

## Diversity Team Meeting Minutes (Draft)

Wednesday, June 7, 2006  
7121 McKeldin Library

Facilitator: Lisa Wheeler  
Notetaker: Katalin Mouyal  
Timekeeper: Tim

Attendees: Connors, Hackman, Mouyal, Park, Patterson, Pedersoli, Tanaka and Wheeler

- 1) Review Agenda: We made some small changes to the Agenda, in view of that Johnnie Love couldn't attend. Items 5 & 6 were combined.  
We welcomed our new member, Yeri Park, from Adaptive Cataloging Dept.
- 2) Review Role Rotation : We reviewed, but didn't finalize yet. November meeting needs a notetaker. Johnnie will review rotation till end of 2006.
- 3) Changes on the Web Page: Karen explained how the guide was revised. She asked team members to look at it again, as it still has some weaknesses. Lisa added in the new updated Workplan. Pls contact Lisa or Karen if you have suggestions. It is a work in process.  
Lisa mentioned that she didn't go into too much detail showing the page at the All-Staff meeting. Also, she asked if we have a search engine on the page? It was suggested to contact Gary Phillips, and ask him for the possibility of keyword search on the page.  
Update: "Gary P has given Lisa the code for the search engine, and she intends to sample the website a few times, before putting on the web. Will give DT an update at July team meeting".(Lisa)
- 4) Report on All-staff Meeting, June 13: How did it go? Johnnie, Ken, Lisa attended. It went well. Johnnie conducted most of the presentation, such as about our Workplan, Goals, Mission/vision, and future programs. Lisa talked about the web page. The handout prepared by Tim was given out, which also had recruiting message. Q &A period was short, and Johnnie handled the answers. Some staff members asked about the Town Hall meeting.

For the next meeting, on June 14, Tim volunteered to show our Web page. Katalin said she'll try her best to be there and respond to Q & A. Tom, Heleni and others may come also.

- 5 - 6) Town Hall Meeting Update & OCDA: There was a lengthy discussion, continued from our previous planning meeting. Karen said that she'll send out e-

mail to All- staff, to solicit questions relating to diversity issues at work. The group decided not to include organizational behavior and work moral issues. In 2001, the Town Hall meeting was done a different way, with partnership from Library administration & campus representatives. Karen thought that we need to listen to staff grievances, but perhaps at another meeting, as we need to include Sue Baughman, Jane Williams and Staff Training people. But it would be another, future town hall session.

Tim highlighted some of the OCDA survey results- relating to diversity and ethnicity issues. There are some differences in the Divisions how these issues are viewed (see pp. 41-42 on the OCDA report). (i.e. ...*in addition to division differences, the source of the wide spread ethnicity differences in the perception of the UM Libraries and the increase in organizational withdrawals should be examined*).

Heleni added that we need to address *what has been done by the administration* so far, to answer to the issues on OCDA report. The team felt that Johnnie should invite key administration personnel to gain support in respect to these outstanding issues. Suggestion for the Town Hall meeting's title: "The State of Diversity at UM Libraries".

Recommendations: to invite an outside speaker, take it to LEC for discussion and we need to decide on the "program" before we can invite outside guests. Central theme should be "culture, diversity and work place climate.

Tim mentioned that the Dean sent out his 2004-2005 Diversity Assessment report in April.

Library Matters: Discussed upcoming articles from team members.

Ken will publish his article "To Live" in June (Age-ism)

Tim volunteered to tackle 3 topics: #1, 14 and 22

Bonnie will do topic #9, probably in July

Heleni & Lisa: # 21

Heleni & Katalin: # 5 (next year, in April)

Tom: #10

Yeri: # 28

Suggestion: to do topic "Climate in the workplace" after the Town Hall meetign

- 8) Workplan review: Tom reported his find about diversity related course offering [goal VII (B)]: **CORE Human Cultural Diversity Course List**. He shared with the group this very extensive list. You can find it on web page: <http://www.ugst.umd.edu/core/courses/Diversity.html>

Heleni is working on G. IV (E)- selective resources for diversity video guide –

Tom asked about goal IV (K)- identify language skills of library staff –He was wondering how are we going to use this information. Ken shared that, for example, he's going to give orientations in Japanese when new international (Japanese) students arrive.

Karen asked if the work on the web site is completed, and the consensus is that it's a work in progress.

9) Round Robin:

Tom shared his wonderful experiences in Japan from his recent trip. He belongs to the "International Council of Archivists", and attended their conference there. It was a 2 weeks trip, and he worked on his research project "Disclosure on government information law" (2001). Tom will do some lectures on his project in the future.

Katalin shared that she's planning a Disability Training program for October, in collaboration with Montgomery County H.R. & Diversity Council. She also mentioned that she's getting very busy with planning for SG III library, and as of Fall, she'll not be able to be active with the Diversity Team, and may need to resign by the end of the year. She was accepted to ACRL's International Affairs committee.

Heleni- talked about the sister library partnership in Mexico. Two of their librarians were here for LOEX. The other partnership developing is with Rio de Janeiro, Brazil library, she's working on exchange visits.

10) Meeting Evaluation: How did we do? The group was very happy with the meeting

**Question:** What is our quorum? (we weren't sure if we'll be enough for the next meeting).

**\*\* P.S. : Johnnie, please confirm that we'll have a July meeting, as a number of us will be away**

Next Agenda: Role rotations

Continue Town Hall planning discussion