



Equity Sub-Committee

Meeting Minutes

October 8, 2020, 2:00pm

Present: Elizabeth Baker, Chair (Carteret CC), Brittany Champion, Co-Chair (Pitt CC), Retha Hall (CPCC), Peggy Higgins (AB Tech CC,), Robert James (Nash CC), Denise Keating (CPCC), Garrison (Allan) Libby (CPCC), Samantha O'Conner, NCCCLA VP (Central Carolina), Liza Palmer (Brunswick CC), Colleen Kehoe-Robinson (James Sprunt CC), Nathan Stancil (Johnston CC), BJ Thompson (Central Carolina), Touger Vang (Montgomery CC)

Not present: Kris Obele Bele (Fayetteville Technical CC), Amber Jacks (Caldwell CC), Jennifer Seagraves, NCCCLA President (Johnston CC)

The meeting was called to order by committee chair, Elizabeth Baker @ 2:02pm

Agenda:

- ✚ Review and approve minutes for: Aug 6, Aug 13, Sept 10 and Sept 24, 2020
- ✚ Actions or initiatives
 - Review brainstorming ideas from last meeting
 - Any others to add to the list
 - Create schedule for events

Discussion Items:

- ✚ Reviewed each set of meeting minutes for Aug 6, Aug 13, Sept 10 and Sept 24. All approved.
 - Aug 6: Motion to approve by Touger, seconded by Samantha
 - Aug 13: Motion to approve by Brittany, seconded by Touger
 - Sept 10: Motion to approve by Brittany, **seconded by ?**
 - Sept 24: Motion to approve by Liza, second by Peggy
- ✚ Continued discussion of ideas for initiatives that the that committee could implement
 - Robert shared that ALA has a standard, best practice process for developing diversity and inclusion collections: Shared link: <http://www.ala.org/advocacy/intfreedom/librarybill/interpretations/diversecollections>. Comments from members were to start broad, use ALA documents as framework and then focus a specific NC demographic in developing a tool-kit.
 - Touger shared information about a committee he was a member of in developing a Refugee Tool-Kit; Link: <http://publish.illinois.edu/projectwelcome/files/2018/06/180409-ProjectWelcome-quickguide-Final.pdf>
 - Members present viewed and discussed various aspects of the standards and framework in relation to equity, diversity and inclusion and what could be primary focus to use as a framework in developing specific content. Standards seemed to serve more as guiding principles, whereas the framework concept was more concrete to use an example of aspects to consider. Need to make sure that there is a direct way to get colleges/state Learn, Connect, Support, Reflect and Collaborate were areas the committee decided to focus on.
 - **Other comments:** Need to make sure that there is a direct way to get colleges/state diversity demographics, ensure each collection areas reflect diversity, not just in general, identify ways to connect via different program areas and equity groups on campuses. Looking at LC subject heading and how "natural language" searching is more optimal –

looking at from NCCCS for CCLink Consortium. ALA standard 4.1 highlights guidelines for development of collections, programs and services.

- Programming ideas from the "New Americans Library Project: <https://newamericans.ala.org/>
- Suggestion was made to 'get a synopsis' of all the ideas shared/discussed in one place to view. Brittany will create a document for all to share ideas under identified focus areas and send out.
- Once look at shared document and discuss, can then create smaller teams to work on content.

Action Items:

- + Brittany will create a document with links to standards and frameworks for all to share ideas under identified focus areas and send out.
- + Elizabeth will send out meeting minutes for Oct 8 once completed; and link to next meeting will be send out by Samantha
- + All team members will be asked to come back with ideas to share at next meeting

Next Meeting: Thursday, October 22nd at 2pm

Meeting adjourned at 2:57pm

Access committee collaboration documents here (to open click on Onedrive.aspx)

Minutes recorded by Retha Hall

Direct Link: [https://emailpittcc-](https://emailpittcc-my.sharepoint.com/:w:/g/personal/bchampion_email_pittcc_edu/EfzHeuCZbZ9BsaUlfzjtLkIBQaxeKpJXtD5ctfwDFjOXiQ?e=4%3AYaMXMM&at=9)

[my.sharepoint.com/:w:/g/personal/bchampion_email_pittcc_edu/EfzHeuCZbZ9BsaUlfzjtLkIBQaxeKpJXtD5ctfwDFjOXiQ?e=4%3AYaMXMM&at=9](https://emailpittcc-my.sharepoint.com/:w:/g/personal/bchampion_email_pittcc_edu/EfzHeuCZbZ9BsaUlfzjtLkIBQaxeKpJXtD5ctfwDFjOXiQ?e=4%3AYaMXMM&at=9)