

**Minutes from CULLS DEI Task Force Meeting : September 19, 2018 – 1:00-2:00 pm,
Zimmerman Library, Room B-48**

Introductions (all)

Attendees:

Teresa Neely, Assessment, Zimmerman
Stephanie Akau, LIS2, Zimmerman
Leah Boetger, HR Administrator, Zimmerman
Chris Larranaga, OILS Program Mgr, Zimmerman
Glenn Koelling, Learning Services Librarian, CSEL Basement
Lori Townsend, Learning Services Coordinator, CSEL Basement
David Hurley, Discovery & Web Librarian, CSEL/ Zimmerman
Brett Nafziger, LIS3, CSEL
Heather Maez, LIS3, Zimmerman
Anne Schultz, Mgr Library Operations, CSEL
Raelynn Richardson, LSC, Zimmerman
Monica Dorame, Mgr Library Operations, Government Docs, Zimmerman
Sarah Kostelecky, Education Librarian, Zimmerman
Amy Jackson, instruction & Outreach Director, FADL

Ground Rules (LB) – Brainstormed ground rules for our meetings:

- Be supportive
- Don't speak for others
- Raise hands to give everyone a chance to be heard (Don't talk over others)
- No silencing – be mindful of what we are saying
- People First – affirm people's experiences

Task Force and Steering Committee Structure (AJ)

DEI Steering Committee: Teresa Neely, Amy Jackson, Stephanie Akau, Mel Ribas, Leah Boetger (ex-officio)

- DEI Task Force: Teresa Neely, Stephanie Akau, Amy Jackson, Leah Boetger, Mel Ribas, Chris Larranaga, Glenn Koelling, Lori Townsend, David Hurley, Brett Nafziger, Heather Maez, Anne Schultz, Raelynn Richardson, Monica Dorame, Sarah Kostelecky

Documenting and Transparency

One Drive (meeting notes and documents)

Public facing web presence – **Action Item**- TN and DH will identify options for a web site that will be easy to update and communicate the work of the Task Force externally and internally.

Task Force meetings will be open to anyone who wants to attend. Anyone in the College can attend, participate, and contribute.

Task Force Charge (LB)

We reviewed and updated the [Task Force Charge](#) to reflect the current Steering Committee members.

Strategic Plan (TYN)

We reviewed the current [Strategic Plan](#). We need to make sure to align our work with the Strategic Plan. The Task Force will have the first report ready by February 15, 2019 as indicated in the Charge

ClimateQUAL - <https://www.climatequal.org/home>

The Task Force was asked to review the ClimateQUAL site and sample questions for discussion at the October meeting.

Exercise (all) - Identify Goals/Issues of Concern.

At the September 13, 2018 Steering Committee meeting, the following goals/issues were generated to begin the conversation about what issues the Task Force will work on. Task Force members were asked to generate issues/concerns and place each under the topics identified. Items that didn't seem to fit any of the pre-generated categories are listed under Misc. All topics highlighted in **yellow** were added during the meeting. CUL&LS Stated Commitment to DEI did not have any comments. [Pics of post-its can be found here.](#)

Universal Design

Universal design or inclusive design is the design of buildings, products or environments to make them accessible to all people, regardless of age, disability, or other factors.

- All single bathrooms – Gender Neutral
- Above and Beyond the what the law requires
- Online and Physical in person
- CSEL Elevators
- Bathroom Access
 - Double Door (no button)
 - Staff bathroom
- Public space and work space
- Accessible furniture and spaces
- Retrofit old construction in our buildings

Retention

- Flexibility for work schedules

- Way to address complaints effectively before people leave
- Post Exit Interview (interview the people who have left the CUL&LS)
- Diversity at all levels of org; not just in initial hire (even if we do better in that area)
- Changes to mentoring

Hiring (Recruitment)

- Reproducing whiteness
- Clarifying for chairs how we prioritize hiring underrepresented people (i.e. qualifying experience is not always apples to apples)
- Adding language on jobs that has preferred Native American or Spanish speaking knowledge for ALL (not just outreach)
- Expedience in hiring

Gender Inequality

- Women reviewed differently than men
- Women volunteering for other tasks
- Dude in positions of power – in this profession don't reflect demographics of profession (same with race)
- What work do women/men do on committees
- Women doing committee work but not always chairing

Power Differentials

- Junior Faculty vs Senior Faculty
- Faculty vs Staff
- How to navigate hierarchies respectfully
- Levels (rank) within organization – how does it impact communication?
Opportunity?
- Within the organization – different parts (UL, depts. Within UL, between UL, OILS, Press)
- Interactions with patrons – UNM and non-UNM
- THIS (with an arrow to the topic)
- Tenured and untenured power difference

Sexism

- Examine gender and positions
- Subject headings
- How does sexism contribute to power differentials in the UL?

Racism

- Resources for countering racist language, especially for frontline staff
- Training
- Murals
- Intersectionality
- Expectations for ethnic studies and race = knowledge

- Whiteness

Micro/Macro Aggressions

- Confronting implicit bias

How We Treat Others in our Buildings

- Sexual harassment in our spaces
- CAPS, Starbucks, students, facilities, all visitors (homeless)
- Sign of land recognition in lobby of Zimmerman and/or other buildings
- Gender Neutral bathrooms and big signs
- Welcoming spaces
- Space for Muslim Students (Daily prayer)
- Balancing safety vs racial profiling

LGBTQIA

(Lesbian, Gay, Bisexual, Transgender/Transsexual, Queer/Questioning, Intersex, Asexual/Allies)

- Equality for ALL (A – Z)

Salary Equity

- Equal pay for titles

Faculty/Staff Relations

- Look at ways structure of ULLS contributes to tensions in this area
- Inherent bias training for all employees
- FUN
- Professional Development
- Mentoring

Misc.

- Lit review of similar task force (what others have done)
- Lit Review
- Recommended Reading List
- Environmental Scan – external @ UNM (affinity groups and services) and beyond
 - Advance UNM; Feminist research institute, etc.

Next Meeting – Tuesday, October 16, 2018, 2:00-3:00 pm, Zimmerman Library, Room B-48