

## University of Toronto Libraries Anti-Racism Actions July, 2022

- This document will be updated every quarter

COMMITMENT	ACTION	PARTICIPANTS	OUTCOMES	MILESTONES	STATUS
Building a workplace culture of diversity and inclusivity. We will strengthen our best practices related to recruitment, retention, orientation and onboarding to uncover systemic biases.	Development of an Inclusion, Diversity, and Equity (IDE) in Student Hiring Community of Practice (CoP) [Recruitment]	Organizers: Darlene Chow, Kyla Everall, Monique Flaccavento, Navroop Gill, Angela Henshilwood & Judith Logan Co-Chairs: Kyla and Navroop  Co-Chairs for 2 <sup>nd</sup> cohort: Monique Flaccavento and Askari Husain; Facilitators: Darlene Chow, Angela Henshilwood, Heather Buchansky, Askari Husain, & Monique Flaccavento	With an IDE lens, members will:  Examine their individual hiring practices (e.g. how they interact with candidates before, during, and after interviews)  Review their own hiring documents (e.g. postings, interview questions, etc.)  Explore existing EDI resources  Revise and develop hiring documents (e.g. rubrics for evaluating responses to interview questions)  Reflect on how we can build an inclusive workplace culture that encourages retention	First CoP wrapped up. Two additional working meetings were held in July for CoP members to work on revising student job postings, interview questions, and rubrics. A debrief meeting in October allowed CoP members to reflect on how they put what they learned into practice.  The 2 <sup>nd</sup> cohort began December, 2021. The final meeting was in June 2022. CoP participants have been sent a survey to solicit feedback on the CoP, and to ask if follow-up meetings would be useful / of interest. We are seeking new co-chairs	Ongoing

				and facilitators for the 2022/2023 CoP. Askari and Monique will work with the new Co-Chairs and facilitators to ensure a smooth transition.	
	Collaboration with Toronto Public Library, Faculty of Information and Student Life Innovation Hub to do proactive outreach to youth in underserved neighbourhoods. [Community partnerships; communication/ Outreach; Recruitment]	Heather Buchansky, Julie Hannaford, Mindy Thuna, Tracy Zahradnik	It will allow us to raise awareness and promote libraries as a place to consider as a profession, with the long-term goal of increasing staff diversity at UTL  Based on our findings, we plan to create an outreach strategy to raise awareness of academic librarianship as a profession, based on knowledge about timelines and communication strategies that are most attractive to this age group	Several meetings were held with TPL. We discussed ideas such as: Connecting with guidance counsellors to do visits to high schools to talk about academic libraries as a place to work – focus on Grade 10 when students take Careers/Civics courses Connecting with Youth Hubs via TPL Career Fairs	As we have moved forward with the Experience UTL program (see below), further discussions with TPL are on hold.
	Strengthen our best practices related to recruitment, onboarding and retention	Chairs of librarian search committees: Monique Flaccavento, Caitlin Tillman, Sian Meikle, Heather Cunningham, as well as Natalie Iammatteo, Darlene Chow, Mindy Thuna, Shelley Hawyrchuk, Angela Hamilton and Julie Hannaford	Best practices will ensure we are consistently recruiting with a focus on IDE, with the plan to increase BIPOC representation in our staffing numbers	Draft prepared and shared with Senior Staff Plus. Best practices implemented with Senior Staff group. Share with IDEAR Committee for feedback	Best practices implemented; this is a living document; it will iterate over time as we work with them and learn from each search.  As searches begin, Natalie, Darlene and Julie meet with search chairs and review the Best Practices to ensure consistency in approach

		Mindy Thuna, Natalie Iammatteo, Julie Hannaford, Darlene Chow	Ensure that onboarding and training for newly hired staff highlights UTL's commitment to IDE values		<p>An <a href="#">orientation page</a> has been developed and shared with staff.</p> <p>Best practices for student casual hiring was discussed during a Supervisors Learn Together session. Summary is <a href="#">here</a></p> <p>July 12, 2022 update: a few searches are concluding, so we have reached out to committee chairs for feedback about what has worked and what could be done differently</p>
	Focus on attracting BIPOC students interested in academic libraries as a place to build a career	Mindy Thuna and Julie Hannaford	Intent is to diversify our profession. The strategy is to create opportunities for high school students, Faculty of Information students and for recent MI graduates, so that there is a holistic approach and experiences available at all stages of a student's early career	<p>Meetings held with librarians at the University of Alberta and North Carolina State to learn how they developed their fellowship programs, with a view to introducing a similar model at UTL.</p> <p>Draft proposal prepared. Seeking funding in 22-23 budget for two ongoing CLTA positions dedicated to Black and/or</p>	<p>Funding received for two resident librarians. Call done to Senior Staff for proposals. Six proposals received. Working to combine them into two workable positions, then will post and hire.</p> <p>July 12, 2022 update: Two</p>

		<p>Michael Cassabon, Mindy Thuna, Natalie Iammatteo, Margaret Wall, Julie Hannaford Supervisors for the 1<sup>st</sup> cohort: Ben Walsh, Mikayla Redden, Monique Flaccavento</p>		<p>Indigenous early career librarians</p> <p>A proposal has been written to develop a high school internship program, with a focus on BIPOC students, to expose them to academic libraries as a place to consider a career. This is a collaboration with Peel and Toronto District School Boards.</p>	<p>postings developed. Recruitment underway. Will report to Jess Whyte (in collaboration with Guinsly Mondesir and Kyla Everall) and Graeme Slaght (in collaboration with Naz Torabi and Angela Henshilwood).</p> <p>Two students began January, 2022 – our first cohort!</p> <p>First cohort will conclude April 30, 2022</p> <p>Debrief session held; both students spoke positively about the experience and encouraged us to continue. Discussions with UTM and UTSC to expand the program for 22-23</p> <p>July 12, 2022 update: explore expansion</p>
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					this had solid engagement.
	UTL/ViMLoC (Visible Minorities Librarians of Canada) collaboration	Maha Kumaran from ViMLoC, Monique Flaccavento, Mindy Thuna, Darlene Chow and Julie Hannaford	Aim is to create workshops that will help remove barriers to finding library employment for visible minorities. These workshops are currently in the planning phase and will include topics such as how to write CVs and cover letters, tips for job interviews, and a broader discussion of how academic librarianship differs from other areas of librarianship to help people determine if this is an area of interest for them, while also highlighting the variation/possibilities in the profession.	The three workshops in the series "Navigating the Field" are now complete as of November 2021. Attendance was diverse with international participants. The first two were recorded: Workshop #1: <a href="#">How to Prepare for the Interview</a> Workshop #2: <a href="#">Preparing Your Cover Letter and CV</a>	Series complete.  Assess in fall 2022 whether to offer series again
	Participation in the <b>SEE U of T Program</b> [Community partnerships; communication/ Outreach; Recruitment]	Margaret Wall, Jeff Newman, Amy Greenberg, Kate Davis, Monique Flaccavento, Harjinder Rana	Participation allows us to raise awareness and promote libraries as a place to consider as a profession, with the long-term goal of increasing staff diversity at UTL	Participation in second year of program is complete, with very positive feedback from both the student and TDSB	Third round of program has concluded (Fall term, 2021). Followup during the summer re: participation for Fall, 2022  July 12, 2022: outreach done to SEE U of T organizers. They noted a plan to get organization underway in August.
	Participation in the <b>Laws (Law in Action Within Schools) Program</b> [Community partnerships; communication/ Outreach; Recruitment]	Law Library (coordinated by Gian Medves)	Participation allows us to raise awareness and promote libraries as a place to consider as a profession, with the long-term goal of increasing staff diversity at UTL	Student is usually hired each summer. COVID prevented participation in 2020 and 2021	The program is set to run again in 2022 and Bora Laskin Law Library will participate.
Ensuring systemic change occurs	Encourage UTL Departments to engage and form meaningful relationships with	May Chan, Desmond Wong	Relationships continue to be built with Indigenous colleagues across UofT. These	Some projects have begun, including planning	A Memorandum of Understanding/Ser

<p>throughout the UTL system, including but not limited to public service, collection development, culturally appropriate metadata, library technology and use of space.</p>	<p>Indigenous Student Services and Indigenous services in their units or subject areas [Community partnerships; Services &amp; Programs]</p>	<p>UTL Department Heads  Senior Staff</p>	<p>relationships are essential towards the functioning of a proper, non-extractive working relationship with Indigenous people.</p>	<p>for the reopening and revision of the First Nations House Resource Centre, with Metadata Services. The first full inventory of materials in FNH history is underway and this will inform next steps including collections development scope and process. Additionally, UTL has been invited to the eventually built learning structures that are being planned by First Nations House currently.</p>	<p>vice Agreement is currently being drafted between UTL and FNH/Student Services to determine next steps.</p>
	<p>Continue to review and implement recommendations relating to the TRC while also identifying new barriers following the pandemic</p>	<p>Desmond Wong, OISE Library team, colleagues across UTL, Indigenous community members at OISE and across UofT</p>	<p>Continue to review and implement recommendations of the Ithaka S+R When Research is relational and Answering the call: Wecheehetowin, the Final Report of the Steering Committee on Truth and Reconciliation reports. Additionally, there are a number of historic figures, descriptions and other people who require sensitive re-description.</p>	<p>The Indigenous Matters Community of Practice continues to be a space to gather and to learn. There have also been many events for staff to sit together and work through difficult conversations.</p>	<p>Ongoing</p>
	<p>Continue to build and strengthen relationships with Indigenous community members across UTL</p>	<p>Desmond Wong (IEN, First Nations House, Centre for Indigenous Studies); OISE team; colleagues across UTL  Desmond Wong, May Chan, Cora Coady, Tina Liu</p>	<p>Through strong relationships with Indigenous community members, we will work to advance Indigenous matters and Reconciliation, and begin to decolonize the Library  Conduct focus groups and interview Indigenous students to better understand their library service needs</p>	<p>A study is ongoing with Indigenous students who use the UTL system to discuss experiences, impressions and relationships. 4 focus groups were conducted and transcribed, which are now in the coding process.</p>	<p>Ongoing</p>
	<p>Continue to develop Indigenous collections at the OISE and Robarts libraries</p>	<p>Desmond Wong</p>	<p>Continue to: responsibly build collections that represent Indigenous voices and perspectives; build relationships with</p>	<p>The Library collection continues to serve Indigenous users</p>	<p>Ongoing</p>

			Indigenous authors and publishers; consult with Indigenous faculty, students, and staff regarding the collection; ensure that limited run materials are acquired for the collection. Our collections will be strengthened by Indigenous perspectives and voices. We will support Indigenous businesses by building relationships with them and actively purchasing materials directly from Indigenous vendors.	throughout the pandemic and the move to online learning through the acquisition of many new eBooks  Materials have been added continuously to strengthen Indigenous research at the University.	
	Provide support for the Indigenous Research Network (IRN)	Desmond Wong, Chris Kim	Respond to questions and share updates and resources with members of the newly formed network. Work proactively to connect Indigenous researchers with relevant library services and to continue to develop the library's relationship with Indigenous research at the University.	Chris Kim has been working with the Indigenous Research Network to support their needs.	Ongoing
	Share resources with Indigenous services	CAUG Indigenous Metadata Working Group, Desmond, May Chan, iSchool, First Nations House	With the First Nations House (FNH) Library gaining new space and increased focus on circulation and collections, we will support the continued growth and access of this important collection. This will be done through sharing expertise and potentially infrastructure.	UTL is meeting with First Nations House regularly to determine infrastructure needs and what support can be provided  UTL is in conversation with FNH to potentially fund digital archive or collections project, this work is ongoing and a proposal for the EDIC initiative is being discussed. This will be the next initiative after the FNH Resource Centre is up and running.	Ongoing
	Improve culturally inappropriate and inaccurate metadata pertaining to Indigenous peoples [Services & Programs]	Indigenous Metadata Working Group of Cataloguing and Authorities User Group (CAUG)	A more discoverable, culturally appropriate, consultative and relational set of catalogue records pertaining to Indigenous peoples and Nations. A contributing member of national and international conversations on	A survey was sent out to UTL staff that indicated a need for pressing changes, which resulted in the removal of "Indians of	Ongoing



			<p>relationality in metadata work that is responsive to Indigenous needs.</p>	<p>North America” from the UTL Catalogue</p> <p>This change was featured in UofT News</p> <p>Subgroup working on a statement and workflow for complaints and accountability for harmful language in resource description</p>	
	<p>Adopted Online Community Guidelines based on guidelines created by central University Advancement [Communications/Outreach; Services &amp; Programs]</p>	<p>Jesse Carliner, Rob Makinson, Elizabeth O’Brien, Margaret Wall</p>	<p>Guidelines allow us to quickly and effectively respond to trolling and other unacceptable racist behaviours on our social media platforms and other online venues and communication channels</p>		<p>Complete.</p>
	<p>Assessment: establish a more systematic way of assessing our IDE initiatives [Services &amp; Programs]</p>	<p>Billy J. Gekas, Kenneth Berry, Mindy Thuna (IDEAR Committee Working Group)</p>			<p>In progress</p>
	<p>Guide to BIPOC Composers and Related Literature [Communications/Outreach; Services &amp; Programs]</p>	<p>Tim Neufeldt; Tegan Niziol (GSLA); Avery Brzobohaty (TALint)</p>	<p>In support of anti-racism at the University of Toronto and in the larger Toronto community, the University of Toronto Music Library is committed to expanding its collection of literature and music by BIPOC musicians and scholars and making its existing collections of BIPOC materials more visible to its patrons.</p>	<p>Updated databases; updated links to Alma holdings; updated links to external resources.</p>	<p>Guide continues to be a work in progress, incorporating ongoing feedback from a variety of sources</p>
	<p>Searching known lists of BIPOC composers against Music Library holdings</p>	<p>Tim Neufeldt, Trevor Deck &amp; SLAs</p>	<p>Highlight and celebrate the diversity that exists in our collections and identify gaps to fill through acquisitions.</p>	<p>Fall 2021: SLAs working on identifying collection gaps. GSLA vetted list and identified purchase options/links when available. Spring 2022: Acquired 500 scores by BIPOC composers who were</p>	<p>Complete.</p>

				previously underrepresented in our collection.	
	Music Collection Assessment: using Python to compare Music Library authorities against Wikidata and other sources	James Mason	Identify composer/author/creator diversity in our collections by comparing our name authorities against those of Wikidata, IMSLP, and the Institute for Composer Diversity.	Augmented library data with information on country of origin, continent, sex, and dates for composers of our scores for assessment purposes. Enabled us to visualize data. See publication dates compared to origin, or sex of composer. Able to compare locations (Downsview vs. Music) based on diversity. This allows us to better understand the diversity of our collection and will aid in creating collection policies and displays to highlight diversity.	Complete.  Will be useful for showcasing (creating displays, blog posts, social media) the diversity in our collection, as well as informing retention policy for items in the music library.
	Polyphony: Diversity in Music Digital Exhibit [Communications/Outreach; Services & Programs]	Elizabeth Robinson (TALint student) and Rebecca Shaw (Archivist) - Music Library in collaboration with Faculty of Music Anti-Racism Alliance (FoMARA)	Document and preserve BIPOC musician experiences and/or their experiences in performing, composing, teaching, or locating music by BIPOC musicians. The interview, transcripts, and additional documents collected (for example photographs) will be part of the Oral History Collection on BIPOC Musicians at the University of Toronto Music Library.  The gathered resources will be used in an online exhibit that fosters dialogue with BIPOC musicians by providing a safe space for University of Toronto students and faculty to equally engage with issues of diversity in music in a North American context.	<a href="#">Polyphony</a> launched March, 2021	Complete

	Music Library Instruction Videos	Tim Neufeldt; Tegan Niziol (GSLA); Avery Brzobohaty (TALInt)	Creating (and now revising) how-to-search videos that feature diverse composers and subjects as sample searches. These videos are embedded in core undergrad music curriculum courses. Will make changes in Sep. 2022 to match changing curriculum focus.	First set of videos launched for 2020-21	Ongoing
	Music Library Indigenous composer project	Avery Brzobohaty (TALInt student) and Trevor Deck	Avery has identified ~45 Indigenous composers of “western art music” and is working with Trevor to procure their scores using the EDIC fund in CDD.	Spring/Summer 2022: Contact vendors and composers to procure lists of available compositions, discuss licensing and payment methods for PDF scores	Ongoing
	Review OISE Policies with an EDI Lens	OISE Library Team (in consultation with other departments/libraries as needed)	Consider whether policies and practices are equitable and inclusive; actively work to remove barriers. Continue to ensure that we are consistent in applying rules, but also allow space for judgement in applying exceptions. We will reach out to the communities we serve to get feedback as appropriate. Continue to build a community that values relationships and welcomes everyone.		Anticipated start date of formal review of policies: Fall 2022, once a new Access Services Manager has been hired
	Develop specialized OISE Library workshops for and with various student groups	OISE Librarians (and possible partnerships with other librarians across UTL, ORSS or OISE research office.)	Two student groups (i.e. OISE's International Students Association, and the National Black Graduate Network) have indicated that they would benefit from workshops tailored to their specific needs. We will work with them to develop customized workshops and will reach out to other OISE student groups to see if they are also interested in customized library workshops / overviews of library supports/services.	Following a 2 <sup>nd</sup> meeting with the NBGN, we decided that it would not be feasible as the NBGN is a national network. Instead, we are working with one of the founding members of the NBGN who is a doctoral student in Social Justice Education at OISE to develop a workshop series for doctoral students at OISE.	Completed pilot PhD workshop series, which was well-received and well-attended. Hoping to offer again in 2023.

				<p>A specialized workshop series for PhD students in the Social Justice Education Department is ongoing (3 of 5 workshops completed as of April 6, 2022).</p> <p>Have provided two customized workshops for OISE's international students through a partnership with OISE's International Students Association.</p>	
	<p>Develop a policy for the handling of "problematic" and racist materials in the Curriculum Resources and Children's Literature Collections</p>	<p>Emily Hector, Desmond Wong, in consultation with Monique Flaccavento, Jenaya Webb, Polina Vendrova, and possibly other UTL selectors and members of the OISE community</p>	<p>The OISE Library Children's Literature (CLC) and Curriculum Resources (CR) collections are unique in that they are primarily borrowed by teacher candidates for use in K-12 classrooms, and /or by the children of UofT's staff, students, and faculty. The CLC and CR collections aim to be carefully curated collections of culturally appropriate and responsible materials. We recognize that there are many materials in the collection that have been purchased over the years that are potentially harmful to K-12 students if not approached in a socially / culturally responsible way. We also understand the importance of keeping these materials in the collection, but hope to develop a policy about how these materials are handled (e.g. send to Downsview so that they are used in a K-12 classroom by design rather than by accident). We will continually assess our collections to ensure we are investing in those that align with the University's priorities.</p>		<p>Ongoing: Workflow and decision matrix has been established. Materials have been identified for consideration in the 900s call number range and are currently under review (Summer 2022).</p>

	<p>Contribute content on the subject of anti-Asian racism (Asian Canadian experience during COVID-19) to the Robarts' Toronto Web Archiving Collection – COVID19 in Ontario</p>	<p>East Asian Library team (coordinated by Hana Kim)</p>	<p>Anti-Asian discrimination is on the rise in Canada, with reports of discriminatory incidents more than tripling since the start of the COVID-19 pandemic.</p> <p>We want to capture web content that documents racialized experiences of Asian Canadians during COVID-19.  <a href="https://archive-it.org/collections/13695">https://archive-it.org/collections/13695</a></p>		<p>Ongoing</p>
	<p>Rethink how front-line staff respond to unusual and challenging situations at the Service Desk / in the Library (e.g. a patron experiencing a mental health crisis).</p> <p>Provide training and support for library to staff to:</p> <ul style="list-style-type: none"> <li>- Assess which support service(s) on campus are best able to assist in a variety of situations</li> <li>- Develop the skills needed to de-escalate situations when possible</li> <li>- Understand when it is appropriate to call security guards and campus police for support</li> </ul> <p>Update policies and procedures related to security and policing at the OISE Library in collaboration with Susan Gropp to ensure that our practices do not disproportionately affect Black patrons and members of other racialized communities that have / continue to be disproportionately affected by policing</p>	<p>OISE Library team; IDEAR Committee; Susan Gropp</p>	<p>Through training, staff will better understand when it is appropriate to call security guards or campus police for support, and when it is more appropriate to involve other support services on campus.</p> <p>This will help to ensure that the Library is a welcoming and inclusive space for all, and in particular for members of racialized communities who have been disproportionately affected by policing</p>	<p>Members of the Library team will participate in workshops and other learning opportunities</p> <p>Staff will learn about the various support services on campus, and will know how to find key contact information for referrals - Staff have completed an asynchronous module: <a href="#">Three University resources to assist students in distress: SCRAP, CSO and CP</a>. We continue to meet as a team to discuss how best to support students in distress / dealing with challenging situations and mental health issues.</p> <p>In collaboration with Susan Gropp, we will review and update policies and practices in Confluence regarding security and policing in the Library</p>	<p>Ongoing</p> <p>OISE Library team members have all completed SCRAP / CSO / CP training.</p> <p>Working with Susan Gropp and other stakeholders, the new OISE Access Services Manager will play a key role in revising and updating policies with an IDE lens at the OISE Library when hired in Fall 2022. (please see above)</p>

	Review the staff directory from an IDE point of view. To be determined whether to advocate for the addition of a pronouns field and whether to advocate for the inclusion of name pronunciation information (namedrop app).	Billy J. Gekas (IDEAR Committee)		WG developed to work on staff directory improvements	In progress
	Continue to acquire special media archival collections by BIPOC and Indigenous creators.	Media Commons Archives Team	Continue to acquire and preserve for future generations special media archival collections documenting BIPOC and Indigenous perspectives and voices.  Continue to build relationships with BIPOC and Indigenous communities (JFCCO), documentarians, film makers, musicians, and artists.	Acquired several significant archives by BIPOC and Indigenous creators.  Discussions with other potential donors are on-going.	In progress
	Conquering Lion Digital Exhibition The online exhibition showcases the fonds of artist, actor, director, and producer Clement Virgo.	Media Commons Archives Team	Highlight and document BIPOC perspectives, artistry, and communities  Build relationships with BIPOC documentarians, film makers, musicians, and artists.	Launched February 2021	Complete
	Organise a screening of Taiwanese new wave films to mark Asian History Month in May.	Media Commons Archives Teams Cinema Studies Institute TECO	Highlight and document Taiwanese culture	May 2022	
	Celebrating Black Voices An evergreen online exhibition that acknowledges the social, cultural, and literary perspectives of Black authors and artists in a variety of fields from the 14 <sup>th</sup> to the 21 <sup>st</sup> century.	Rare Books and Special Collections Team	Highlight the history and contributions of Black Canadians.  Serve as a resource for scholars seeking information on the Fisher's primary sources pertaining to Black history.	Launched February 2021	Ongoing as more primary sources are added to the exhibit.
	Continue to acquire rare book and archival collections by BIPOC and Indigenous creators.	Rare Books and Special Collections Team	Continue to acquire and preserve for future generations rare book and archival collections documenting BIPOC and Indigenous perspectives.	Acquired over 30 Ge'ez manuscripts dating from the 17 <sup>th</sup> to the 19 <sup>th</sup> century via the UTL EDI in Collections Initiatives.	Ongoing

			Continue to build relationships with BIPOC and Indigenous artists, authors, publishers, and creators.	Discussions with BIPOC and Indigenous creators / archival donors are on-going.  Recruit a Chinese Canadian Collections Librarian to build collections	
	Analyze and re-write the University Archives' core operational principles to support the acquisition of private records that are impactful and that support a rich and diverse historical record of UofT as a place of work, learning, research, and community. This includes documentation of the interests of various UofT communities (faculty, students, staff) as well as upholding our equity objectives across differences in race, ability, sexual orientation, and class.	Daniela Ansovini	Creation of a Private Records Collection Policy that includes periodic priorities in consultation with other archival institutions. The Private Records Documentation Strategy is an evergreen document that: <ul style="list-style-type: none"> <li>• structures the long-term process for moving towards an increasingly active acquisition strategy</li> <li>• identifies departmental approaches that forefront the documentation of diverse work, research and perspectives at UofT through private records</li> <li>• identifies and tracks areas of collection growth, their assessment, and strategies for addressing them</li> <li>• consistently reviews and reflects on collection development strategies to uphold departmental commitment to equity and ethical practice</li> </ul>	Completion of the Oral History Project on Student Activism  Analysis of representation of minoritized groups within UTARMS' holdings  Completion of first iteration of Private Records Documentation Strategy	Complete  Complete  Complete/Ongoing
	Pursuing the collection and preservation of private records in a manner that builds trust with the individuals and communities whom the material represents	University of Toronto Archives and Records Management Staff, led by Private Records Archivist and University Archivist (Daniela Ansovini and Tys Klumpenhower)	Written commitment within our principles stating that Archivists are proactive in consulting with community members when evaluating acquisitions, outreach initiatives, and /or considering digitization when material is outside of the department's cultural or linguistic understanding	Consultation with groups representing 3 different Indigenous communities within our collections on matters related to digitization and access to archival material.	Ongoing

	Prioritizing accuracy, access, respect, and context in the description and availability of private records related to minoritized individuals and groups	Daniela Ansovini and Emily Sommers	UTARMS works to provide accurate, inclusive, and accessible description of both new and legacy descriptions of private records	<p>Audit to identify and document issues related to equity within our description (problematic terms, required content warnings, omissions etc.)</p> <p>Style guide and best practices to provide guidance for remediation and future description</p> <p>Accountability plan for ongoing monitoring and updating</p> <p>Develop feedback mechanism for archival description</p> <p>Develop statement for UTARMS website about language in archival description and potential for harmful content</p>	<p>Completed</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>
	Implement the UTL Central Libraries Collection Diversity Plan	Collections Committee (represented by Eva Jurczyk, Ksenya Kiebusinski, Jeff Newman, Jordan Pederson, Sandy Sun)	This plan identifies eight challenges or barriers to building a diverse collection and proposes twenty-three separate actions to be undertaken across the library system to overcome those barriers.	Working group to report back to Collections Committee every six months on progress towards the plan.	Ongoing
	Organize the Asian Heritage Month celebration event - "Mysterious Dreams: A Dialogue with Terry Watada"	Organized by the East Asian Library	<p>In a period of heightened Anti-Asian racism, xenophobia, and violence, Asian Canadian histories are now more relevant than ever. One way to explore these issues is through Asian Canadian literature across various times, ethnicities, and places.</p> <p>This event was aimed to help direct attention to the deeper, more generative landscape</p>		Completed (May 19, 2021)



			<p>that Asian Canadian literature offers: a terrain of necessary hope and re-imagining.</p> <p>This event was moderated by Professor Smaro Kamboureli, the Avie Bennett Chair in Canadian Literature in the Department of English at the University of Toronto, and featured a book reading by the author, and a dialogue led by Ken Noma, former President of the National Association of Japanese Canadians (NAJC). The conversation touched upon the trauma of Japanese Canadian internment and mistreatment during WWII. Mr. Watada also read his new poem on anti-Asian racism and violence for the audience.</p> <p>Event details:  <a href="https://east.library.utoronto.ca/eal-events/mysterious-dreams-dialogue-terry-watada">https://east.library.utoronto.ca/eal-events/mysterious-dreams-dialogue-terry-watada</a></p>		
	<p>Launch <a href="#">the East Asian Library's #Asian Heritage Month Series: "Asian Canadians: A Snapshot of History"</a></p>	<p>Hana Kim, Julie Shi (TALint)</p>	<p>The COVID-19 pandemic exacerbated xenophobia and bigotry toward Asian Canadian communities.</p> <p>History helps us understand what we're living through today. Without understanding the structural roots of Anti-Asian hate, it will be difficult to stop.</p> <p>For the entire month of May 2021, the East Asian Library paid tribute to the contributions that generations of Asian Canadians have made to Canadian history, society and culture with its social media project, "Asian Canadians: A Snapshot of History".</p> <p>This series of social media postings highlighted various events and community</p>		<p>Completed (May 2021)</p>

			<p>actions that have helped to shape and define Asian and Asian Canadian histories and experiences in Canada from 18th century to the present day: from the First Chinese settlers (1788-1789), to the disenfranchisement of Chinese and Indigenous peoples (1872), Anti-Asian riots in Vancouver (1907), Forcible relocation and internment of Japanese Canadians (1938-1949), and Redress movements (1984-88).</p> <p>These daily postings can be viewed on the East Asian Library's <a href="#">Facebook</a> and <a href="#">Twitter</a> accounts.</p>		
	<p><a href="#">Anti-Asian Racism Resources</a></p>	<p>Hana Kim, Julie Shi (TALint)</p>	<p>The COVID-19 pandemic exacerbated xenophobia and bigotry toward Asian Canadian communities.</p> <p>History helps us understand what we're living through today. Without understanding the structural roots of Anti-Asian hate, it will be difficult to stop.</p> <p>The East Asian Library has worked on developing a library website page that can be used as a hub for anti-Asian racism-related resources within the UTL collections, supplemented by resources from external organizations. The page focuses on East Asian Canadian experiences and communities, but not limited to East Asian Canadians in recognition of the breadth, interconnectedness, and complexity of anti-Asian racism.</p> <p>The guide is available on the <a href="#">East Asian Library Website</a>.</p>		<p>Completed (December 2021)</p>

	Building more representative primary sources in special collections	Fisher librarians	We have consciously begun expanding our collection building beyond the traditional Eurocentric. We have started by focusing particularly on the acquisition of Ethiopic and Near Eastern manuscripts, as well as colonial manuscript materials particularly from Central and South America. This intentional form of collection development will help reflect the experience of a broader cross-section of our population than we are currently serving.		In progress, though some dozen items have already been recently acquired.
	Organize the Asian Heritage Month celebration event - "Cantonese Opera's Costume Design in Hong Kong"	Jointly organized by Canada Hong Kong Library and Starlight Chinese Opera Performing Arts Centre.	Cantonese Opera were very popular for early Chinese immigrants to Canada. This community engagement event sponsored by the HKETO included a public talk on May 19 and an exhibition until end of May. The speaker Ms. Mandy Ka-yee Tam delivered the talk via zoom from Hong Kong, she presented recent trends in Cantonese opera costume design and delighted the audience with her latest creations for Cantonese Opera classic.		Completed (May, 2022)
	Help improve the quality of Black history pages on Wikipedia	Jen Robertson and a team of GSLA and TALint students from the science libraries (Dentistry, Earth Sciences, ECSL, Gerstein), Dentistry librarian; Maria Zych (Dentistry); Music Library librarians and staff; Kirsta Stapelfeldt and other members of the UTSC community; GSLA from OISE  BH Edit-a-thon planning team	<a href="#">Black History Wikipedia/Wikidata Edit-A-Thon 2022</a> was hosted collaboratively by UTL (tri-campus), Toronto Public Library, York University Libraries, and Ryerson University Library. The kickoff panel on Black archives and a praxis of care featured Dr. Cheryl Thompson (Ryerson) and Collette "Coco" Murray (York) and was moderated by Dr. Mark V. Campbell (UTSC). The editing campaign through February yielded the following: <ul style="list-style-type: none"> <li>collectively: <ul style="list-style-type: none"> <li>53 editors made over 2.56K edits totalling 268K words</li> <li>1.32K references added</li> <li>2 images added to Wikimedia Commons; now used in 2 Wikipedia articles</li> </ul> </li> </ul>		Discussions are ongoing to build on the momentum and to branch out to other topics and people in the future

			<ul style="list-style-type: none"> <li>• in Wikipedia: <ul style="list-style-type: none"> <li>• 97 existing pages improved</li> <li>• 17 pages created</li> </ul> </li> <li>• in Wikidata: <ul style="list-style-type: none"> <li>• 195 existing items edited</li> <li>• 101 items created</li> </ul> </li> </ul> <p>For the <a href="#">Black History Edit-A-Thon 2021</a>, 64 editors made over 1,400 improvements (totalling 96.4K words) including:</p> <ul style="list-style-type: none"> <li>• 975 references added</li> <li>• 80 existing pages improved</li> <li>• 12 new pages created (2 awaiting review), including one in French and two in Spanish</li> <li>• 75 items improved and 25 items created in Wikidata</li> <li>• 7 images uploaded to Wikimedia Commons</li> </ul> <p>In 2021, a team of GSLA/TALInts from Earth Sciences, Gerstein and Dentistry worked on expanding the Wikipedia science tasklist for BH and other underrepresented groups.</p>		
	Develop a list of titles and journal articles in Business to highlight on the website as well as purchase related materials for the collection	Holly Inglis, and the Rotman Director of EDI Initiatives	In support of anti-racism at the University of Toronto and in the larger Toronto community, the University of Toronto Business Library is committed to expanding, and making more discoverable, its collection of BIPOC materials.		Ongoing. New director incoming so changes possible.
	Hire a contract Japanese Canadian archivist	Hana Kim, Fabiano Rocha, Loryl MacDonald	<p>From 1941 to 1949, Japanese Canadians faced uprooting, incarceration, and dispossession.</p> <p>UTL has begun collection materials related to the Japanese Canadian internment and redress since 2014. We have processed some</p>		Possible hiring process in early 2022 (Contract position has been created)

			<p>of the collected materials; however, many of the materials still needed to be processed.</p> <p>Providing barrier free access to these materials will help the University's community understand deeper the histories, effects and legacies of the Japanese Canadian internment experience.</p>		
	Support students in OISE's Leadership, Higher, and Adult Education Department to develop a Black Anti-Racism Book Club	Emily Hector, Monique Flaccavento (with support from Caitlin Tillman, Weijing Yuan, Graeme Slaght)	<p>We are working with students in OISE's LHAE department to support a Black Anti-Racism book club. Students have indicated that they are tired of reading online, and have requested access to audiobooks. To date, we have licensed one audiobook through OverDrive with metered access; we are investigating others. In addition to supporting the LHAE Black Anti-Racism Book Club, we will be pulling together a proposal to request funding from the EDI Collections Grant (from Elsevier savings) to purchase additional titles to support anti-racism book clubs in other departments at OISE.</p> <p>The book club is on hiatus.</p>	1 <sup>st</sup> book club meeting July 7, 2021	Complete
	Increase representation of authors and protagonists of colour, titles supporting antiracism work in Gerstein BookStop Collection	Elena Springall with support from Linda Singh, WhiteHots	The Gerstein BookStop is a leisure reading collection. It includes genre fiction, select award-winning fiction, popular non-fiction, graphic novels (including a sub-collection of Graphic Medicine titles). We are working with the vendor WhiteHots to improve the representation of BIPOC authors and protagonists, along with books on the subject of racism, antiracism and inclusion.	2/3 BookStop budget for September-December devoted to this work to address imbalance, will be evaluated afterwards	Continuing
	Annual Wolfe Lecture – International Holocaust Remembrance Day	Fisher Library – Nadav Sharon	Over several decades, Professor Alain Goldschläger amassed one of the world's largest and most diverse collections of Holocaust memoirs, with over 3500 volumes in nearly thirty languages from forty-four countries from all the populated continents	Lecture occurred January 27, 2022	Complete

			on the globe, and he has recently donated that collection to the Fisher Library. Our panel, marking International Holocaust Remembrance Day, will explore the significance of Holocaust memoirs in the ongoing study and commemoration of the Shoah.		
	Develop partnership with the Muslims in Canada Archives (MiCA)	UTARMS, UTL Special Collections, and UTL ITS, Institute of Islamic Studies, and MiCA	Continue to endorse and support MiCA. MiCA is an archives project that will interrogate the narrow frames by which Muslims and Islam are debated and addressed in Canada. Through a partnership between university researchers, library and archival institutions, and community organizations, MiCA will arrange, describe, and curate primary sources that will make possible new research and creative expressions of the highly diverse and intersected Muslim communities across Canada.	Letter of engagement signed SSHRC grant awarded in 2020	2024
	Develop a graphic medicine collection that prioritizes BIPOC & LGBTQ+ authors and topics	Glyneva Bradley-Ridout (Gerstein librarian) Mikaela Mitchell (Gerstein librarian) Lo Humeniuk (Gerstein GSLA)	Establish a graphic medicine collection at the Gerstein Science Information Centre that highlights/prioritizes BIPOC & LGBTQ+ authors and voices (along with popular titles)  Increase visibility of authors and topics by making the material readily available in the main area of the library space  Eventually, build connections with different vendors to purchase titles not available through more traditional purchasing channels (e.g many Indigenous authored graphic medicine titles we came across are not in GOBI)	Identify a list of titles appropriate for the collection  Identify where these titles can be purchased  Purchase what is available in GOBI as an end of year OTO purchase  Phase 2: Identify purchase options for titles not available in GOBI  Work with CDD to establish processes for purchasing from new vendors	Ongoing

	Review dermatology monographs and tools	Mikaela Mitchell (Gerstein librarian) Glyneva Bradley-Ridout (Gerstein librarian) Kaushar Mahetaji (Gerstein TALint)	Conduct a reverse diversity audit to identify dermatology resources on the market that discuss diagnosis on non-white skin  Submit to CDD grant for funding to purchase materials not in our collection  Consult with the Dermatology faculty in the Faculty of Medicine to solicit feedback and seek additional suggestions	Identify what resources are on the market that fit our scope  Secure funding  Purchase/license materials as possible/appropriate	Ongoing
	Architecture Library Collection Assessment	Cathryn Copper, Lisa Doherty, and Jerry Ing	Identify N and NA call number ranges that represent marginalized groups (Black, Indigenous, women, LGBTQ+), non-Western geographical regions, and physical differences in art and architecture  Compare existing holdings to bibliographies on anti-racism in architecture  Determine anti-racism and other diversity e-book holdings with subject headings  Review journal coverage to ensure global representation	Identify call number ranges is complete.  Compare existing holdings to bibliographies is complete.  E-book holdings analysis complete.  Review journal coverage is in progress.  Compile report that identifies the strengths, weaknesses, and diversity of the collection.	In Progress
Opening up mindful spaces for dialogue, discussion, unlearning and learning	<a href="#">21-day Racial Equity Habit Building Challenge</a> [Communications/Outreach]	May Chan, Jan Guise, Julie Hannaford, Angela Henshilwood, Margaret Wall and Mindy Thuna	Ongoing discussions allow for in-depth exploration and learning about complex, difficult IDE topics, leading to growth and raised awareness of IDE/anti-racism issues for participants. Better information means that participants are better positioned as allies.		Complete
	Encourage wider participation in the Indigenous Matters CoP (see <i>Indigenous Matters</i> Channel in <i>UTL All Staff Teams</i> ) [Communications/Outreach]	(Facilitated by) May Chan & Desmond Wong  Participants across UTL system	This is a space meant for communal learning on library responses to Indigenous issues and being responsive to our Indigenous users. It is open to everyone at UTL. It is a space to discuss, learn and work together towards	We have had continued discussions on MS Teams	Ongoing

			<p>accountability to Indigenous communities. This space affirms and centres Indigenous Nations and matters. UTL librarians and staff will develop cultural competencies, as well as a better understanding of the systemic issues that persist in the Library. UTL will be better able to engage in right relationship and better equipped to advance positive change. This has been identified by many committees, librarians and working groups as a space to focus on change and</p>	<p>Organizing PD events and teachings when we return to on campus work</p> <p>This space continues to function as a discussion and sharing space</p>	
	<p>Continue our learning in the areas of anti-racism, cultural competencies, unconscious bias, and mental health support</p>	<p>OISE Library staff with partners across OISE, UTL and UofT including: ARCD, UTL Staff Development Committee, UTL IDE Committee, OISE's Equity Committee, Indigenous Elders and Knowledge Keepers, etc.</p>	<p>Participate in workshops, readings, discussions, and other opportunities to further our learning in this area.</p>	<p>May 2021: staff conversations about the Final Report of UofT's Anti-Black Racism Task Force and the CARL webinar featuring a panel of Black librarians. What does this mean for our library? What can we do differently?</p> <p>June 2021: the team will attend the TIDE Unconscious Bias training and will have follow-up discussions during our weekly team meeting</p> <p>Indigenous Cultural Competency Training in July/August 2021</p>	<p>Ongoing</p>
	<p>Provide regular updates to UTL regarding progress</p>	<p>Stephanie Perpick, Allyson Aritcheta, James Lawson (IDEAR Committee)</p>	<p>IDEAR members to write updates for In the Loop, continue to do updates at Chat with the Chief, etc.</p>		



	Resume regular offering of staff profiles in In The Loop, not just highlighting new staff but existing staff, possibly with an IDE related question or highlighting BIPOC staff in particular. Or highlighting committees and their members in a similar format.	Stephanie Perpick, Billy J. Gekas (IDEAR Committee)			In progress
Building staff capacity through required and necessary professional development and training.	Develop <a href="#">calendar of IDE events and programming</a> (U of T wide) that can be regularly promoted to staff [Communications/Outreach; Services & Programs]	Cordelia Shan, James Lawson, Maria Lau (IDEAR Committee Working Group)	Staff have greater awareness of PD opportunities across the University and within UTL so that they can engage in more learning about IDE. PD webinars and workshops have been available related to combatting anti-Black racism, Islamophobia, anti-Semitism, anti-Asian racism and supporting cultural awareness related to Indigeneity.		Ongoing; promoted weekly in UTL newsletter <i>In the Loop</i>
	Coordinate EDI Professional development programming [Communications/Outreach; Services & Programs]	Ravit David, Julie Hannaford, Aerin Leavitt, Mimosa Kabir, Risa de Rege, Hujma Chowdhury, Allyson Aritcheta (IDEAR Committee Working Group)	Staff have greater awareness of PD opportunities at UTL and can engage in more learning about IDE.  Having a regular program of PD signals our ongoing commitment to growth and learning related to IDE.	Bcc (see below) emerged from this group. Also: <ul style="list-style-type: none"> <li>• Providing accessible front-line services</li> <li>• Fostering Queer and Trans Inclusive Environments</li> <li>• Reorienting to the Post-Pandemic Work Place Through Grief Work (EDI lens)</li> </ul>	July 12, 2022 update: plan to develop a series based around respectful communication in the workplace with a general session, then ones focused on EDI specific topics
	Develop affinity group for BIPOC-only staff	Cordelia Shan, in collaboration with ARCDO and Hill Studios	The BIPOC Collective Chatspace (bcc) is a new affinity group and space centering on needs and experiences within UTL. This group is being developed in response to the self-care needs of our librarians and library staff who are Black, Indigenous, and/or persons of colour.		Four meetings held to date, with positive feedback from attendees. Series will continue throughout 2022

	Brown Bag Lunch for Supervisors session on Microaggressions [Communications/Outreach; Retention]	Facilitated by Navroop Gill	Discussion provided helpful advice regarding how to respond to microaggressions, whether as a victim of such behaviour or as a witness to it.		Complete
	Ongoing building of <a href="#">resources page</a> , like past webinars and trainings, books, blogs, and other readings and documents [Communications/Outreach]	Ravit David, James Lawson, Kenneth Berry, Chinyi Chen, Aerin Leavitt (IDEAR Committee Working Group)	This resources page recognizes that we all have different ways of learning and provides a variety of resources that will allow staff to engage in IDE PD in a way that meets their needs.		Ongoing
	PD being offered to Collections Committee: <a href="#">Equity in Action: Building Diverse Collections" course</a> [Communications/Outreach; Services & Programs]	Coordinated by Harjinder Rana and Caitlin Tillman (12 participants enrolled in this three-week course)	The course explores key concepts essential to cultivating and promoting inclusive and equitable collections.  It includes conducting a diversity audit of collections, and learning how to include diverse books, wider perspectives, #ownvoices, and how to be both more responsive to our community and more reflective of the diversity of our world.		Complete
	Plan for Unconscious Bias training to be arranged via ARCDO [Communications/Outreach; Retention]	Darlene Chow and Julie Hannaford	Coordination with <a href="#">TIDE</a> . Unconscious Bias training sessions have been scheduled in June, 2021. One session will be for Senior Staff, with a focus on recruitment; the other will be for all staff, with a broader look at unconscious bias, in general	Sessions occurred in June, 2021. Look to run again in 2022, have regular cycle of training in this important area	Complete. Assess timing for a repeat offering
	Ensure all committee members are well-versed in U of T and UTL resources and policies related to equity offices, ARCDO, civility in the workplace, etc. This is needed in case a UTL staff member approaches any one of us for support. We each need to know how to best advise them on University/UTL supports.	Julie Hannaford, Mindy Thuna, Kenneth Berry (IDEAR Committee)		Draft finalized and shared with the IDEAR committee as a reference tool	Complete – review annually
	Create guidelines/best practices around commonly expressed questions/issues. For example, guidelines for events or programs that the libraries may want to hold that helps ensure their inclusivity; guidelines for how to respond to	Stephanie Perpick, James Lawson, (IDEAR Committee)			

	discriminatory events in the news; Statements as well as support mechanisms for colleagues around discriminatory events in the news				
	Organize workshop on First Nations Principles of OCAP for Scholars Portal staff	Organizers: Amy Greenberg, Amber Leahy  Participants: 16 Scholars Portal staff	Introduce Principles of OCAP to the Scholars Portal team and begin discussions on how to identify areas of change and begin to implement, especially in services related to research data	Workshop presented online April 5-6, 2022	Workshop complete  Follow-up working group created; progress will be reported in this document