

## FLITE Diversity Committee Meeting Minutes

Wednesday, May 19, 2010

Present: Fran Rosen, Mari Kermit-Canfield, Melinda Isler, Randall Schroeder, Lyle Mourer, Emily Mitchell

- I. Next year's FLITE Diversity Committee membership
  - a. Lyle and Melinda are both rotating off the committee
  - b. Fran, Mari, and Emily have another year left of their terms
  - c. Randall is uncertain of his future membership/role.
    - i. Mari pointed out that having an administrator on the committee makes collaboration with non-library units like the International Center or OMSS much easier.
    - ii. Fran and Melinda pointed out that Randall or another administrator could serve on the committee without being chair.
    - iii. Pending approval of the rewritten FLITE Diversity Committee Charge by the acting dean, Randall will probably step down as chair of the Diversity Committee.
  - d. Randall suggested that it would be desirable to have a CT on the Diversity Committee, if we can find one who's willing to volunteer.
- II. Ouch programming
  - a. Ouch programming is a video-based training tool that the University's Diversity and Inclusion Office purchased.
  - b. David Pilgrim and Patty Terryn facilitate Ouch.
  - c. Randall and Fran think it would be good to get each library unit to do this program.
    - i. Fran raised the concern that people would be uncomfortable participating if their immediate supervisor was present.
    - ii. We should ask David Pilgrim, or the IT department (which recently did this training) to see what they think.
    - iii. Randall suggested having a random drawing to see who would be in what group for this program.
    - iv. While there was some agreement that this might work, Fran pointed out that faculty cannot be required to attend, because of their contract.
    - v. Emily and Mari suggested having food as an incentive to attend.
    - vi. Mari suggested that part-time staff, especially circulation staff, who have a great deal of contact with patrons, should be encouraged to come.
      1. Randall pointed out that many of those adult part timers have multiple other jobs; scheduling them to come in during the day is infeasible.
      2. Mari suggested having an evening session of Ouch so that these people could attend.
  - d. Randall said he will recommend to FLAC that FLITE do Ouch, and he will also ask David Pilgrim for suggestions.

- III. New Coordinator for the International Center
  - a. Piram Prakasam is the new International Center Coordinator.
  - b. Randall said that Piram has expressed interest in working with FLITE.
    - i. One potential event involves a visiting librarian from India who will be in town on June 9.
      - 1. Fran raised the concern that this is in the middle of Summer University, which will cause scheduling conflicts.
    - ii. Another potential event involves a visit from the current Library Dean at Illinois State, who is originally from Egypt and was formerly Chief Librarian of the Library of Alexandria.
    - iii. Details of these plans are still fuzzy.
- IV. Reading Room as event location
  - a. Randall mentioned that this Thursday, he, Dave Scott, and Dave Winger will be testing to see whether the reading room is a practical space to hold multimedia events in, due to the amount of sunlight coming in the windows (particularly around sunset).
- V. Round Table
  - a. Fran mentioned that there will be an Inclusion event at Summer University.
    - i. That event is described as: "**Inclusion Advocacy**" **Search Committee Training** - Co-sponsored by our General Counsel's Office and FSU Human Resources, we will offer "inclusion advocacy" training for faculty and staff who are (or anticipate) being involved in new employee searches. This training will focus on improvement in our search processes with an emphasis on maximizing valued and relevant diversities and differences among qualified candidates. ([http://www.ferris.edu/htmls/news/calendar/calendars/calendarList.cfm?var\\_date={ts%20%272010-06-18%2017:11:52%27}](http://www.ferris.edu/htmls/news/calendar/calendars/calendarList.cfm?var_date={ts%20%272010-06-18%2017:11:52%27}))
  - b. Fran also said that the Recruitment and Retention of a Diverse Faculty and Staff Taskforce committee will begin meeting to identify strategies and make proposals to move Ferris forward on this issue.
  - c. Mari reported that there's no news on the diversity-themed-pathfinders front.
    - i. Fran thinks we should move forward on this even if other library faculty don't volunteer.
    - ii. Melinda suggested that we might get more volunteers now that it's summer.
    - iii. There was some discussion of whether librarians would be more willing to make pathfinders if they could make them as webpages rather than LibData guides.