

# Meeting Minutes

## **Anti-Black Racism Working Group**

Wednesday October 13th 2021, 6:30 pm

Online – Zoom Web Call

**Attendees:** Romina Diaz, Samantha Adebisi (Notetaker), Nicole Facey, Charmain Brown, Stephen Linton, Bernadette Hood-Caesar (Audio-Only)

**Library Staff:** Sabrina Yung

**Absent:** Carwyn Holland (15 mins)

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### **1. Land Acknowledgement:**

- Request (Stephen) to include the Ancestral Land Acknowledgement with the Land Acknowledgment from the library.
- (Sabrina) Explained there is a process in place with the Library's Land Acknowledgment. Amendments or additions cannot be added without due process. Suggested modifications from the group have been forwarded for future consideration.
- Group question: Can one of the members of the group read a separate Ancestral Land Acknowledgement from the group members, after the Library's Land Acknowledgement?
- Sabrina will bring this question back to the library and follow up with response at the next meeting.

### **2. Conflict of Interest Declaration (Standing Agenda Item)**

- No conflicts of interest declared.

### **3. People & Culture Follow Up Discussion and Finalizing Recommendations**

- Reviewed group key takeaways from the most recent meeting (September 2021)
- Group worked on turning the key takeaways into actionable recommendations.  
**Key takeaways:**
  - Interview process (adding question(s) on DEI) and job postings (expanding use of resources that allow other groups to access posting).
  - Evaluation of DEI training (performance review has questions around DEI).
  - Transparency in job posting.
- **Recommendations Draft Discussion:**
  - Group discussed the key takeaways, actionable goals (addressing priorities identified) and brainstormed measures of Success (ways to measuring outcomes)
- **Interview process:** Enhancing interview process to include measures for an applicant's DEI experience and perspective.

- **Actionable Goals ABRWG Recommends:**
  - Include interview questions that provide insight into applicant's DEI experience/training.
  - Include in job postings that DEI experience/training would be an asset.
  - Having situational questions regarding various instances of prejudice.
  - Researching platforms frequently used by the BIPOC community + advertise job listings there.
  - Interview panel needs to show diversity, an external person who has DEI and anti-racism training experience -DEI and anti-racism lived experience or extensive training
- **Measuring Success, ABRWG Recommends:**
  - Measuring the outcome by the number of respondents who apply with DEI experience/training.
  - How many times are these platforms being used to advertise the jobs available at the library
  - Looking at the number of black people/POC applying for positions (understanding that this can be problematic, and collecting data can be challenging) However, it can be an option part of the process for respondents to self-identify as BIPOC by adding specific interest such as: Having live experiences.
- Sabrina: There is a lot of considerations in place when it comes to the library's collection of personal and profile data. We must consider, what is the data for? Why are we collecting this data? How will it be used? How do you keep this data safe?
- Sabrina Question to ABRWG: What suggestions or processes may members have had effective experiences with, related to collecting race-based data?
- ABRWG Response: Some data is program focused, for example the YMCA Black Achievers Mentoring program that is specifically focus on connect self-identify Black youth to Self-identify Black adult professional mentors. Also, job posting that specifically asks for lived experience within the BIPOC community helps respondents to self-disclose. Suggestion: post-interview survey where individuals can volunteer information.

#### 4. Evaluation of DEI training

- Want to see the library enhance the evaluation of staff training/learning outcomes from an anti-Black racism lens.
- **Actionable Goals ABRWG Recommends:**
  - Follow-up assessment of staff's DEI and specifically anti-Black racism implementation efforts by an external facilitator.
  - (Role playing) During staff meeting. Looking at possible DEI scenarios to see if staff can identify the problem and find solutions.
- **Measuring Success, ABRWG Recommends:**
  - Institute an annual survey of library users pertaining to their experience using services of the Pickering Library specific to anti-Black racism.
  - Have same facilitator that is assessing staff to conduct the survey.
  - Annual community survey specific to ABR that is conducted by an external facilitator (ideally one who does staff trainings).

- Retention tests (every 6 months?) (individual vs departmental assessment)
- Surveys
- Look for change in staff language, attitude in library
- Would like to see Union representatives that are also diverse
- Sabrina: Library Leadership does not have any influence on Union nomination processes and Union matters of that sort. Sabrina can bring forward the Union comment to the Leadership team to inquire how this feedback could be shared.

## 5. Transparency in Job Postings.

- Enhancing the transparency of external job may improve BIPOC representation.
- General public information session with the staff who are currently in those positions (so that public can ask questions).
  - Have the DEI/Anti-racist expert/facilitator present
- **Measuring Success, ABRWG Recommends:**
  - Post info session survey for participants.
  - Look at analytics from newsletters and job posting page clicks.
  - Randomly select people who have been interviewed for every posting to complete a feedback survey. Explore: How did they find out about the position? How can the library enhance transparency?

*NOTE: For the recommendations discussion, Sabrina captured the notes on the working draft (which was shared via 'share screen'). Carwyn will email Sabrina his input, as he could not stay for the meeting. Sabrina will incorporate Carwyn's feedback and clean up the draft notes from the meeting, for a final copy to be reviewed at the November meeting.*

*As we ran out of time for the 2022 Work Plan discussion, this will be deferred to the November meeting. Per the Remainder of 2021 Work Plan, the new year's Work Plan must be completed by the end of the November meeting and prepared for sharing with the Library Board.*

*To prepare for the 2022 Work Plan discussion, the group agreed to think consider ahead of the November meeting:*

- Based on the recommendations (from the group), how does the ABRWG see their role in the actionable goals?
- How may the Library's role/work for these recommendations be collaborative and how can progress on the recommendations be transparently communicated/shared?
- Are there additional areas of focus that the group would like to prioritize for 2022 and what are the accompanying outcomes sought or proposed?

**6. Grant Opportunity form the City of Pickering:**

- Stephen brought forth for consideration, the City of Pickering Community Grant. <https://www.pickering.ca/en/city-hall/CommunityGrants.aspx>
- **ABRWG Ideas:**
  - Applying for this grant can help with the youth group subcommittee in taking the youths on tours to different libraries in Ontario.
  - Purchasing gift cards for the youth.
- Sabrina noted to the group that there are funds allocated in the 2022 budget for ABRWG initiatives (pending budget approval). This includes funds allocated to support the material and marketing needs of the ABRWG initiatives. This can include supplies such as gift cards incentives for participation in consultations/engagement opportunities (as suggested above).

**7. Youth Sub-Committee Update**

- They will be meeting October 14, 2021
- Update will be available at the November ABRWG meeting.
- Library has the Teen Advisory Group (TAG)
  - Pre-pandemic group had 30 members, but there is not set amount on how many members the group can have. Engagement was done via email.
  - No data is collected, therefore no information on representation.