

PABRWG MEETING MINUTES

Date: May 12th 2021

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

Absent: Carwyn Holland,

Library Liaison: Sabrina Yung

Guest: Clara Addo-Beko (Manager Human resources)

Clara's presentation with a focus on: Discussion around staffing and Anti-Black Racism. Presentation would cover, PPL DEI Journey, Collaboration with City of Pickering and learning from Anti-Black Racism Survey.

- Introduction (share experiences, interest to the group and cultural background)
- **PowerPoint presentation will be shared with the group**

Some highlights from the presentation:

- Review of the PPL vision/Mission
- PPL Guiding Principle #8: The library responsibility to contribute to a culture that collaborates diversity and foster social inclusion.
- Things that library has done:
 1. Clara presented a DEI lens on people, culture and programs
 2. In hiring process credentials (Masters) no not a requirement anymore for certain roles within the library. This allow opportunity to hire people from all diversity and skill.
 3. CCDI (Canadian Centre for Diversity and Social Inclusion) training was done
 4. Challenges for rewarding behaviours on DSI was mention in last Town Hall
 5. Also focusing on conversation with employees after learnings on Anti-Black Racism
 6. Came into partnership with the City of Pickering on Jan 2021 to help with their approach to their DNI plans
 7. Anti-Black Racism task force was form. There are 20 members and they meet every first Thursday in the month on live stream on the Pickering YouTube channel.
 8. A proposal was developed for a consultant for the DNI strategies with the city and a consultant was hired. (consultant firm Goss Gilroy)

City of Pickering Collaboration with Library:

- DSI Coordinator posting was done and closing date is on May 13th

- DSI road map that reflect future plans and learning from the Anti-Black racism survey that was done

Hiring:

- Not a lot of external job opportunities
- Looking at the way resume screening is done
- Canadian experience is not required
- Committee in hiring individuals that reflect the community we serve
- Use of hiring sites (BIPOC.ca, and professionals in the field)
- Hiring include questions around values, equity and inclusion
- Use of tools such as Togglehir, textio, gender decoder for recruiting

Race-Based Data:

- Library currently does not have one, but is transitioning to a new system to collect data
- Library recruitment module which they hope to start this year should help in collecting race- based data
- Reviewing policies and practices with DNI lens to help shape the information on undesirable behaviours

Important:

- PABRWG will be meeting sometime next week to
 1. Discuss Clara's presentation
 2. Draft a work plan on meetings and topics
 3. How else we want Clara to collaborate with Clara and the Library
- We will update Sabrina on the plans for next meeting date

Please look out for next meeting date from Romina