

BCLA Multicultural Services Committee Meeting Minutes

Date: July 13, 2021 2:00PM **Location:** Zoom

Present: Wendy (RPL), Jessica(BPL), Allan (UBC), Jeannette (Whistler Library), Jorge (BPL), Emily, Shideh (NVCL), Leila, Alicia (VPL), Ravi (SL), Nicole (ORL), Rob (ORL), Ann (CPL), Rei (SL), Marianne (VPL), Jamie (ORL), Andrea, Karen (Squamish Nation), Eva (BPL), Michelle, Cassidy Taylor, Caitlin MacRae (NWPL), Rose (ORL)

AGENDA

1. Support Group for BIPOC Library Staff — Jessica / Allan
2. CE Event/Speaker Events for the Committee — Jessica
3. Lobbying for recognition of foreign-trained librarians — Jorge
4. Update from the BCLA Anti-Racism Committee — Ravi / Jorge
5. Roundtable — All
6. Next Meeting

Support Group for BIPOC Library Staff

This idea and need for a support group emerged from our previous meeting. Allan shared about the [Visible Minority Librarians of Canada \(ViMLoC\)](#) network and the work they've done in research, in coordinating a mentorship program for new librarian graduates, and are currently developing a supportive network or group for visible minority library technicians/non-professional library staff. This led to our group discussion on the following:

- A support group, is that something we do ourselves as BCLA?
- Should we do something for across Canada perhaps with ViMLoC who has a national focus?
- Would it be for meeting or for networking?
- The importance of a support group
- Looking at other models such as groups in the States (e.g., We Here)

It was agreed that the need to support BIPOC library workers is urgent and an informal group would be beneficial to start now.

Action: Leila, Ravi, Tania, Rei, and Nicole to organize informal first meet up for a support group for BIPOC staff. Andrea and Rob available to support if needed.

CE Event/Speaker Events for the Committee

Discussed ideas for a continuing education or professional development event organized by the committee on relevant topics. Members shared some ideas of topics and potential speakers. Talked about suggestions for compiling and sharing resources.

Ideas, speaker suggestions, interests included:

- Opportunity to exchange resources and what we find helpful; a shared space for resources (e.g., Slack, online database like Library Toolshed)

- Multicultural community service providers to come speak and share about what they do and they intersect with the library (eg., NewtoBC, MOSAIC)
- How to deal with racism in the workplace or navigate racism in the workplace
- Presenters from the diversity committee from CUPE BC
- Dr. Tracy Bear on Indigenous Canada (history and current issues)
- CityHive on topic of Equity, Diversity, and Inclusion

Committee members who are interested in being part of the organizing and planning for CE events are invited to join the working group who will be moving forward with this.

Resources shared:

- [SLA's Cultural Diversity Competency course](#)
- [List of Consultants for Decolonization and EDI work](#)
- [Dismantling Racism series from Tri-Cities Local Immigration Partnership](#) (recordings)

Action: Jessica and Jorge to find out details about funds and support from BCLA

Action: The CE Working Group (currently: Jessica, Shideh, Emily, Tania, and Nicole,) will work on next steps for a planning a CE event — refining ideas and defining scope.

Lobbying for recognition of foreign-trained librarians

Questions for discussion:

- o Who is interested in talking about this?
- o Do we use this committee to lobby for this?
- o Do you have strong opinions for or against?
- o Will this benefit the profession?

Much discussion, including the need for Library Directors to take on this work, the role of unions and the challenges they've experienced in addressing this issue, research insights from ViMLoC about library school enrolment by foreign-trained librarians. Suggestion of Decided BCLA Board should take this on.

Resources shared:

- Open Letter: [Considering the MLS](#)
- Article: [The journey of a non-ALA-accredited librarian in Canada](#)

Action: Jorge will take this to BCLA Board and report back at next meeting.

Update from the BCLA Anti-Racism Committee

Ravi and Jorge recapped the outcome of the preliminary BCLA Anti-Racism Committee held recently. It was more of a time for questions than for answers. The topic of support group for BIPOC library workers was not on the agenda. There is yet to be clarity about what happens with the committee, its goals and representation.

Roundtable

Limited time for roundtable this meeting. Not everyone was able to share.

Wendy: Richmond Public Library is participating in a Community Reading Club between 4 international cities. The library has a special collections project of 17,000 items on Chinese culture pending, and a project for a Chinese art collection that will be available to the public.

Andrea: Is currently supporting Indigenous Peoples initiative at BCIT. They're receiving many requests about what to do as a response to the confirmation of unmarked graves at residential schools.

Suggested resource: [National Centre for Truth and Reconciliations videos](#) on this topic.

Marianne: At Vancouver Public Library, currently working on internal staff communication to encourage staff who may be targeted by racial/cultural discrimination to check in with coworkers, supervisors, friends and outlining resources at the library and City – encouraging walks with security, forming worksite walking/lunch groups and other strategies.

Next Meeting

Meeting dates for Fall 2021 – Spring 2022 will be proposed to committee list. To be confirmed.