

## Library Unit Change Team Report to Library Director June 2021

This year, in light of the murder of George Floyd in Minneapolis, the Library Unit Change Team was given an updated charge by the library director. The updated charge has an explicitly antiracist focus and has shaped the team's work throughout the year.

- The Library Unit Change Team has met 26 times throughout the year.
  - Ian Moore (co-chair), Lisa Wheeler (co-chair), Heather McLean (sponsor), Kayleen Jones, Kate Conerton, Chelsey Miller
- Brainstormed antiracist projects and ideas to implement in library spaces and services
- In July 2020, hosted informal library book club discussions of *A Good Time for the Truth: Race in Minnesota*
- Developed and initiated [antiracist policy review](#) with a framework of generous accountability
  - Reviewed library's Acceptable User Behavior policy in order to develop a framework for policy review
    - The Acceptable User Behavior policy was retitled as the Library Use policy and finalized after feedback from library staff and student workers
    - Feedback included requests for additional training for staff, which the change team is pursuing
  - Consulted with Library Leadership team to implement policy review timeline
  - [Presented policy review](#) to library staff and solicited feedback and questions
  - [Presented policy review](#) to Campus Climate Change Team
  - Introduced and initiated policy review with library's Research and Learning and Access and Collection Services teams
- Began development of library equity statement
  - Brainstormed audience, purpose, and elements we would like to see included in a library equity statement
  - Met with Jennie Burroughs, Jen Neveau, and Katie Barrick from UMTC to discuss the process their team used to create an [equity statement](#)
  - Surveyed library equity statements, including those created by UMD's peer institutions