jen – Agreed recognizing too that race/ethnicity/nationally are sometimes challenging to explain.

Joe – Echoes Elisabeth adding political orientation, and rephrasing consequences and guilt.

DoMonique - pointed out concern about the word guilty.

JJ- Asked for more explanation.

Jessica – asked if the question could be phrased as “Is accountability held for bias, exclusion/ and or discrimination.

JJ - Consequences and accountability are different

Chris – What were you thinking? What are the responses you are looking for?

Lauren – recognizes that guilty might be misunderstood. Being uncomfortable needs to be asked, but in a way that is not too soft.

Jen – agreed

JJ – Agreed with not too soft and mentioned that everyone might see it differently, as our individual experiences in the library look differently.

Erik – When acts of bias are perceived, are individuals of the following group held accountable?

Elisabeth – asked about the emails included in the survey, especially since Lauren is a GA. Should it be all full time and or co-chairs?

Lauren – wanted people to know who to reach too. A general email may not be desirable.

Joe & Jessica agreed that made sense.

Elisabeth – asked if there should be a link for the discrimination report informing people that the DEIA TF is not the committee to reach out to about these concerns.

George- reminds everyone that we need to be better about typing next in the chat, and making sure that we are following that for when each person speaks.

Everyone agrees that the assessment committee will do another review with everyone’s comments.

Joe- once the review and feedback is incorporated, the survey can be sent to the Dean.

Zoe- mentioned putting in employment types, because it’s possible that not everyone knows what they are.

Jen – agreed it should be added.

JJ – suggested we politely ask John to respond with feedback by a certain date with feedback. Also suggested that for employee classification there is a prefer not to answer section.

Team Updates

Communications - Heather- Francisco has done great work with the DEIA TF email set up. There will be more conversations about the website.

DoMonique – asks when do we use the task force email?

JJ – asks about how we are communicating since most people didn’t respond to Microsoft teams when the assessment committee asked for feedback?

Chris – said he did not receive a notification from MS teams.

Jessica – suggested doing both sending it to the teams general channel, and the DEIA TF email. Since MS teams is new and everyone’s notification settings may not be the same.

Past Efforts Review Team

Jake - Climate Qual has been the focus.

Consultancy Support Team

Jake – Consultancy group plans to reach out to some from the OVCDEI, and other names that have been recommended. Some of the other teams work will help to inform the type of consultant we may want. Consultancy team therefore might move a little slower.

Visions Statement

Elisabeth – They are looking up vision statements from the library and other related orgs.

DoMonique- reached out to Kaamilyah Abdullah-Span and will follow up.

Everyone agreed to contribute to notetaking. Jessica will send out the schedule for note taking.