

IDEAS Meeting 4/13/22

Attendance: Grace Engelbrecht, Sue Hansen, Nate Heyer, Alana Mutum, Jennifer Stone

Called to order at 10:34 am

Agenda:

- Working Documents:
 - [2022 IDEAS Check Ins](#)
 - [Leadership Manual](#)
 - [2022 Roadmap](#)
- DEI Showcase: Sue: [Asian and Pacific, North American Indigenous collections and resources](#)
 - May Presenter? TBD
- Meeting Minutes to Approve: March 9, 2022
 - **Motion made by Grace to approve the March 9, 2022 minutes, seconded by Sue. All in favor, motion carried.**
- President's Report
 - Council:
 - Budget & Financials: IDEAS has \$40,000, but that is shared out of a pool. That number is not accurate to what is physically available to us. We don't have an account just designated for IDEAS
 - Financial meeting with council is 4-14-22, there may be incomplete data
 - Collaborations Updates
 - Honorarium for Program Vote
 - **Motion made by Nate to Approve \$150 honorarium for IDEAS participation in combatting racism II series seconded by Grace. All in favor, motion carried.**
- Committee Reports: No reports
 - Nate will schedule a conference committee meeting
- Marketing and Logo Updates
 - Please Review logo at the end of minutes, share thoughts
 - To be voted at the next meeting
- Programs:
 - IDEAS Forum, ~~Thursday April 28th at 2:30~~
 - ~~Facilitators Meeting: Wednesday April 27th 10:30~~
 - Point of Contact: Nate
 - Forum will be moved to June after May Combatting Racism series
 - Readers Advisory Game- Tabled till Summer
 - Combating Racism 2 Series
 - Collaboration with ESRT
 - [Dates and Outlines](#) (Listed below)
 - Conference:
 - Pre-Conference CE: IDEAS Has been opted in (Intellectual Freedom?)
 - Conference Luncheon: TBD
 - Conference Sessions

- [Elections](#)
 - Need VP/President-Elect
 - Two trustees
 - Virtual meetings and conference participation is not mandatory as we recruit more people and anyone interested in being officers
 - Table civil service committee letter
 - Spring on the Hill event for Advocacy in Albany

Next Meeting: ~~May 11th, 2022 10:30~~

Adjusted to 5/4/22 at 10:30am

Meeting ended 11:00am

Proposed Logo



Combating Racism 2 Series:

5/11/22: Let's talk about Anti-Asian Hate:

Participants will learn about the history of xenophobia in the U.S. Representatives from the NYC Commission on Human Rights will talk about NYC Human Rights Law protections and bystander intervention strategies that individuals can take against hate. At the end of the webinar, participants will be able to:

- Identify xenophobia and its characteristics
- Develop bystander intervention strategies against xenophobia
- Better understand the NYC Human Rights Law

5/18/22: Reintroducing R.A.C.E. with Teens (Racial Awareness and Community Education)

This webinar is going to be a thought provoking hour where we will discuss various topics in efforts to fight racism in many spaces, environments, atmospheres and lived experiences. At the end of the webinar participants will be able to:

- Better understand the variety of perspectives and experiences of the BIPOC community
- Develop and implement talking points for anti-racism in their communities
- Adopt new ideas and library services that can help bridge the conversation with teens in their communities

5/25/22: Evaluating for Inclusive Programming: Evaluation is an essential part of planning to guide our decision making process, program development, and outreach. Participants will be able to develop effective strategies and resources to help achieve the goal of inclusive programming. At the end of the webinar, participants will be able to :

- Evaluate their library programming for inclusivity
- Identify tools and resources to evaluate their program effectiveness through the lens of DEI
- Adopt new ideas on building an inclusive program experience

6/1/22: Impact of Racism on Community Health: The BIPOC community has been disproportionately affected by the pandemic. Libraries can be the force to effect positive changes. At the end of the webinar participants will be able to:

- Identify shortcomings in community services
- Evaluate the needs of the community and identify partners to collaborate with in order to address community health and racism
- Develop new programs and services to address the concerns of the BIPOC community

6/8/22: Microaggressions in Academic Libraries: The term “microaggression” was coined to identify subtle occurrences of racism couched in casual comments directed at people of color. At the end of the webinar, participants will be able to:

- Better understand how their personal biases may inadvertently lead to harmful microaggressions in the workplace, and take actions to be an anti-racist colleague
- Develop bystander intervention strategies against microaggressions
- Identify techniques to combat microaggressions in the library as a workplace and within the profession