



## Equity Sub-Committee

Meeting Minutes

July 23, 2020, 2:00pm

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

Absent: Kris Obele Bele (Fayetteville Technical CC), Peggy Higgins (AB Tech CC)

The meeting was called to order at 2:05pm by Elizabeth Baker.

Agenda:

- Review/approval of July 16 meeting minutes
- Review equity statement submissions
- Review purpose statements submissions
- Schedule next meeting

Discussion Items:

- ✚ Motion made to approve July 16 minutes with following correction: BJ Thompson was present at meeting. Correction made.
- ✚ A folder will be created in NCCCLA Google Docs to retain sub-committee related documents. Jennifer will follow up at next NCCCLA board to find out if minutes could be posted on the website.
- ✚ Elizabeth acknowledged Brittany for the wonderful job creating a user-friendly collaboration document.
- ✚ Team members provided input on submitted equity and purpose comments/statements submitted in terms of key terms/phrases that stood out to include in the development of Equity Sub-Committee's statements. Suggestions included: *access, accountability, actions, awareness, fairness, social justice, opportunities for all to include marginalized, meeting people at their point of need and address who we are.*
- ✚ Team members present agreed to use the statement submitted by Brittany as the base for developing an equity statement:

As today's social climate is evolving, North Carolina Community College Library Association strives to promote educational resources and tools to encourage community college administrators, librarians, and library support staff to provide safe, inclusive spaces for the communities they serve.

All students have a right to feel safe in an inclusive environment that will foster academic success and encourage integrity. All students have a right to access quality resources that aren't censored and a collection that supports its population.

Team members: Brittany, Samantha and Liza



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- ✚ Team members present agreed to use the statement submitted by Robert as the base for developing a purpose statement:

The NCCCLA Equity Sub-Committee facilitates the association's commitment to equity in the context of diversity and inclusion for North Carolina community college libraries. The Equity Sub-Committee makes recommendations to the NCCCLA Executive Board and coordinates approved equity initiatives to advance recruitment and retention, dignity and respect, and fair, supportive work environments for underrepresented people in the library profession, as well as initiatives to promote social justice for members of the communities served by North Carolina community college libraries.

Team members: Denise, Garrison and Liza

- ✚ Discussed inclusion of the following to develop specific sub-committee outcomes/products:
  - Bridging equity gaps; minimizing service disparities
  - Heightening awareness of services and resources (books, speakers, discussions, exhibits, etc.)
  - Collaboration with NCCCLA Advocacy Committee to highlight relevant issues

Collaboration document: Equity Sub Committee Statement and Purpose.docx

Action Items:

- ✚ Samantha will create an Equity Sub-Committee folder in Google Docs
- ✚ Teams will collaborate in the development of a more 'formal' equity statement to present at next meeting

Next Meeting: Thursday, July 30, 2pm.

Meeting adjourned at 2:50pm

Collaboration document: Equity Sub Committee Statement and Purpose.docx

Minutes recorded by Retha Hall