Equity & Inclusion Committee, submitted by: Kristen Twardowski

Members

Dana Sinclair, chair (SUNY Old Westbury)19/21 Kristen Twardowski, vice-chair (Duke University Press) 20/22

Treasa Bane (University of Wisconsin-Platteville Baraboo Sauk County), 19/21
Eugenia Beh (MIT), 20/22
Ilda Cardenas (California State University Fullerton), 20/22
Lorelle Gianelli (UC Denver), 20/22
Neah Ingram-Monteiro (University of British Columbia), 20/22
Moon Kim (Ohio State University), 20/22
Sangeeta Narang (CRHSP Library, Ballabgarh, All India Institute of Medical Sciences) 20/22
Apryl Price (University of North Florida), 20/22
Karen Rogers-Collins (Eastern Michigan University), 19/21
Georgia Westbrook (Touro College), 20/22

Board Liaison: Katy Divittorio (UC Denver)

Continuing Activities, placing emphasis on any activities supporting the 2017-2021 Strategic Plan

- We hope to build on the E&I webinar and conference sessions that we supported in spring to come up with a more standardized series in partnership with CEC. This process will involve looking at the survey responses that we received post-webinar in order to make these as beneficial to the NASIG community as possible.
- We also are looking for ways to build relationships with other committees at NASIG in order to support their
 efforts and help integrate equity and inclusion efforts more holistically within the organization. We are hoping to
 have several "getting to know you" meetings with several other committees this summer so that we can see
 where it would make the most sense to focus our efforts

Completed Activities, placing emphasis on any activities supporting the 2017-2021 Strategic Plan

- We held the first webinar "sponsored" by the E&I committee in April 2021. This webinar, "DEI Initiatives in Academic Libraries", had over 100 attendees.
- The E&I group proposed that this April webinar as well as future E&I related webinars remain free and open to ensure all NASIG members regardless of status or institutional support are able to attend.
- We also advocated that the session not be recorded in order to encourage open sharing and to not put panelists, especially those who are members of marginalized groups, at risk.
- We served as advisors regarding the land acknowledgement for NASIG's annual conference and recommended the inclusion of links of ways for conference attendees to actively support local indigenous groups and businesses.

- In preparation for her keynote at NASIG's conference, the chair and vice chair met with Twanna Hodge to share information about the history of E&I at NASIG. Twanna also made suggestions on ways to improve the committee's approach in the future.
- We reached out to affiliate groups such as BCALA and JCLC to see how we can work with them and learn from them. We have become members of each group and joined their listservs

Questions for Board

The group has a few broad questions for the Board that it may make sense to revisit after membership of various groups shifts July 1 and as the new strategic plan is created.

- 1. What does the Board hope to see from the E&I committee? Are there specific activities that the Board thinks would strengthen NASIG?
- 2. Are there opportunities for E&I activities to be more organically integrated into areas of NASIG other than just the committee proper?
- 3. Is the Board open to the committee tweaking our charter annually? There were a lot of lessons learned this year, and we want to make sure our goals reflect that as well as NASIG's overall strategic plan.

Recommendations to Board

The E&I committee has several suggestions to share, some of which are ongoing, others of which are new.

- 1. We raised the idea of making future E&I related webinars free and still advocate for that.
- 2. If webinar revenue is important, it might be worthwhile to see if we could find a corporate or library sponsor for a mini E&I webinar series. E&I could collaborate with the other relevant committees on this project.
- 3. E&I related webinars should not be recorded. This is for a few reasons, but the most important one is that panelists for these topics, especially BIPOC presenters, are already put at risk when they talk about white supremacy or other items publically on the internet. This comes in the form of harassment from strangers, and it can also threaten their careers. We've had speakers push back against recordings both in the case of the standalone webinar in the spring and in a last minute request for the Equity & Inclusion session at the annual conference. In both instances, the panelists mentioned having to pull out/and or entirely change the content of their presentation if a recording took place.
- 4. We would like to collaborate with the CEC about how to better integrate E&I into NASIG's other ongoing education efforts. The first E&I webinar in spring of 2021 had somewhat of a bumpy start because of logistics issues and last minute speaker substitutions, but it would be interesting to see if there is a way we could improve on these for the future. Having one webinar in the fall and one in the spring with confirmed dates far in advance would be one possibility.
- 5. More broadly speaking, if the Board is open to it, it could be useful for the E&I committee to collaborate with several of the other committees to create a set of standards about how NASIG handles certain items. This could include land acknowledgements, how to approach E&I webinars/sessions, and any other number of other pain points.

submitted on: May 13, 2021