

PABRWG MEETING MINUTES

Date: June 9th 2021

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

Library Liaison: Sabrina Yung

Guests: Jackie Flower (Library CEO), Joel Sutherland (Manager of Client Experience), Doug Mirams (Manager of Community Branches), Muhammad Rafeh (Operations Coordinator)

Non-Agenda Item:

Discussion of ABRWG with taskforce regarding the hiring of Goss Gilroy.

Jackie Flowers (CEO) Reflecting on the statements sent to the Taskforce regarding Goss Gilroy. The library is supportive and happy to see ABRWG engagement on the subject. The Library is in complete partnership with the ABWRG will work together to continue that transparent partnership.

Agenda

1. Presentation by Manager Client Services, Manager Community Branches and Operations Coordinator (presentation attached)

Key Points

- Requested input from ABWRG group for steps to improve the client experience
- Creation of Inclusion Committee in the Library Staff.
- Plans to move the discussion forward. Training will be provided but it will be led by staff. A work plan is in progress

Concerns

- What has the library done to move towards making it more inclusive in staffing and not continue with the tradition of White centred spaces?
- Is there a move to make the book collection reflective of the Black experience?
- Future hiring; specific questions within an interview that address anti Black / anti - oppression racism
- What is programming like? Will the EDI lense be applied to programming?

Suggestions

- Anti-Black racism programs shouldn't be held only in Feb, as per usual
- Increase the programming for kid, teens, adults and tech
- Increase and search for new community partnerships that amplify Black voices

2. Honorarium/Stipend: The Board requested a work plan in order for them to move this forward

The group will need to consider the distribution structure of the stipend and review with the Board. To be reviewed in upcoming meeting.

3. Review of the 2021 Work Plan (6 months)

Draft an action plan with the manager of Client Experience based on discussions within the group as well as the discussions with HR

We need to move forward prior to budget discussions for 2022 in case there are recommendations that require priority

Next Meeting: July 14, 2021

Request for a minute of reflection for Indigenous children