



# DEI Committee

## Meeting Minutes

**March 27, 2024, 2:00 pm**

Meeting called to order at 2:02 pm by chair

Present: Robert James, Chair (Nash CC); Elizabeth Baker, Secretary (Carteret CC); Barbara Bera (Central Carolina CC); Colleen Kehoe-Robinson (James Sprunt CC); Touger Vang (Montgomery CC).

Absent: BJ Thompson (Central Carolina CC); Liza Palmer (library advocate); Don Michael (Central Piedmont CC); Nathan Stancil (Johnston CC).

### **Agenda:**

- Call to order and welcome
- Review/approval of minutes February 1, 2024.
- Review Belk Survey #2 questions
- Review Belk Survey #1 report
- ALA Office of Intellectual Freedom
- Other business
- Next meeting

### **Discussion Items:**

- **Call to order and welcome**
  - Robert called the meeting to order.
- **Minutes** from February 1, 2024
  - Colleen motioned to accept the minutes.
  - Barbara seconded the motion.
  - Minutes were approved.
- **Review Belk Survey #2 Questions**
  - Elizabeth questioned the choices in the Primary Role question. She asked if “management” was a meaningful response, especially if all the other choices tied to a library function. She asked if the “administration” choice would cover those people in “management.” Robert said he would bring this up with the Belk center representatives.
  - Barbara liked the question “I know where to look for DEI.” She thought this was a good question from which to gather feedback.
  - Elizabeth asked if she was referring to a question in the section with a table with answers that ranged from “strongly agree” to “strongly disagree.” If so, the table needed to add “not applicable” or “does not apply” as an answer choice.
  - The committee members agreed that an “any additional information” box should be added to the survey for responders to share anything not covered in the survey.
  - The committee members noted a typographical error. Libraries (plural) should be library’s (possessive).
  - Robert shared he would like the response rate for survey #2 and #3 to be higher. It was suggested that we ask NCCCLA President Shannon Paul to send an email to the library administrators to encourage their staff to take the next survey when it is released.

- **Review Belk Survey #1 Report**

- Robert shared that the responses to the first survey were favorable. The answer choices “strongly agree” and “agree” were most often selected in response to a question. The third choice was “neutral” (neither agree or disagree.).
- The committee discussed the portion of the survey where responders were free to answer in their own words. Elizabeth pointed out that many people who shared that their library does not have (or has not developed) a formal policy responded that they **cannot** have one because their college does not allow it. That is, an institution with a one college model may prohibit the library from having or developing its own DEI policy or statement.
- Robert stated that he would reach out to library directors in the fall at the end of the DEI committee’s NCCCLA session on the Belk Surveys at the conference or add a question to the end of the Belk Survey #3 to gather more information from the library administrators who cannot create their own DEI policy or statements.
- Robert shared that many North Carolina community college DEI committees are looking into renaming these committees because of current political legislation.

- **ALA Office of Intellectual Freedom**

- Robert contacted the American Library Association (ALA) Office of Intellectual Freedom to ask if they were aware of the North Carolina Parents’ Bill of Rights. He spoke to Jon Martin, whose title is Program Manager, Chapter Relations.
- Jon Martin would like to meet with the leadership of the North Carolina Community College Library Association, North Carolina Library Association, and the North Carolina School Library Media Association. Robert suggested adding the leadership of the Association of North Carolina Health and Science Libraries as well.
- Robert expressed that this meeting could be held via Zoom. No date has been set.

- **Other Business**

- There was discussion about adding a DEI resources page on NCCCLA’s website. This page would be helpful because it would place links to many resources in one place.
- There was discussion about a current bill that stemmed from a social media post from a medical student boasting about “stabbing” a patient with political views in opposition to her own.
- The bill, called the Educate Act, would cut off funding to medical schools that promote DEI, have DEI offices, or use identity politics for student selection. (for example, the selection of students would be by race and not on academic qualifications.)
- There was concern from the committee about the political divisiveness of the country and how some voices are interrupting other voices, causing alternative voices not to be heard.
- Robert will schedule a meeting in April.

**Action items:**

- Robert will send the Zoom link for the next meeting in April.
- Elizabeth will share the meeting minutes for March 27, 2024.

**Next meeting:** Robert will poll committee members for a meeting in April.

Meeting adjourned at 3:00 pm by chair.

Notes recorded by: Elizabeth.