2024 DLF Committee for Equity and Inclusion Agenda
Meeting dates: 4th Mondays, 12PM PT/1 pm MT/2pm CT/3pm ET

2025 notes: 📄 2025 DLF Committee for Equity and Inclusion Meeting Agenda

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Helpful links

- [DLF CEI Wiki](#) with background on the group, subgroup information, and more!
- [DLF CEI Onboarding](#)
- [DLF Code of Conduct](#)
- DLF CEI-created Resources: [Readings and Resources List for DEI](#) | [DEI initiatives List](#)
- Subcommittee [contact information](#)
- [Shared Google Drive](#)
- [Slack Space](#)
- [CLIR Zenodo Community](#)

Recurring call-in info

- **Join Zoom Meeting**:https://clirdlf.zoom.us/j/82843728611?pwd=EbpGdUtbKRbljNBhfkaafVqHvh0fly.1
    - Meeting ID: 828 4372 8611
- **Passcode: DLFzoom**
- Please download and import the following iCalendar (.ics) files to your calendar system.
    - Monthly:
    https://clirdlf.zoom.us/meeting/tZYlc-qvrDMsG9UBPeWLOhItYxTiKcTN2uJn/ics?icsToken=98tyKuGqpj8pHdadthiGRpwQGo-gb-3zplxdjfpovi_gNAx8airiD_p2O5l8JPaC
- One tap mobile
    - +13017158592,,82843728611# US (Washington DC)
    - +16469313860,,82843728611# US
    - —
- Dial by your location
    - +1 301 715 8592 US (Washington DC)
    - +1 646 931 3860 US
    - +1 305 224 1968 US
    - +1 309 205 3325 US
    - +1 312 626 6799 US (Chicago)
    - +1 646 876 9923 US (New York)
    - +1 253 215 8782 US (Tacoma)
    - +1 346 248 7799 US (Houston)
    - +1 360 209 5623 US
    - +1 386 347 5053 US
    - +1 408 638 0968 US (San Jose)
    - +1 507 473 4847 US
    - +1 564 217 2000 US
    - +1 669 444 9171 US
    - +1 669 900 6833 US (San Jose)
    - +1 689 278 1000 US
    - +1 719 359 4580 US
    - +1 253 205 0468 US
- Meeting ID: 828 4372 8611
- Find your local number: https://clirdlf.zoom.us/u/kdhQamQ3ZW

Meeting Agendas & Notes

December 2024

Attending:

●

Regrets:

Agenda

- **Introductions**
    - Share something about DEI work at your org or in the news OR a resourhttps://osc.universityofcalifornia.edu/scholarly-publishing/diversity-equity-and-inclusion-in-scholarly-communication/ce you've read in the past month that we can add to our Zotero group.
- **Admin Team Updates**
    - No more meetings in 2024
    - Stay tuned for calendar updates for 2025
        - Reminder: you can change the email address you are subscribed to CEI through. You do not need to use an institutional email.
- **Wiki Subgroup**
    - We have a new volunteer to help with maintenance–thank you Jennifer Mitchell (CSU Fullerton)
        - Wayne updated the theme on MediaWiki -- please take a look https://wiki.diglib.org/Main_Page
- **CEI Resources Subgroup (new name!)**
    - Chair–Jeannette Ho; Vice-chair–Lisa Schiff
    - [Agenda](#) // [Zotero Group Library](#) (library is viewable to all on the web - [existing wiki page](#))
    - Discussing accessibility issues around Zotero: [Zotero Accessibility - DLF Wiki](#) (DAWG is looking at new Zotero 7 in their November meeting). Lisa also contacted Zotero support for VPAT
    - Thinking about criteria for what to include or not include
    - Next meeting: Dec 13, 2024 , 10amPT
    - CAWG would like to discuss their bibliography with our group, has areas of overlap,

- ○ Link to VAP results for Zotero desktop app (results were really good)::
    https://www.zotero.org/accessibility
- **Discussion topic:** General check in, how can we support each other?
- **DEI-related news/events/other things we want to share:**

Nov 18, 2024

Attending:
- D Krahmer, no pronouns, Cornell University
- Carrie Pirmann, she/her, Bucknell University
- Lisa Schfif, she/her, California Digital Library, University of California Office of the President
- Rachael Hu, she/her, California Digital Library, University of California Office of the President
- Wayne Graham he/him, DLF/CLIR
- Dan Noonan (he/him, Ohio State University)
- Emily McGinn, she/her, Johns Hopkins University
- Jeannette Ho, she/her, Texas A&M University
- Mark Shelstad, he/him, Colorado State University

Regrets: Mandy Mastrovita (out of office 11/18), Chris Day (last minute issues)

Agenda

- **Introductions**
  - ○ Share something about DEI work at your org or in the news OR a resourhttps://osc.universityofcalifornia.edu/scholarly-publishing/diversity-equity-and-inclusion-in-scholarly-communication/ce you've read in the past month that we can add to our Zotero group.
- **Admin Team Updates**
  - ○ No more meetings in 2024
  - ○ Stay tuned for calendar updates for 2025
    - ■ Reminder: you can change the email address you are subscribed to CEI through. You do not need to use an institutional email.
- **Wiki Subgroup**
  - ○ We have a new volunteer to help with maintenance–thank you Jennifer Mitchell (CSU Fullerton)
    - ■ Wayne updated the theme on MediaWiki -- please take a look https://wiki.diglib.org/Main_Page
- **CEI Resources Subgroup (new name!)**

- ○ Chair–Jeannette Ho; Vice-chair–Lisa Schiff
- ○ [Agenda](#) // [Zotero Group Library](#) (library is viewable to all on the web - [existing wiki page](#))
- ○ Discussing accessibility issues around Zotero: [Zotero Accessibility - DLF Wiki](#) (DAWG is looking at new Zotero 7 in their November meeting). Lisa also contacted Zotero support for VPAT
- ○ Thinking about criteria for what to include or not include
- ○ Next meeting: Dec 13, 2024 , 10amPT
- ○ CAWG would like to discuss their bibliography with our group, has areas of overlap,
- ○ Link to VAP results for Zotero desktop app (results were really good):: https://www.zotero.org/accessibility
- **Discussion topic:** General check in, how can we support each other?
- **DEI-related news/events/other things we want to share:**
  - ○ https://invisiblehistory.org/ participation in a hackathon - assigned a type of website and a state, and you work on finding those sites so they can be archived.
  - ○ https://inheritancebaltimore.jhu.edu/ - addressing harm that JHU has done in the past.
  - ○ https://osc.universityofcalifornia.edu/scholarly-publishing/diversity-equity-and-inclusion-in-scholarly-communication/ DEI for scholarly communication and publishing.
  - ○ https://librariesforthepeople.substack.com/p/for-the-people-newsletter-vol-xxi
  - ○ Really good article: Diemer, M. C., Gerstein, E. D., & Regester, A. (2022). Autism presentation in female and Black populations: Examining the roles of identity, theory, and systemic inequalities. Autism, 26(8), 1931-1946. https://doi.org/10.1177/13623613221113501
  - ○ Latest LRTS issue is devoted to DEI-related topics https://journals.ala.org/index.php/lrts/issue/view/877
  - ○ https://www.ilrc.org/state-map-immigration-enforcement-2024 site that tracks state laws and whether they are more pro or anti-immigrant.
  - ○ https://americafirstpolicy.com/–similar to Project2025 agenda
  - ○ NYT article on this group: https://www.nytimes.com/2024/10/24/us/politics/donald-trump-campaign-america-first-policy-institute.html
  - ○

Oct 28, 2024

Attending:
- D Krahmer, no pronouns, Cornell University
- Carrie Pirmann, she/her, Bucknell University
- Wayne Graham, he/him, CLIR+DLF
- Jeannette Ho, she/her, Texas A&M University
- Jen Mitchell, she/her, CSUF (California State University Fullerton)
- Mark Shelstad (he/him), Colorado State University
- Chris Tanguary (she/they), MIT
- Katie Hoskins (she/her), University of South Carolina

Regrets:
- Lisa Schiff
- Dan Noonan (sick)

Agenda

- **Introductions**
  - Share something about DEI work at your org or in the news OR a resource you've read in the past month that we can add to our Zotero group.
- **Admin Team Updates**
  - November meeting moved to the 3rd Monday
- **Inclusivity @ the DLF Forum**
  - Chair-ish person: D Krahmer
  - Minor changes and fixes done for the accessible online presentations page.
  - No complaints so far from the virtual forum.
  - Will be an online and in person component, but might be different from last year (in person is the main, and the virtual will be mostly for those who couldn't make it to present at the virtual).
- **Wiki Subgroup**
  - [Wiki Group Agenda](#)
  - Chair--need chair
- **CEI Resources Subgroup (new name!)**
  - Chair–Jeannette Ho; Vice-chair–Lisa Schiff
  - [Agenda](#) // [Zotero Group Library](#) (library is viewable to all on the web - [existing wiki page](#))
  - Discussing accessibility issues around Zotero: [Zotero Accessibility - DLF Wiki](#) (DAWG is looking at new Zotero 7 in their November meeting). Lisa also contacted Zotero support for VPAT

- - Thinking about criteria for what to include or not include
    - Next meeting: TBD
  - **Discussion topic:** Hiring practices and equity issues: How can we make our hiring practices accessible and equitable? We will be sharing tips and experiences about what works, what doesn't, and how we can help our institutions improve in this area.
    - Providing questions to candidates ahead of time
    - Make questions simpler and to the point -- not multifaceted or multiple questions in one
    - Give candidates choice of having a meal with others (not from hiring committee) or lunch on their own
    - Rethinking job descriptions to be more accessible from outset -- remove personality requirements, ableist requirements
    - Charisma Bias (such a real thing!!)
    - Not having any preferred requirements in position descriptions. Eliminate things that can be trained on the job from being job requirements
    - Always ask about accommodation needs esp for meals -- ideally these go through someone who is not on the search committee
    - Share workplace dress code
    - Share information about presentation space (photos, tech info)
    - Excellence / DEI advocates on search committees
    - Cut down on length of interview day
  - **DEI-related news/events/other things we want to share:**
    - D shared the "[final pre-election 2024 anti-trans risk assessment map](#)" (Texas has been added as a DO NOT TRAVEL risk)
    - [OSF | Inclusive Metadata Task Force](#)

September 23, 2024

Attending:
- Lisa Schiff, she/her, California Digital Library, University of California
- Carrie Pirmann, she/her, Bucknell University
- Dan Noonan, he/him, The Ohio State University
- Patrick Waite, he/him. University of Massachusetts, Amherst
- Curtis Kendrick, he/him, Binghamton University
- Jennifer Mitchell, she/her, California State University, Fullerton

Regrets:
- Mark Shelstad (DSpace conference)
- D Krahmer, No pronouns, Cornell.

Agenda

- **Introductions**
  - Share something about DEI work at your org or in the news OR a resource you've read in the past month that we can add to our Zotero group.
  - Dan will be stepping down at the end of the calendar year–thank you for all of your work!
- **Admin Team Updates**
  - November meeting moved to the 3rd Monday
- **Inclusivity @ the DLF Forum**
  - Update from the in-person Forum
  - Call for volunteers to help update [guidelines for accessible presentations](guidelines) ahead of virtual forum
- **Wiki Subgroup**
  - Wiki Group Agenda
  - Chair--Neel Agrawal (stepping down, need a replacement!)
  - Dan stepping down at the end of the calendar year
- **EDIA Resources Subgroup**
  - Chair–Jeannette Ho; Vice-chair–Lisa Schiff
  - Agenda // Zotero Group Library (library is viewable to all on the web - existing wiki page)
  - Next meeting: 9/26 2pm Central time
- **Discussion topic:** How are people/institutions assessing programs and services through a DEI lens? How are DEI specific efforts being assessed?
  - Ohio State is applying equity lenses to their definitions for Diversity, Equity, Inclusion, Accessibility and Social Justice. It is in its final draft form, to be shared with University Libraries soon, and then begin to think about how we access success. Dan will share when made public.
  - Resources Lisa has read through but not used yet
    - https://www.siatoolkit.com/#axzz5dTToirRM
    - https://www.multco.us/diversity-equity/equity-and-empowerment-lens
    - https://multco-web7-psh-files-usw2.s3-us-west-2.amazonaws.com/s3fs-public/logic%20model.pdf
    - https://www.racialequitytools.org/resources/evaluate/
- **DEI-related news/events/other things we want to share:**
  - Prison Banned Books Week
  - UMass library guide on Researching Palestine
  - National Conference on Diversity, Race, & Learning 2025 Call for Proposals | May 6 & 7, 2025 at The Ohio State University | Submit Proposals by December 6, 2024

- ○ Book recommendation from Patrick: *Beyond Survival: Strategies and Stories from the Transformative Justice Movement*
- ○ Draft document for establishing a Restorative Justice Community of Practice (RJCoP) for librarians;
  W RJCOP - GOALS AND STRUCTURE - DRAFT - dei.docx

August 26, 2024

Attending:
- ●
- ● Carrie Pirmann, she/her, Bucknell University
- ● Dan Noonan, he/him, Ohio State
- ● Mark Shelstad,he/him, Colorado State University
- ● D Krahmer, No pronouns, Cornell.
- ● Jeannette Ho, she/her, Texas A&M University
- ● Chris Day, he/him, discoverygarden
- ● Kim Schroeder, she/her, Wayne State University
- ● Patrick Waite, he/him, University of Massachusetts Amherst
- ● Kiran Mohammadi-Williams, Cornell University
- ● Eli Hubbard, University of Chicago

Regrets:
- ● Lisa Schiff, she/her, California Digital Library, University of California

Agenda

- ● **Introductions**
  - ○ Share something about DEI work at your org or in the news OR a resource you've read in the past month that we can add to our Zotero group.
- ● **Admin Team Updates**
  - ○ New admin team members welcome!
  - ○ Thank you to Neel for all his contributions!!
- ● **Inclusivity @ the DLF Forum**
  - ○ Update from the in-person Forum
  - ○ Call for volunteers to help update guidelines for accessible presentations ahead of virtual forum
- ● **Wiki Subgroup**
  - ○ Wiki Group Agenda
  - ○ Chair--Neel Agrawal (stepping down, need a replacement!)
- ● **EDIA Resources Subgroup**
  - ○ Chair–Jeannette Ho; Vice-chair–Lisa Schiff

- - [Agenda](#)
    - Next meeting: 8/28/2024, 2 p.m. Central Time
  - Join Zoom Meeting: https://UCOP.zoom.us/j/5109870881?omn=92625275119&from=addon
  - **Discussion topic:** Report out from ALA's 8/14/2024 webinar on the New Title II ADA Regulation
    - General explanation of ADA Title II updates; refer to Deque resources below for more detailed information specific to libraries
    - Standard for what accessibility means using WCAG 2.1 guidelines
    - Timeline for this work depends on size of population served: over 50,000 = 2 years; under 50,000 = 3 years
    - Likely will apply to Title III entities (private corporations & institutions in the coming years)
    - Big 10 Academic Alliance has a workshop forthcoming -- may be at capacity already
    - Groups within and outside ALA/ACRL, etc. also working on this
  - Discussion of the [Chronicle of Higher Ed DEI tracker](#) (legislation) and [Tracking Higher Ed's Dismantling of DEI](#) (impacts on individual institutions)
  - **DEI-related news/events/other things we want to share**
    - D shared the Deque [How you can prepare for the new Title II deadline](#) video on youtube, which is awesome. The speaker did mess up on how you determine your deadline, but there's also a [blog post by the same presenter on the same info](#).
    - [Loyola Marymount DEI-related digital collections](#)
    - [Computational Resource on South Asian Languages (CoRSAL)](#)
    - [Texas A&M no longer offering gender-affirming healthcare](#) for students.
    - [DEI Metadata Handbook: A Guide to Diverse, Equitable, and Inclusive Description](#) (free resource)
    - [Inclusive Cataloging: Histories, Context, and Reparative Approaches](#)
    - [Choice: Selection of Titles to Commemorate Intersectionality Awareness Month](#)
    - [Colorado State Electronic Accessibility Rubric](#)
    - [Survey: Archival Self Assessment for Marginalized Community Collections](#) (please share widely!)

July 22, 2024

Attending:
- Dan Noonan, he/him, Ohio State
- Carrie Pirmann, she/her, Bucknell University

- Lisa Schiff, she/her, California Digital Library, University of California
- Neel Agrawal, he/him, Loyola Marymount University
- Scout Calvert, she/her or hen/hen, University of Nebraska-Lincoln

Regrets:
- D Krahmer, no pronouns, Cornell
- Jeannette Ho, she/her, Texas A&M University

Agenda

- **Introductions**
  - Share something about DEI work at your org or in the news OR a resource you've read in the past month that we can add to our Zotero group.
- **Admin Team Updates**
  - New admin team members welcome!
- **Inclusivity @ the DLF Forum**
  - Nothing, unless Aliya has something we need to do.
- **Wiki Subgroup**
  - [Wiki Group Agenda](#)
  - Chair--Neel Agrawal
    - No new updates. The group will reconvene in July to complete the Onboarding page.
- **EDIA Resources Subgroup**
  - Jeannette Ho is Chair; Lisa Schiff will be an Admin team support. They are meeting tomorrow to identify next steps.
  - Neel: suggests including a folder for different library DEI statements, plans, etc.
-
- **DEI-related news/events/other things we want to share**
  - Carrie: Debbie Krahmer had previously shared updates to ADA Title II and what that means for web content; people at Bucknell are meeting in August to start looking at this!
  - Dan: New Chair of the libraries' DEI committee. Just finished a book club discussion "[Thinking, Fast and Slow](#)," thinking about diversity and innovation.
  - Neel: LMU, over the weekend, four staff members attended the Chavez Ravine annual reunion; did some onsite digitization of photographs community members brought
  - Aliya: Last CEI meeting before parental leave! [Congratulations!!]

- - Scout: Working with a departmental colleague (Gabriel Bruguier) who will be presenting at the October Forum on reparative research life cycle.
  - Lisa S:
    - Chronicle of Higher ED DEI tracker: https://www.chronicle.com/newsletter/just-updated-dei-tracker
    - https://library.unc.edu/project/conscious-editing-initiative/
    - Sai presented a poster at ALA based on the GLAM Diversity Subgroup report
- **Discussion topic: library DEI plans, statements, LibGuides**, etc., such as this guide from the University of Washington
  - Lisa S.--University of California, Office of the President and systemwide
    - https://www.ucop.edu/equity-diversity-inclusion/unified-approach/index.html
    - https://www.universityofcalifornia.edu/about-us/information-center/uc-2030-dashboard#:~:text=UC%20has%20goals%20to%20(1,adding%201%2C100%20ladder%20rank%20faculty
  - Ohio State
    - https://library.osu.edu/equity-diversity-inclusion
    - https://guides.osu.edu/antiracism
    - IDEAS (Inclusivity, Diversity, Equity, Accessibility and Social Justice) Committee
      - Workgroups:
        - Accessibility
        - Communications
        - Professional Development
        - Public Programming
        - Shared Definitions
      - Charge: The University Libraries' IDEAS Committee serves as the advisory and catalyst group on matters related to inclusivity, diversity, equity, accessibility and social justice. The committee partners with the Executive and Management Committees to advance the Libraries' inclusivity, diversity, equity, accessibility and social justice efforts as identified in our strategic directions, in support of the university's land-grant mission.
  - Bucknell
    - Accessibility Resources within the Library
    - All new hires in the Library & IT division meet with the co-chairs of the Library & IT DEI Council during their orientation for an overview of our DEI activities

- - Loyola Marymount University
    - [Diversity, Equity, Inclusion, and Antiracism @ the Library](#)
      - [LMU DEIA Action Plan](#)
      - [DEIA LibGuide](#)
  - Misc institutions:
    - https://guides.lib.uiowa.edu/antiracism/allies (in wayback machine already)
    - https://merritt.libguides.com/c.php?g=1226769&p=9245454 (just added)
    - https://research.lib.buffalo.edu/esjag-reading (already in wayback machine)

June 24, 2024

Attending:
- Carrie Pirmann, she/her, Bucknell University
- D Krahmer, no pronouns, Cornell
- Lisa Schiff, she/her, California Digital Library, University of California
- Jeannette Ho, she/her, Texas A&M University
- Patrick Waite, he/him, University of Massachusetts Amherst
- Neel Agrawal, he/him, Loyola Marymount University
- Chris Day, Discovery Garden
- Aliya Reich, she/her, DLF Conference Manager

Regrets:
- Mark Shelstad
- Dan Noonan

Agenda

- **Introductions**
  - Share something about DEI work at your org or in the news OR a resource you've read in the past month that we can add to our Zotero group.
- **Admin Team Updates**
  - New admin team members welcome!
  - Discussion topic for June: Let's spend 20 minutes in our June meeting discussing this report: Pokornowski, Ess, and Roger C. Schonfeld. "Censorship and Academic Freedom in the Public University Library." Ithaka S+R. Ithaka S+R. 28 March 2024. Web. 14 May 2024. https://doi.org/10.18665/sr.320506
- **Inclusivity @ the DLF Forum**
  - Nothing, unless Aliya has something we need to do. She doesn't!!!

- **Wiki Subgroup**
  - [Wiki Group Agenda](#)
  - Chair--Neel Agrawal
    - No new updates. The group will reconvene in July to complete the Onboarding page.
- **EDIA Resources Subgroup**
  - Jeannette Ho has offered to Chair; Lisa will support. They will meet to set up a next meeting and future strategy.
- **DEI-related news/events/other things we want to share**
  - [DLF DAWG discussion](#) (please register) around the ADA Title II new rule for Web and Mobile Accessibility is happening on Wednesday July 17, 10am ET.
  - Lisa and colleagues did a presentation to CDL staff about an Indigenous Knowledge and data group they have formed, and also she and others are trying to organize a listening session at UCOP about the campus protests related to the war in Palestine.
  - LMU launched the Jim and Jeanne Pieper Collection, highlighting devotional objects from around the world: https://digitalcollections.lmu.edu/collections/jim-and-jeanne-pieper-collection

May 20, 2024

Attending:
- Carrie Pirmann, she/her, Bucknell University
- Lisa Schiff, she/her, California Digital Library, University of California
- D Krahmer, No pronouns, Cornell
- Neel Agrawal, he/him, Loyola Marymount University
- Mark Shelstad, Colorado State University
- Aliya Reich, she/her, CLIR/DLF

Regrets:
- Jeannette Ho

Agenda

- **Introductions**
  - Share something about DEI work at your org or in the news OR a resource you've read in the past month that we can add to our Zotero group.

- **Admin Team Updates**
  - New admin team members welcome!
  - Brainstorming conversation -- what are projects that CEI could take on? What is important to our community right now, and how could we provide support?
  - Discussion topic for June: Let's spend 20 minutes in our June meeting discussing this report: Pokornowski, Ess, and Roger C. Schonfeld. "Censorship and Academic Freedom in the Public University Library." Ithaka S+R. Ithaka S+R. 28 March 2024. Web. 14 May 2024. https://doi.org/10.18665/sr.320506
- **Inclusivity @ the DLF Forum**
  - GROUP for Forum 2024: Debbie Krahmer (Chair); Carrie Pirmann; Patrick Waite; Jasmine Clark; Gregory Hill; Scout Calvert
  - Updates: Google Map for Lansing is done! Local Guide
  - For the fall: making sure that everything is up to date
- **Wiki Subgroup**
  - Wiki Group Agenda
  - Chair--Neel Agrawal
  - Activities
    - Will complete updating the On-boarding wiki page in July.
- **EDIA Resources Subgroup**
  - Opportunity! This Subgroup needs a Chair or Co-Chair; Lisa from the Admin team will support this group as Vice Chair.
  - View our library or join the Zotero group
  - Updating the Zotero library
- **DEI-related news/events/other things we want to share**
  - Reminder of new ADA Title II guidelines (things behind a log-in are no longer exempted from being accessible, meaning ALL content on Canvas/Blackboard/Moodle must be accessible, including e-reserves)
  - ODAC (Oberlin Group Libraries DEI group) will be hosting a webinar with Shawn Smith-Cruz on June 25 at noon ET; topic is "Hiring & retention best practices - Expanding your reach for Queer and BIPOC employees"; Carrie will circulate the sign-up information when it's available.
  - https://www.ucop.edu/electronic-accessibility/initiative/gaad-2024.html
  - Colorado State University presentation on inclusive mentorship: https://youtu.be/R_iQvj-2J6U?si=IqNo3KllC33UfdQD and slides: https://bit.ly/FosteringInclusiveMentorship .

Apr 22, 2024

Attending:

- D Krahmer, no pronouns, Cornell University
- Carrie Pirmann, she/her, Bucknell University
- Dan Noonan, he/him, The Ohio State University
- Jeannette Ho, she/her, Texas A&M University
- Lisa Schiff, she/her, California Digital Library, University of California
- Neel Agrawal, he/him, Loyola Marymount University
- Aliya Reich, she/her, CLIR/DLF

Regrets: Jennifer Ferretti

Agenda

- **Introductions**
  - Share something about DEI work at your org or in the news OR a resource you've read in the past month that we can add to our Zotero group.
- **Admin Team Updates**
  - New admin team members welcome!
  - Brainstorming conversation -- what are projects that CEI could take on? What is important to our community right now, and how could we provide support?
  - Reminder: May meeting will be on the third Monday of the month (May 20) due to Memorial Day falling on the fourth Monday
- **Inclusivity @ the DLF Forum**
  - GROUP for Forum 2024: Debbie Krahmer (Chair); Carrie Pirmann; Patrick Waite; Jasmine Clark; Gregory Hill; Scout Calvert
  - Updates: [Google Map](#) for Lansing is done!
- **Wiki Subgroup**
  - [Wiki Group Agenda](#)
  - Chair--Neel Agrawal
  - Activities
    - Under the Recruitment section of the Onboarding page, Dan incorporated the text provided by Aliya Reich regarding the DLF-Announce listserv and Community Calendar.
    - Updated the first sentence under Recruitment and the last sentence of the intro paragraph on the main page to reflect our inclusive approach.
    - Under the Technology section of the Onboarding page, we updated the owners and managers. We'll inquire with the full committee about what additional changes they'd like to see.
      - Under the Google Drive link, change the first bullet to:
        - Contact Team DLF at info@diglib.org to be added to the Google Drive, or click the "Request Access" button on the Google Drive page.

- - - ○ Also reverse the two bullet points.
    - Under the Google Group link, under Owners, change to:
        - For getting in touch with someone who has owner permissions, contact info@diglib.org.
    - Under the Wiki, change to:
        - The DLF CEI Wiki is maintained by the CEI Wiki Subgroup.
    - Under DLF website and landing page, change to:
        - Managed by DLF staff; requests for changes should be submitted to info@diglib.org.
        - Delete second bullet point ("should be…").
    - At our next meeting, we'll discuss the Community and Outreach section, specifically what needs to be included. Here's what is currently on the page:
        - **DLF CEI Google Group**
            - The DLF CEI has a dedicated Google Group and associated email address for communicating with DLF CEI members: dlf-committee-for-equity-and-inclusion@googlegroups.com . It is updated as DLF staff gathers names and email addresses of interested people gathered from Forum registration and provides them to the Admin co-chairs.
        - **Admin Group responsibilities**
            - Monthly updates to the CEI Google group, sent shortly after the monthly CEI meeting, recapping highlights and action items. This ensures that individuals who missed the meeting or are interested/supportive, but unable to attend regular meetings can stay up to date and possibly participate outside of the monthly meetings.
            - CEI monthly meeting reminders, using this CEI Meeting reminder template.
            - Recruiting new members and chairs, using a recruitment email template as a starting point for spreading the word to others about participating in the CEI and/or subgroups.
- **EDIA Resources Subgroup**
    - View our library or join the Zotero group
    - Updating the Zotero library
- **DEI-related news/events/other things we want to share**
    - PSA: Using PDFs as fillable forms are just a terrible waste of time. Spend less time and energy and use HTML forms! (Google Forms, Qualtrics, etc)
    - CALM Conference (Registration is free, but full, but you can put yourself on the waitlist. They will also post select presentations on YouTube after the conference.)
    - National Conference on Diversity, Race & Learning

- ○ [Censorship and Academic Freedom in the Public University Library](#)
- ○ Covid-safe conference policies (only first one is in United States)
    - ■ https://2024.northbaypython.org/health-and-safety-policy
    - ■ https://kiwipycon.nz/safety/health-and-safety
    - ■ https://openinfra.dev/summit/vancouver-2023/summit-onsite-safety/
    - ■ https://www.socrates-conference.de/faq

March 25, 2024

Attending:
- Carrie Pirmann, Bucknell University, she/her
- Neel Agrawal, Loyola Marymount University, he/him
- Dan Noonan, he/him, The Ohio State University
- Susan Hoover, University of Houston, she/they
- Aliya Reich, she/her, CLIR/DLF
- Jeannette Ho, she/her, Texas A&M University
- Patrick Waite, he/him, UMass Amherst

Regrets: Lisa Schiff, Debbie Krahmer, Mandy Mastrovita, Mark Shelstad

Agenda

1. **Introductions**
    a. Share something about DEI work at your org or in the news OR a resource you've read in the past month that we can add to our Zotero group.
2. **Admin Team Updates**
    a. New admin team members welcome!
    b. Brainstorming conversation -- what are projects that CEI could take on? What is important to our community right now, and how could we provide support?
3. **Inclusivity @ the DLF Forum**
    a. GROUP for Forum 2024: Debbie Krahmer (Chair); Carrie Pirmann; Patrick Waite; Jasmine Clark; Gregory Hill; Scout Calvert
    b. Updates:
        i. Any interest in moving this to the wiki? ▤ Tips for Site Audits 2023 , [like this for websites](#)? -- Carrie is in favor of this; let's check with D.
        ii. Other initiatives for this year?

1. Code of conduct was updated last year. Accessible presentations webinar for in-person is fairly recent. Might need to revisit accessible presentations webinar for the online forum.
2. MSU colleagues will be doing an accessibility site audit; Aliya won't be able to do a site visit ahead of time
3. CFP for Online Forum will be shared tomorrow for feedback

iii. First community committee meeting was recently; lots of enthusiasm! Local guide doc has begun. Work is ongoing. Neel has added list, everyone's working on fleshing out doc

iv. 📄 Local Guide to MSU / East Lansing, MI - DLF Forum 2024
1. Carrie helped check things for accessibility last year
2. DAWG also helped check websites / menus for accessibility last year
3. Carrie also made a Google Map of all locations - https://forum2023.diglib.org/local-guide/
4. Guide to accessible transit

4. **Wiki Subgroup**
   a. Wiki Group Agenda
   b. Chair--Neel Agrawal
   c. Activities
      i. Met briefly to updated the agendas meetings section on the DLF Key Contacts and agendas on the On-Boarding page (in-progress, will continue from the meetings section)
      ii. Suggested changes from the DLF CEI
         1. Remove DLF Code of Conduct video from Wiki homepage (at the bottom) - keep the Code of Conduct link but delete the video link
         2. Remove Forum & DigiPres Moderator Training (2019) on the bottom of the Wiki landing page
      iii. Resume with Recruitment section in the next meeting.
      iv. Recruiting new members.
   d. Next meeting: Friday, April 5, 3pm-4pm Eastern

5. **EDIA Resources Subgroup**
   a. View our library or join the Zotero group
   b. Updating the Zotero library

6. **DEI-related news/events/other things we want to share**
   a. Members of the Technology Strategy for Archives (TS4A) working group have worked with CLIR to organize a workshop on anti-oppressive facilitation with Jess Farrell specifically for DLF working group leaders and

members on May 7, 10am PT / 11am MT / 12pm CT / 1pm ET USA. [Register via Zoom](#)

b. [A Statistical Essay on Diversity in the Library Professions Compared to Other Occupations in the United States](#)

c. GLAM Diversity Subgroup had poster accepted at ALA Annual!

    i. ALA Annual - GLAM subgroup survey accepted as a poster. June 27-July 2, San Diego. Sai is going.

February 26, 2024

Attending:

- Debbie Krahmer, no pronouns, Cornell University
- Carrie Pirmann, she/her, Bucknell University
- Patrick Waite, he/him, UMass Amherst
- Lisa Schiff, she/her, California Digital Library, University of California
- Jeannette Ho, she/her, Texas A&M University
- Dan Noonan, he/him, The Ohio State University
- Susan Hoover, she/they, University of Houston
- Neel Agrawal, he/him, Loyola Marymount University
- Aliya Reich, she/her, CLIR/DLF

Regrets: Mark Shelstad, Jennifer Ferretti

Agenda

1. **Introductions**
   a. Share something about DEI work at your org or in the news OR a resource you've read in the past month that we can add to our Zotero group.

2. **Admin Team Updates**
   a. New admin team members welcome!
   b. New meeting time for 2024! Fourth Monday of the month at 3 PM ET/2 PM CT/1 PM MT/12 noon PT
          i. May meeting will be on the 20th, because of Memorial Day.
   c. Reminder that the [Library Freedom Project has wonderful materials on Anti-Doxxing](#) that can help you protect yourself while we're in an anti-DEI time.

3. **Inclusivity @ the DLF Forum**
   a. GROUP for Forum 2024: Debbie Krahmer (Chair); Carrie Pirmann; Patrick Waite; Jasmine Clark; Gregory Hill; Scout Calvert
   b. Updates:

  i. Please contact us if you don't/do want to be part of the group for 2024. dkrahmer@cornell.edu

  ii. CFP for in-person event is open through Thursday; planning committee + community review process will begin next week

  iii. Soon:

    1. Local guide (in-person event)

    2. Accessibility audit (in-person event)

    3. CFP (virtual event)

    4. Social events checklist (and other things similar to it) - we need to update and make sure it links to the other related materials (accessible presentations, etc.)

4. **Wiki Subgroup**
   a. [Wiki Group Agenda](#)
   b. Chair--Neel Agrawal
   c. Updated the [Wiki page](#)
      i. Updated the landing page (Resources links)
         1. Should it reordered in a certain way (alphabetical, chronological, priority)
      ii. Updated the [On-Boarding page](#) (in-progress, will continue from the meetings section)

5. **EDIA Resources Subgroup**
   a. [View our library](#) or [join the Zotero group](#)
   b. Updating the Zotero library

6. **DEI-related news/events/other things we want to share**
   a. D shared an article in Inside Higher Ed on [cancer diagnoses in academia](#).
   b. Carrie shared info about this event: [Trans and Gender Diverse Voices in Libraries](#) ([social media post about the event](#)) and buy the book!
   c. Dan; leading a discussion on this book: https://www.goodreads.com/en/book/show/11468377
   d. We Reads [collection development lists](#)
   e. Library Publishing Coalition
      i. [Accessible Google Docs resources](#)
      ii. Accessibility and your Campus Institutional Repository: A Conversation (online)
         1. Time: Feb 29, 2024 02:00 PM Eastern Time (US and Canada)
         2. Contact [lisa.schiff@ucop.edu](#) for login info
   f. New digital collection at Loyola Marymount: [Ujima Newspaper](#)

January 22, 2024

Attending:
- D Krahmer, no pronouns, Cornell University
- Carrie Pirmann, she/her, Bucknell University
- Lisa Schiff, she/her, California Digital Library, University of California
- Patrick Waite , he/him, UMass Amherst
- Jeannette Ho, she/her, Texas A&M University
- Dan Noonan, he/him, The Ohio State University
- Mark Shelstad, he/him, Colorado State University
- Jennifer Ferretti, she/her, CLIR/DLF
- Aliya Reich, she/her, CLIR/DLF
- Kim Schroeder, she/her, Wayne State
- Neel Agrawal, he/him, Loyola Marymount University

Regrets:
-

Agenda

7. **Introductions**
   a. Share something about DEI work at your org or in the news OR a resource you've read in the past month that we can add to our Zotero group.
8. **Admin Team Updates**
   a. New admin team members welcome!
   b. New meeting time for 2024! Fourth Monday of the month at 3 PM ET/2 PM CT/1 PM MT/12 noon PT
9. **Inclusivity @ the DLF Forum**
   a. GROUP for Forum 2024: Debbie Krahmer (Chair); Carrie Pirmann; Patrick Waite; Jasmine Clark; Gregory Hill; Scout Calvert
   b. Updates:
      i. Please contact us if you don't want to be part of the group for 2024.
      ii. Aliya Reich: sharing of [draft CFP for July forum](#) and request for comments by EOD January 24 (Wednesday)
10. **Wiki Subgroup**
    a. [Wiki Group Agenda](#)
    b. Chair--Neel Agrawal
    c. Updates:
       i. Onboarding

        ii.   Wiki updates

11. EDIA Resources Subgroup
    a. [View our library](#) or [join the Zotero group](#)
    b. Updating the Zotero library

12. DEI-related news/events/other things we want to share
    a. D shared an interesting article: Hyeonjin Bak, Ines Jurcevic & Sophie Trawalter (2024). "What black people value when white people confront prejudice," The Journal of Social Psychology, 164:2, 187-198, DOI: 10.1080/00224545.2023.2178875
    b. Carrie shared modifications to hiring procedures/interview processes that are designed to make the process more inclusive. These include sharing themes of interview questions ahead of time, and sharing information (photos, written description) of the space in which candidates will give a presentation.
    c. Dan reported they are creating a reading group in the library and hoping to go more deeply into DEI issues. Also there is a CRT collaborative that is forming and will be [hosting a zoom session](#).
    d. Patrick's colleagues wrote a Libguide about [Researching Palestine](#) in the context of the 2023 crisis in Palestine. [Unfortunately this guide has been unpublished until such a time as the policies and protections of the authors and contributors can be understood and enforced]
    e. Neel's institution launched a new digital collection–a student newspaper from the 1970's focused on a Latinx student newspaper: https://digitalcollections.lmu.edu/collections/vida This is the first collection of many, the next is a Black student newspaper, and then an oral history collection of disabled students on campus, and then religious objects from South Asia. Also hired a DEIA metadata librarian to help with this project.
    f. Mark's group is looking at the metadata in their ArchivesSpace instance, students working on it as well.
    g. Jeannette–SB17, the anti-DEI act went into effect January1; it bans diversity offices on campus or any policies related to "differential treatment." Also can't use things like diversity statements in hiring. But, it doesn't apply to teaching or research or student organizations or guest speakers, or student admissions recruitment. [AAUP has been helping to clarify what's allowed](#). The readers "rater law" has been blocked. But collection development standards have to be established for schools, which could impact the diversity of collections since these laws tend to target sexual preference and under-represented communities.
    h. Kim: hosting a Diversity in Children's Lit event in March, we are planning an all school training for cultural sensitivity, we have a DEIA Coordinator as of this academic year.
    i. Carlson, S. (2024). *The Art of Diversity: A Chronicle of Advancing the University of California Faculty through Efforts in Diversity, Equity, and Inclusion, 2010–2022*. Location: eScholarship Publishing, University of California. http://dx.doi.org/10.6074/D4159V Retrieved from https://escholarship.org/uc/item/1v45s9br

j. Jennifer signed up for a few ASERL webinars and highly recommends their programming! https://www.aserl.org/events/month/