



DEI Committee

Meeting Minutes

October 13, 2022, 2:00 pm

Meeting called to order at 2:17 pm by chair

Present: Elizabeth Baker, Committee Chair (Carteret CC); Robert James, Vice-Chair (Nash CC); Nathan Stancil (Johnston CC); Colleen Kehoe-Robinson (James Sprunt CC); Barbara Bera (Central Carolina CC); Liza Palmer (Brunswick CC); Touger Vang (Montgomery CC).

Absent: BJ Thompson (Central Carolina CC); Morgan Pruitt (Central Carolina CC).

Guests: Jeffrey Hamilton (State Library of North Carolina); Lynda Reynolds (State Library of North Carolina); Jasmine Rockwell (State Library of North Carolina).

Agenda:

- Review/approval of minutes September 8, 2022
- SLNC Racial Equity Toolkit—Questions and Answers from the guests from the State Library of North Carolina
- Inclusive Library Services Toolkit homework

Discussion Items:

- **Minutes** from September 8, 2022
 - Liza made a motion to approve the minutes. Colleen seconded the motion.
 - The minutes were approved.
- **SLNC (State Library of North Carolina) Racial Toolkit**
 - Three representatives from the State Library attended the meeting. The committee submitted the following questions to the guests prior to the meeting.
 - Who is the intended audience for the toolkit?
 - How is the toolkit envisioned to be used?
 - What was the process for creating it?
 - How participatory was the process?
 - What sources were used in creating the toolkit?
 - What selection process was used to determine what was included or not in the toolkit?
 - What did you learn while creating the toolkit?
 - What would you do differently if you could do it again?
 - Do you have additional toolkits planned for the future? If so, will they focus on different voices or experiences?
 - What can we learn from your process while we create our toolkit(s)?
 - After some technical difficulties at the beginning of the meeting, the three guests took turns answering the submitted questions, sharing their opinions, and moving the discussion forward. The guests shared that the racial toolkit was not intended for any one audience. They stated that 9-10 people were working on it at any given time. They hired an outside consultant to help them shape the toolkit, and volunteers from NCLA's (North Carolina Association) REMCo (Roundtable on Ethnic and Minority Concerns) committee participated in its formation as well. The toolkit was divided into 5 modules, and it took about 1.5 years to complete. The guests stated that they took this length of time because they realized the importance of the project and wanted to give it the proper attention that it needed.

- The guests shared that they spent a lot of time on research for the toolkit. In fact, they said that they completed a lot of “behind the scenes” work before they even started working on the toolkit’s modules. They wanted the videos to be 5 minutes or less in length. They did not want the modules to be too text heavy. They wanted to keep the content easily “digestible,” with white space included in the layout. They included questions and answer sessions and included closed captioning. They emphasized that they included well-vetted resources and utilized a democratic process to determine what to include in the toolkit. They tried to find examples that supported the toolkit, and they tried to make North Carolina connections when possible. They asked a lawyer from the North Carolina Department of Natural and Cultural Resources to review the toolkit to provide the State Library protection from ligation.
 - When asked what they learned from working on the toolkit, they stated that they did not know as much as they thought that they did. They shared that working on the toolkit brought up difficult emotions. They urged users to take as much time as necessary to work through the toolkit and these difficult emotions. They shared that libraries often are held up as places of equality, but that is not how they were established, with the idea of pity and saviorhood, rather than diversity or inclusion, utilized in their operations. They stated that how we label and arrange resources and how we offer services is much more passionate now.
 - In response to what they would do differently, they stated that they would have involved the lawyer and the consultant in the process sooner. They shared that the people working on the toolkit were predominantly white. The consultant helped to point out the views of diverse people. At this point, they have no plans to create other toolkits even though they are aware of other communities for which they could create one. Additional toolkits would be very labor intensive. However, they acknowledged that they could use the racial toolkit as a model for other toolkits.
- **Inclusive Library Services Toolkit homework**
 - Elizabeth asked the groups to work on their sections of the document and to share their progress in the November meeting.

Action items:

- Elizabeth will send the link for the next meeting in November.
- The groups will continue to work on their sections of the inclusive library services toolkit, and the groups will be ready to present their progress in the November meeting.
- Everyone will review the Best Practices document.

Next meeting: November 14, 2022, 2pm

Meeting adjourned at 3:12 pm by chair

Notes recorded by: Elizabeth