



DEI Committee

Meeting Minutes

April 13, 2023, 2:00 pm

Meeting called to order at 2:02 pm by chair

Present: Robert James, Chair (Nash CC); Elizabeth Baker, Secretary (Carteret CC); Nathan Stancil (Johnston CC); Colleen Kehoe-Robinson (James Sprunt CC); BJ Thompson (Central Carolina CC); Barbara Bera (Central Carolina CC); Liza Palmer (library advocate).

Absent: Touger Vang (Montgomery CC).

Agenda:

- Review/approval of minutes February 16, 2023
- Committee member news
- DEI Forum-- NCCCLA Conference
- DEI Surveys
- Inclusive Library Services Toolkit
- DEI Grants
- DEI Webinars
- Cultural Competencies
- Recruiting new members
- Additional topics

Discussion Items:

- **Minutes** from February 16, 20223
 - Barbara made a motion to approve the minutes. B.J. seconded the motion.
 - The minutes were approved.
- **Committee member news**
 - Robert reported that Morgan Pruitt is stepping down from the committee.
 - Liza is no longer employed at Brunswick CC. She will continue working with the committee as a library advocate. Elizabeth stated that she was very pleased to have Liza remain a member.
 - Robert asked if anyone wanted to share updates about their college. Colleen mentioned an exhibit collaboration and talked about a makerspace that was bringing "new found energy" to James Sprunt CC. Elizabeth shared that Carteret CC is working on creating an archive.
 - Robert asked Elizabeth to describe her current role with NCCCLA Executive Board committee. She informed the group that she will be serving as interim Vice-President until a proper election can be held. With the sudden resignation of the former Vice-President and the frequent turnover in the position, she will step into the position until a new Vice-President can be elected through a member vote.
- **DEI Forum—NCCCLA Conference**
 - Robert stated that about 30 people attended the DEI Forum session at the NCCCLA Conference in March.
 - The topics generated during the session included encouraging the committee to:
 - Become a clearing house or information center for DEI grants
 - Provide grant writing help with a letter of support
 - Promote service to different groups, such as students within adult basic education classes, students who are veterans, students with cognitive diversity or neurodiversity, etc.

- Support librarians serving as advisors for LGBTQ clubs
 - Promote libraries having ESL, particularly Spanish language, materials in their bookstacks
 - Endorse collection diversity in all libraries
 - Support libraries to create low sensory or quiet rooms/spaces
 - Promote accessibility of library resources and facilities
 - Identify translation tools for web pages
 - Identify filters that provide diversity of search results in Summon
 - Advocate that colleges meet their local community needs through self-assessment and self-reflection
 - Aid libraries in finding library donors and donation opportunities
 - Support the hosting of book clubs with a DEI focus
 - Guide libraries how to recruit and retain a diverse staff
- **DEI Surveys**
 - Elizabeth reported that she updated the surveys with the suggestions from the February meeting. She said that she will send them out one more time for the committee to review.
 - The surveys will need to go to the NCCCCLA Executive Board for review and approval next.
 - There was a discussion on how to distribute the surveys now. Suggestions included putting a link on NCCCCLA's website, using Google Docs, or using SurveyMonkey. There was a question whether the committee could have access to survey software, such as through the North Carolina Community College central office.
- **Inclusive Library Services Toolkit**
 - The toolkit was put on hold until the surveys are finished.
 - Barbara stated her support for the pause, reminding the group that the reason for the surveys was to gather information to complete the toolkit. Elizabeth agreed with Barbara's assessment.
- **DEI Grants**
 - There was a discussion of the committee applying for grants. Elizabeth questioned if the committee could apply for a LSTA grant through the State Library. Robert reminded everyone about the Evergreen project where 26 libraries are preparing to move from CCLINC into an open-source product.
 - The committee could partner with colleges applying for grants. Partnerships have a better chance of being funded. Elizabeth shared that she thought supporting college's applying for grants would be a good function for the committee.
 - Nathan stated that if the committee applied for a grant the funds could be used for traveling displays that could be routed among all the college libraries. He reminded everyone that the traveling display idea was suggested at a very early committee meeting as one of the projects that the committee could complete.
- **DEI Webinars**
 - There was discussion about the committee sponsoring DEI webinars and how to generate ideas for these webinars.
 - It was shared that the surveys could reveal DEI webinar topics that librarians want to attend. The surveys should also reveal DEI successes that would make good material to share in a webinar.
 - Colleen shared that she liked the webinar idea.
 - Barbara stated that if the committee was going to be a clearinghouse for webinars, it could advertise DEI webinars from other groups. The NCCCCLA newsletter would be a good place for the committee to advertise DEI webinars.
- **Cultural Competencies**
 - Robert reminded the group about the Cultural Competencies discussion that occurred in an earlier meeting. Elizabeth said that she thought that Colleen and Liza brought this discussion.
 - Colleen agreed. The Cultural Competence Continuum comes from a presentation by Dr. Kawanna Bright.
 - Robert asked Colleen and Liza to share a link.
- **Recruiting new members**
 - Robert asked the committee members to send a special invitation to join the group to anyone who might be a good fit for the committee's work.

- **Additional topic**

- Robert asked the members if there was anything else that they would like to add to the agenda.
- There was a statement of affirmation that the members of the committee are supporters of marginalized communities.
- There was a concern raised about the many book challenges throughout the country now. Many librarians are having talks with fellow staff members to discuss the issue, and some libraries are engaging in role playing to help staff deal with the stress of the issue.
- There was concern raised about college administration during these challenging times.
- A question was asked if NCCCLA was a part of the community college system office. (The answer is “no”.)
- It was reiterated that the DEI committee is a good support group.
- Two additional webinar topics were shared: a session on ALA Intellectual Freedom and how to recruit a diversified library staff.
- Robert stated that Thursdays at 2 pm seem to continue to work for committee meetings.

Action items:

- Robert will send the link for the next meeting in May.
- Elizabeth will share the revised surveys and the meeting minutes.
- Robert will take the surveys to a NCCCLA meeting for review and approval.
- Colleen and Liza will share the Cultural Competence Continuum link.

Next meeting: May 13, 2023, 2pm

Meeting adjourned at 3:05 pm by chair

Notes recorded by: Elizabeth