

Best Practices Committee Meeting (Zoom) -- September 09, 2020

Attendees: Jennifer Baugh, Jenn Hovanec (note taker), Alea Perez, Billie Moffett, Kristina Horner, Ryan Johnson, Jen Ryjewski, Josh Newport

Action Items are assigned to committee members in **red**

- Update on open seats for BPC (Jenn)
 - Introduce New BPC Member
- Fall Project (Alea)
 - The final choice: Create a How-to/Best of for Equity, Diversity, Inclusivity and Accessibility
 - Consider making this a year long commitment, as we want to give equal credence to many topics and address needs.
 - Look into including ideas related to the library field, but also related to the greater world in general
 - Group agreed that it would be very important to have a statement of philosophy for the project
 - Include statements of honor for those who did the work before our group's finding, those currently doing the work on their own, as well as honoring Indigenous people and beyond.
- Ideas from Brainstorming Session:
 - How to gathering administrative support
 - Focus on addressing library size and different types of libraries
 - Inclusive Collection Auditing (can scale for growth)
 - Programming for community conversations
 - Listening Sessions for EDIA initiatives
 - Building EDI into your Strategic Plan
 - Hiring and finding the right consultant for your
 - How do we gain access to what others need?
 - Lead from the Middle: What can department managers do?
 - Individual accomplishments
 - Institutional wins
 - Systems wins
 - Tiered Approach to allow people to continue to participate:
 - Beginner (Easy Lifts? Base? Spectral? Core?): Quick, successful starter idea. Considers cost, workflow and community impact.

- Intermediate (Lifts?: I've started, but what comes next? Some investment, grows into the next level brings in more than one person, communities, board, stakeholders
 - Advanced: Presenting the process and enacting change
- Small achievable goals for making the process work long term.
- Ensure that we are placing the highest value on the work that has been done.
- Identify the audience: Those who have not been doing this type of work before. The intention is to support those that have been working before us.
- Use shapes and colors to represent the different
- More saturated color requires more effort as well.
- Writing a statement of impact.
 - Share that at the beginning of every presentation
 - Share this in all written communication
 - Symbolic association
- Presentation of Findings and Resources (Jenn)
 - Where do we want this work to live in the long run?
 - Live on the ILA website
 - Presentations
 - Sharing of Resources for the profession
 - Use the tiered lens to review multiple sources and look at different topics of discussion
 - Consider the potential reach.
 - Bring as much to the table, then we can cull to see what
- Timelines and Assignments (Alea)
 - For our next meeting **All team members:**
 - Start working on filling in the IDEA for additional topics document
 - Start working on filling in the IDEA resource list
 - [Vote HERE for the October Meeting Doodle Poll](#)
 - Philosophy Statement crew: **Billie and Alea**
 - Will bring to the October meeting
 - Doodle Poll and Zoom Link to Google Group for October Meeting: **Jenn**