McMaster University | Libraries

Diversity, Equity, Inclusion, and Accessibility Committee Meeting
Wednesday June 21, 2023
2:00pm – 3:00pm
HYBRID – Mills Community Room or MS Teams

Present: J. An, K. Ball, L. Banfield, L. Caravaggio, V. Lewis (Chair), J. Licata, P. Maylott, J. McKinnell, C. McLeod, C. Nicol, L. Serviss, N. Waite

Minute Taker: M. Hotson

Reflections on what we heard from Annie and Sarah - how could we use some of their work to inform our own recruitment practices?

- Noted that the document reflects US recruitment laws – Provincial lens & laws should be used when reviewing.
- The group saw value in pulling out specific items that reflect 'best practices' and then holding some focus groups to determine where we might be out of step. What could it add, rather than it using as a checklist.
- Recruitment vs. onboarding processes – The group sees value in focusing on recruitment practices first, and then working through a plan for onboarding second (pre-hire and post hire).

Focus Groups:

HSL – Jennifer, Louise & Laura

UL – Chris, others identified through an email call.

Other Discussion:

- Reminder that DEIA is continuously evolving and the notion of best practice changes over time.

- Interview process:
  - ➢ Are we providing the best experience?
  - ➢ What process options could be provided to candidates – i.e., are there specific meetings or tours they would like to have added to the core interview experience to help them make their own decisions?
  - ➢ Is asking candidates about their experience (whether successful or not) valuable?

- The interview process should be customized based on the specific role being interviewed for. For example, when do we really need to ask librarians to do public presentations?
- Can we be more deliberate in how we ask staff to comment on the candidates?
- Can we give more explicit instruction to those who are interacting with the candidate? If the experience is being evaluated, on what basis?

- Recruitment Process
  - Competencies – language is not consistent – observable behaviour vs knowledge.

- Mentorship & Retention (Inclusive Culture)
  - How does this extend to the areas mentioned?

Areas of Pause/Caution:

- The concept of only doing reference checks for the top candidate is considered best practice. Some concern about the notion of doing reference checks for additional candidates as part of the decision-making process. References can only provide feedback on the candidate they know.
- At a recent ARL meeting, some librarians from Equity-Deserving-Groups noted that the the word "belonging" made them a bit uncomfortable - implied "ownership."