



# DEI Committee

## Meeting Minutes

June 15, 2023, 2:00 pm

Meeting called to order at 2:01 pm by chair

Present: Robert James, Chair (Nash CC); Elizabeth Baker, Secretary (Carteret CC); Liza Palmer (library advocate); Barbara Bera (Central Carolina CC); Don Michael (Central Piedmont CC); BJ Thompson (Central Carolina CC).

Absent: Colleen Kehoe-Robinson (James Sprunt CC); Nathan Stancil (Johnston CC); Touger Vang (Montgomery CC).

### Agenda:

- Review/approval of minutes May 11, 2023
- Comments on NCCCLA bylaws
- Comments on NCCCLA DEI Bylaws/Statement
- Comments on NCCCLA DEI Committee bylaws
- Partner for DEI surveys
- DEI webinar speakers
- Funding for digital literacy training
- Diversity Standards: ACRL Cultural Competency for Academic Librarians
- Additional topics

### Discussion Items:

- **Minutes** from May 11, 2023
  - Liza pointed out an error in a date. The year contained an extra "2." Elizabeth stated that she would correct the mistake. She asked the group if they could approve the minutes with this minor correction.
  - Don made a motion to approve the minutes. Liza seconded the motion.
  - The minutes were approved.
- **NCCCLA Bylaws**
  - The NCCCLA Executive Board is reviewing the role of its Vice-President. The Board may rewrite or change the duties of the position.
  - The DEI Committee did not see how this action may impact our committee.
- **DEI Bylaws/Statement**
  - With the NCCCLA Conference moving to the fall and being held in the years opposite the NCLA Conference, this action may impact the officer positions of the DEI Committee, particularly Robert who may serve a longer term.
  - The DEI Committee started as a task force and then became a standing committee. The DEI Committee is not in the NCCCLA Handbook. The NCCCLA Executive Board is aware that it needs to be added to the handbook.
  - Don stated that he thought that the DEI Committee bylaws and statement were well-written.
- **Partner for Surveys**
  - Robert pointed out that the committee still needs to decide what platform to use to host the DEI surveys.
  - Robert explained that he had a meeting scheduled to speak to representatives from the Belk Center for Community College Leadership located at North Carolina State University (NCSU) about hosting the surveys.

- The Belk Center would be a good partner to distribute the surveys and to “crunch” (or interpret) the data when it is received. Affiliation with the Belk Center would “elevate” the survey, enhance the data collection process, and ensure the analysis of the data is reliable.
- Elizabeth stated that the Belk Center would want access to this data. She asked to participate in the meeting with Robert.
- **DEI Webinar Speaker Series**
  - Robert asked if anyone had ideas for speakers.
  - Liza suggested looking toward the Azalea Coast Library Association. She suggested asking a local high school teacher who experienced a book challenge in their class.
- **Diversity Literacy Training**
  - Don shared with the group information about Digital Equity Act. It is a 3-year contract for all 50 states to receive funding for training. There is \$12.6 million for each year. The funds can be used to solve digital equity issues, particularly provide digital literacy training. If the 6 regional library districts outlined by NCCCLA participate, this action would provide statewide coverage for North Carolina community colleges.
  - There are 6 categories of focus within the grant. Don suggested the community colleges cover 2-3 categories. He shared that everyone has until November to apply. Don suggested on focusing on funding for staffing in order to get digital equity “up to speed.”
  - There was a word of caution raised about going around the traditional sources and practices for applying for grants. For many colleges, the entire process for a grant must be pre-approved. It was noted that addressing staffing shortages is an area for which some colleges might not want to seek funding.
  - Elizabeth asked: who would be applying for the grant? The colleges or the Association?
  - Don suggested partnering with LSTA for the grant. The State Library has a mechanism for applying for grants. Working with the State Library would add a permanence to the process as it would require less reliance on positions that could turnover or people who could retire or leave employment.
  - Robert said that he would bring the idea to the NCCCLA Executive Board.
- **Diversity Standards**
  - ALA’s diversity standards are now called *Cultural Proficiencies for Racial Equity: A Framework*.
  - The Cultural Proficiencies framework is similar to the Racial Equity in Libraries Toolkit created by the State Library.
  - There was a question whether to put the ALA’s Cultural Proficiencies on the DEI page of the NCCCLA website.
- **Additional topics**
  - There were no additional topics.

#### **Action items:**

- Robert will send the link for the next meeting in July.
- Elizabeth will share the meeting minutes.
- Robert will share the digital literacy grant idea with the NCCCLA Executive Board.

**Next meeting: July 20, 2023, 2pm**

Meeting adjourned at 2:57 pm by chair

Notes recorded by: Elizabeth