

PABRWG MEETING MINUTES

Date: April 14th 2021

Attendees: Debbi Lay, Carwyn Holland, Stephen Linton, Charmain Brown, Samantha Adebisi, Bernadette Hood, Nicole Facey, Romina Diaz.

Library Liaison: Sabrina Yung

Guest: Jackie Flower (library CEO), Elaine Bird (Director of Support Services)

Agenda:

Notes to address agenda point 1: Intro to welcoming our PABRWG Chair, Romina, Co- Chair Stephen, and note takers Samantha and Nicole.

1. Meeting and discussion with Jackie Flowers and Elaine Bird (Director of Support Services) regarding our desire to meet with the Library Leadership team in order to introduce ourselves, build trust and get on the same page with our common goals regarding the survey results.
- Review of the Library structural framework which include total of 89 workforce, 60 permanent staff, 19 taskforce, and 10 casual. (PowerPoint will be provided)
- Other committees in the Library
 1. Cupe local 3506
 2. Engagement Committee(staff wellness/ recognition)
 3. In Charge Staff
 4. Inclusion Committee (inclusion project for staff and clients , New group)PABRWG can connect with this and Jackie Flowers is leading this committee
 5. Spaces Committee (working on upgrading spaces and is led by Elaine
 6. Website Committee (oversee the website)
- **Project around training for staff:** Anti-Black racism for staff that was down last fall. The training was **“Understanding and Addressing Anti-Black Racism.** (Judy Green the trainer). Also, leadership training (over white privilege, unconscious biases and fostering an Antiracist Library Culture)
- Library is starting inclusive leadership training in May
- They are embarking on a project to a comprehensive review on children books (looking at older titles to see if there are any harmful messages in these books)
- Annually the staff have a learning day (this year the staff will be building a project that has an Anti-racism lens) Jackie and Clara is leading this project.
- Proposal to the group in meeting more members of the management team. Draft of a schedule of Library Manager to attend ABRWG meeting (Doug Miram and Joel to attend in June)

Charmain question: What do you see the role of this group to be in your journey with inclusivity and equity?

Library response:

- Library would want this group to look at some of the project and to review to see if there are any harmful things that need to be address.
- Providing suggestion (e.g. more black voices in the authors)
- Insight in library human Centre design process and how does the Library connect with our community with the library prototype.
- Collaborating on an advisory level

Question: would representative from this group be able to join some of those committees? Library is ok and would like to try this. (Equity will be an important one for the group to connect with)

Notes to address agenda point 2:

2. Discussing non-formal information regarding what the PPL has done (within the past 5 years) in terms of addressing the priorities stated in the TOR as well as the ABR Community Survey.
 - TOR: we agree that the group will meeting on the 2 Wednesday of every month
 - Survey was sent out by Charmain that group member did complete on our roles.
 - Group agree that we can keep the meeting throughout the whole year on zoom.
 - In terms of honorarium the Library still have an ongoing discussion and still waiting for an update. Anything about this will then be updated on the TOR.
 - Final draft of TOR will be review at the Library next board meeting.
 - Discussion on decision making and time management. Consensus is what we hope to achieve, if not a vote with a quorum.
 - For time keeping: Having an agenda, and the discussion is indecisive then the topic will be discuss at another meeting.
 - Group decided to keep the current meeting time (6:30- 8:30pm) However, if group members are going to be late or miss any meetings they need to notify the Chair or Co-chair.

Suggestion Nicole: If a member miss a meeting and the group has already made a decision then the group will not be addressing that decision again. However, decisions made will be communicated in the minutes for members review to see.

Sabrina question to the group: Would the group accept additional community information that the Library would have? (Example Carea is having a Town Hall or library job posting): Group agree to receive addition community updates.

Question to group: Any request or thoughts to Clara who will be joining us at our next meet: No, group decide to hear from Clara first.

Question from Stephen: Is there any existing funding initiative and what will be the process to submit any proposal. (Sabrina) Jackie Flowers and her team will look at that. Library also do grant application all year round, so the group can bring any grants available to the team.

Prayers

Special prayers and support going out to the people of St. Vincent and the Grenadine relating to the volcano eruption currently still happening. Also, prayer to the family of **Daunte**, another Black life that was lost through police brutality.