

BCLA Multicultural Services Interest Group Meeting minutes

Date: Thursday, November 24, 2022 9:30AM-10:47AM

Location: Zoom

Present: Jessica (Burnaby Public Library), Emily (Burnaby Public Library), Victoria (Burnaby Public Library), Andrea (West Van Library), Ravi (Surrey Libraries), Nicole (Okanagan Regional Library) and Anita (Abbotsford Regional Hospital and Cancer Centre).

AGENDA

1. Introduce new Chair
2. Update from Continuing Education Working Group
3. Update on new BCLA website & forums
4. Roundtable
5. Next Meeting & Action Items

Land Acknowledgement

Jessica started the meeting with a land acknowledgment.

1. INTRODUCE NEW CHAIR

Jessica introduced Emily Guerrero, our new Chair. Many thanks to Jessica, our outgoing Chair, for leading the Multicultural Services Committee (now Interest Group)!!!

2. UPDATE FROM THE CONTINUING EDUCATION WORKING GROUP

Our plan is to incorporate a continuing education event into one of our upcoming meetings. The current tentative date is Tuesday, February 21, 2023, 9:30am-11:00am, the date of our next quarterly meeting.

Jessica reached out to the Affiliation of Multicultural Societies and Service Agencies of BC (“AMSAA”) to see if one of their staff members would be willing to speak at our continuing education event. As of the November 24, 2022, Jessica had yet to hear back. Ravi provided Jessica with some contacts at AMSSA and Jessica plans to reach out to them directly and will report back to the Interest Group.

Andrea reached out to Rachel Chong, a Métis librarian at Kwantlen University to see if she would be willing to speak to our Interest Group about how to work with Elders in a good way. Rachel recently

published a Pressbook on [Indigenous Information Literacy](#) (2021). As of November 24, 2022, Andrea had yet to hear back.

We discussed an alternate option for our continuing education event – a super-sized roundtable. Certain members of the Interest Group have expressed a willingness to speak about their own lived experience and share insight that they have learned from working in partnership with different communities.

Our goal is to have the speakers for the continuing education event confirmed by the end of December 2022.

Next Steps: Jessica will reach out to AMSSA again and Andrea will connect with Rachel.

If you are a member of the Multicultural Services Interest Group, or a member of another BCLA section or Interest Group and would like to speak at our upcoming continuing education event in February 2023, please reach out to either Emily (emily.guerrero@bpl.bc.ca) or Andrea (andreaadavidson@hotmail.com).

Everyone is welcome to put their name forward.

3. UPDATE ON NEW BCLA WEBSITE & ONLINE FORUMS

Jessica let us know that BCLA has completed beta testing for the new website. BCLA is currently doing accessibility testing for the new website.

We discussed the online forums and raised the following questions:

1. Who, if anyone, will be monitoring the online forums to ensure that people are upholding the community guidelines?
2. What are the consequences for failing to follow the community guidelines?
3. Who will enforce these consequences?
4. Will the executive members of BCLA sections and interest groups be responsible for monitoring their respective online forums?

Next Steps: We decided to discuss this issue again in February 2023 after the community guidelines have been released. In the interim, Andrea will reach out to Rina and ask for some guidance on the best way to proceed.

4. ROUNDTABLE

Jessica (Burnaby Public Library) – She has completed a draft of her Equity, Diversity and Inclusion (“EDI”) project. One of the goals of the project is to provide libraries with equitable hiring and recruitment strategies that they can use to help diversify the library sector’s workforce. Jessica will share the project with the Interest Group once it is complete.

Andrea (West Van Library) – Throughout the month of November, the library is working with registered counsellor Leila Milani-Hossini to facilitate a healing space to provide emotional support for members of the Iranian community to help them cope with the current social and political situation in Iran. This program – “Woman, Life, Freedom” in Iran: Support Group – is being held in Farsi.

Nicole (Okanagan Regional Library) – Their library recently offered an introductory, month-long course on Spanish for adults.

Nicole is also a member of the CUPE BC Racialized Workers Committee which is committed to the promotion of racial justice, inclusion and equality in the workplace and in the community. This Committee recently made their Black History Month posters for 2021 and 2022 available on their website: www.cupe.bc.ca/committee/racialized-workers-committee/

The theme for Black History month in 2023 will be Black Resistance and the resources will include a timeline of important events such as when Black Canadian men got the right to vote. This Committee is currently preparing posters and other resources for Black History Month. If you or your library system is interested in these resources, please send your request to CUPE.

Emily (Burnaby Public Library) – Emily is on BCLA’s Project Advisory Group for its anti-racism work. The Advisory Group is currently providing the external EDI consultants with feedback on a survey that is designed to capture barriers that people have faced when trying to participate in BCLA and their experiences with BCLA.

We had an impromptu discussion on anti-racism practices at libraries across BC. Emily wanted to know if other libraries have formal or informal procedures or policies that lay out the options for library workers who have racist experiences with patrons and/or colleagues. For instance, how are library workers supported after a racist experience? What guidance is there for managers on what they can offer library workers who experience racism in the workplace? Do library workers know what options and/or resources are available to them?

We wondered whether or not BCLA has a role to play in tracking racist incidents and gathering statistics on how library workers are supported following racist incidents. Perhaps it could be included in BCLA’s EDI work?

Ravi (Surrey Libraries) – She is attending a 2-day train-the-trainer workshop on how to teach newcomers about Indigenous history and current affairs. The workshop is based on a the “Surrey First Peoples Guide for Newcomers” that was researched and written by Littlecrane Consulting and designed by Nahanee Creative Inc. This guide has been translated into Korean, French, Hindi, Punjabi, Tagalog and Mandarin. The guides are available here: <https://www.surreylib.ca/2021/09/28/surrey-first-peoples-guide-for-newcomers-translated-in-various-first-languages/>

Ravi also mentioned that she is looking for free EDI training online in part because she wants to make EDI training mandatory for all staff at all levels. Andrea shared that BCcampus offers free or very low-cost courses on trauma-informed practices.

Anita (Abbotsford Regional Hospital and Cancer Centre) – Anita shared that the Centre only recently allowed members of the public to return. Unfortunately, almost all of their resources are in English, only a few are available in French and they have 1 Punjabi title. One of the Centre’s goals is to create a collection of health-related resources in multiple different languages.

Victoria (Burnaby Public Library) – She has been trying to connect with newcomer teens and help them find ways to volunteer.

5. NEXT MEETING & ACTION ITEMS

Our next meeting will be held on Zoom on Tuesday, February 21, 2023 from 9:30-11:00am. The secretary will email the meeting link information to all listserv members two weeks in advance of the next meeting and a meeting reminder the day before the next meeting.

Meeting adjourned at 10:47am.