RBMS Diversity Committee Meeting
July 28, 2021

In attendance (Zoom): Kristen Mapes (co-Chair), Bob Diaz, Ursula Romero, Julie Tanaka (co-Chair), Rebecca Wingfield, Anna Dysert, Alison Clemens, Maria Fernandez (visitor),

Agenda:

● Introductions & meeting plan for the year
● Bib Standards task force liaison, co-chair, and recruitment (all, plus Maria)
  ○ Bibliographical Standards Committee (BSC) new DEI task force to "explore the feasibility of centralizing the output of these efforts on the BSC website, possibly developed as a DEI toolkit. This hub could link out to individual efforts that may be directly integrated into existing and future BSC issued resources where appropriate (such as guidance in introductory sections of DCRM standards or RBMS Controlled Vocabularies, creating a DEI section in the Web Resources portal or a DEI category in the BSC Rare Materials Catalogers Directory)."
    ■ Interested in Diversity Committee rep, co-chair, and recruitment assistance
    ■ 1) Task Group background and charge (2) June 2021 Report to inform 2021-2022 Task Force work
    ■ Incorporating feedback from reading group participants from January 2021 discussion on Inclusive and Conscious Cataloging (Collaboration with the Technical Services discussion group)
      ○ → they are looking for whatever involvement from us is possible for us to give
        ■ Anna Dysert interested in finding out more
        ■ Committee should think about how to help recruit people into the Task Force
          ● Look at past Diversity Committee members as potential folks
          ● Look at authors of things that we’ve read in the Reading Group
          ● Is it required to be in RBMS to be on the task force? If not, that might open a door or two
            ○ Perspectives from broader cataloging initiatives (OCLC etc), folks who may not be in RBMS
            ○ OCLC Reimagine Descriptive Workflows: “convening a diverse group of experts, practitioners, and community members to determine ways of improving descriptive practices, tools, infrastructure, and workflows in libraries and archives. This series of collective, community-centered efforts will explore opportunities for reforming our systems and to chart a path toward implementation of antiracist and inclusive language in metadata descriptions at scale and at a community level.”
              ○ People who may not be up on RBMS/ALA dues etc
        ■ The chairs of the Task Force will be reaching out to Kristen and Julie to find a time in the next couple of weeks to discuss further (will include Anna)
• Liaison assignments (Alison) [RBMS committee list](#)
  ○ Reviewing and assigning existing liaison positions
    ■ RBMS22 Conference Program Planning Committee (Maria sharing background)
      • Usually submissions come in in the fall, and decisions are made around Midwinter; we’ve also helped with moderator trainings and have co-sponsored sessions at the conference
      • Liaison brings things to the Diversity Committee for review (responsibility isn’t on the liaison to be “the DEI person”; it’s to be a connection and go-between, not arbiter)
      • Monthly calls/meetings throughout the year
    ■ Membership & Professional Development (M&PD) (Alison)
      • Assisting with the revision of M&PD resources (e.g., Careers FAQ, Educational Opportunities Directory)
      • Attending (Midwinter and) Annual meetings
    ■ Scholarships Committee
      • Attending (Midwinter and) Annual meetings
    ■ Executive Committee
      • Julie and Kristen will liaise with Exec by contacting Lynne M. Thomas (our liaison), as needed
  ○ Identifying and assigning any new liaison positions
    ■ Security Committee?
    ■ Awards Committee? Leslie or Ursula?
  ○ Next steps
    ■ Creating liaison sheet in our Google Drive
    ■ Updating the groups accordingly
  ○ What does it mean generally speaking to be a liaison?
    ■ Attend the meetings of the other committee
    ■ Report back to the Diversity Committee about the work going on in the other committee
    ■ How much does the liaison speak for themselves or for the Committee in the issues they raise or express opinions in the committee (we all have different views and perspectives on DEI work, etc)?
      • → Be explicit in discussions when an opinion is your own, and when you have the input and support of the Diversity Committee as a whole
• Update re: Diversity Committee / RBMS co-sponsoring panel of librarians and booksellers talking about DEI in our fields (Alison)
• Diversity Committee & Security Committee co-sponsoring panel for ALA 2022