

## BCLA Multicultural Services Committee September Meeting Minutes

**Date:** September 20, 2018 9:30AM      **Location:** Burnaby Public Library, Metrotown Branch

**Present:** Wendy Jang (RPL), Ravi Basi (SL), Jorge Cardenas (BPL), Emily Sugarman (iSchool student, UBC), Alicia Cheng (VPL), Marian Huang (VPL), Leila Meshgini (WVML), Shideh Taleban (NVCL)

*Note taker:* Shideh

### Agenda

1. Librarians with MLIS from foreign school (Ravi/Jorge/Shideh)
2. Potential project: Summer Reading Club (Jorge)
3. ICC workshop in March (Ravi)
4. Meeting dates for 2018 - 2019 (Jorge)

### Librarians with MLIS from foreign schools

Ravi was invited to do a webinar last May about the lack of diversity in special libraries and she learned that there is not much diversity there. She was asked about the need for having more diverse staff and the fact that they can't hire foreign trained librarians and how to address that?

Community discussed challenges for foreign trained librarians and varying practices across library systems for considering foreign trained librarians for jobs/non-ALA accredited qualifications.

Shideh talked about her own experience as a non-ALA accredited librarian who had to go through the whole process of convincing SLAIS, UBC and redoing her MLIS here in order to enter the profession. She mentioned maybe programs such as CLTP (Community Library Training Program) can be available again and designed for the foreign trained librarians to upgrade themselves. You can read more about her story and recommendations [here](#).

She also mentioned maybe we can raise the awareness for newcomer librarians that evaluations such as BCIT evaluations are not going to be useful for them in order to avoid them wasting their money on that.

Jorge mentioned the [Librarian and Library Technician guide](#) available through VPL's [Skilled Immigrant InfoCentre](#).

We confirmed that we are going to only focus on this issue in public libraries since we need diversity in those types of libraries the most.

### Strategies to consider:

- Lobby library schools

- Has ALA dealt with this issue?
- Lobby the decision makers and ask them WHY?
  - Is it the union?
  - Is it the employer?
- “ALA or equivalent foreign credentials”: Surrey does this why don’t others?

#### Actions to take before next meeting:

1. Each one of us check through our collective agreement to see if ALA-accreditation is required?
2. Talk to our supervisors and ask “what is their practice” and “why?”
3. Checkout some job postings and find how many have not mentioned the ALA-accreditation as a requirement?

#### Potential project: Summer Reading Club

BCLA has approached us to see how can we help for the SRC promotion to the kids who English is not their first language? How to best target those kids?

- Collaboration with the BCLA for SRC promotion to other languages and translation
- Do we want to give them suggestion?
- How should we do that?

We suggested through schools and each library system knows their catchment and other languages in that catchment. We also suggested more collaboration with NewToBC and their translations for the SRC purpose.

Ravi mentioned that reaching out to other communities should be something that is consistent throughout the year and not only for SRC.

We all agreed that we should support them now that they’ve approached. We can start by suggesting them choosing a name for the theme with keeping ESL in mind. Therefore, suggesting them to choose a name that is easily translatable into other languages. Something like Motion Commotion is not easy to translate into other languages. We can also stress on the importance of focusing on the multicultural services as a whole during the year rather than only for the SRC. We can also offer help in translation or overseeing their translation as much as our group capacity let us.

#### ICC workshop in March

Ravi is going to do an intercultural workshop at Surrey Libraries in March or April or May and is looking for anyone who might be interested in joining her. Some people expressed interested and Ravi is going to send out the details closer to the date for anyone interested.

We also talked about the survey about racism in the libraries that BCLA wants to review it before supporting it. They are still looking into it and we don't want to push it more than what we've done so far. So we are going to wait to hear from them. At this point, we don't have any back up plan if they decided not to approve it.

### Meeting dates for 2018 - 2019

We meet four times a year and the next meeting is going to be late January, early Feb 2019. Jorge will send out dates.

### Roundtable

Ravi: last year's racism incident in South Surrey encouraged her to have a program in October called "Surrey Neighbourhood Safety Series" where each session focuses on one thing:

- Public safety
- Hate crimes
- Changing demographics and common goals for safe neighbourhood

Leila mentioned that North Shore Immigrant Inclusion Partnership (NSIIP) has done an anti-racism forum last year which was really successful.

Alicia mentioned that VPL is trying to send out a survey to the public libraries to see what type of ELL/ESL programs they offer in order to have a better idea for planning their own. It would be great if she can share the result of that survey with this group.

Emily mentioned that she is curious to talk to Ischool about their approach on foreign trained librarians.

Leila talked about a series of community conversations through NSIIP with the theme of welcoming for this year. They are happening through fall and so far going really well.

She was wondering if we want to consider First Nations in our group in future? BCLA has a FN committee and we might not have the knowledge and capacity to include FN in this group, however, we decided to talk more about this in our next meeting.

Shideh was wondering what other libraries are doing for the BC Culture Days happening Sept 28-30<sup>th</sup> this year. NVCL is offering a [Culture Days Food Workshop for adults](#). The idea was coming from one of their [Library Small Grant](#) applications and the presenters are all from the community who has lived here for couple of years or more.

Wendy said that the City of Richmond is doing something for the Culture Days and it is a big event around collectors. RPL is developing an ESL program plan since they feel that they need to have a plan.

Wendy was also interested in learning available funding places for author talks with authors outside of Canada. She was aware of Canada Council and was looking for more places.

Jorge is going to buy Spanish books for PBL, SPL and VPL from the National Book Fair at Mexico. He is going there end of November and libraries interested in purchasing Spanish books can approach him.

#### Next Meetings

To be announced.