

July 14th 2021

PABRWG Meeting Minutes

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| 1. <i>Moment of silence and recognition (unmarked mass graves of Indigenous people)</i> | <ul style="list-style-type: none">❖ Taking a moment to acknowledge the land that we live on, and a moment of respect to our indigenous people especially to the souls of the hundreds of unmarked mass graves of Indigenous children who were in residential schools. |
| 2. <i>Touch base on DL stepping down from the ABRWG</i> | <ul style="list-style-type: none">❖ We accepted Debbie's resignation, and acknowledge her contribution in the group for the last 6 months. We value the work that Debbie gave to the group and understand that the pandemic has made it difficult for her to continue her service with the group.❖ Based on our TOR (page 5) with Debbie leaving, the group is still not under 6 members we do not have to take follow up actions.❖ Quorum is 50% of members, means we only need 5❖ In the working plan the TOR will be reviewed as recommended at the end of each year. |
| 3. <i>Update on CAO meeting about Goss Gilroy</i> | <ul style="list-style-type: none">❖ Charmain and Stephen attended❖ (Charmain feedback) It was a good meeting, they explained the normal procedures in hiring outside for this kind of work. The hiring process included several firms, but they did like the pitch and timeline that Goss Gilroy firm presented.❖ Stephen, it went well and there was a good recognition of potential mistakes. He shared the document with them on how you select vendors on DSI lens. Here is the link https://torontofoundation.ca/research-reports-on-toronto/#goodtogive❖ Sabrina shared an update that the career program result was received by the library and they took the feedback and challenge the team. It was a good |

4. *People & Culture Presentation Follow Up Discussion and Recommendation Planning*

learning experience and the library was able to reduce what their role was.

- ❖ Goal is to identify what the group like to see happen for August and September meeting in relation to Clara's presentation.
- ❖ Group suggestions:
 1. For Clara to come back at the August meeting to share what she currently has planned so that we can build on some strategies.
 2. Group was thinking about hiring events. How the library will approach hiring, specifically for BIPOC people (Sabrina recap on some of the steps the library already has in place)
 3. Group also discuss about the reopening support from the EDI lens. What types of questions are asking to address EDI issues. In the application process would there be anything that says they welcome individual from the BIPOC community. Criteria of who get hired.

4. *Client Experience Presentation Follow Up Discussion and Recommendation Planning*

- ❖ Group focusing on the responses around surveillance and security, Trust and microaggressions.
- ❖ Group would need to check their action plans
- ❖ Questions: Now you have the data, what is it telling you? What does it mean to you? Do you think that there needs to be EDI policies that drive that data?
- ❖ Thinking about effective communication from library staff when thinking about surveillance
- ❖ (Sabrina) shared the new model that libraries are heading to, in removing desk and to have the staff engage more with the public.
- ❖ Group loves the new model idea, but want the library to think of holding spaces for BIPOC people and having signs or posters on the new model.
- ❖ (Sabrina) will take group suggestions back to the team, but point out that the group can assist in events and formulating questions to ask youth in focus groups.

5. *Honorarium Follow Up*

❖ (Sabrina) update on the City Centre Stakeholder workshop that will be on August 16th, she will send an email with the date and time. Also, teen focus group date will be provided for the City Stakeholder engagement.

- ❖ (Jackie) provide update from the June board meeting
- ❖ The board approve an honorarium for the group
- ❖ Honorarium will be \$400 and will be twice a year (every 6 months)
- ❖ How much honorarium group member receive will be determine by the group.
- ❖ Full honorarium and partial would include members participation in the group.
- ❖ Group will need to need to work on what does full participation means.
- ❖ June 30th will be the first 6-month honorarium and Dec 31st the second
- ❖ Group decided that they will need few dates to discuss on the terms in receiving full and partial honorarium.

Notice: Nicole, you did the last minutes, would you be able to share it with the group please. Thanks!