Action Plan Outline of Senate Library Committee on the
Examination of Systemic Racism, Inequity and Justice

Task Leader: Mark Lynn Anderson

The Senate Library Committee met on Thursday, September 17 to discuss the recent directive from the University Senate asking all standing committees to make "combating systemic racism, inequity and injustice" a part of their charge. As systemic racism functions, in part, through its imbrication into the established forms and practices of institutions, coming to know how such forms and practices participate in the maintenance of racism requires their estrangement.

To that end, our committee has felt that an important task is not to find answers for any assumed or preconceived questions about exclusion or marginalization, but rather to arrive at new questions that work to make strange those everyday procedures that define our professional lives as scholars, educators, and cultural custodians as a means appreciating how privilege works. Therefore, and in response to the directive's request that this work not be considered "perfunctory" or "ancillary," we have decided to make this project an integral component of our ongoing work in reevaluating the current possibilities and limits of rethinking *open access* as a condition of scholarly communication. In our first committee meeting, one of the concerns we expressed was how to think about "access" in relation to what defines institutional boundaries, that is, since racism is something that exists both inside and outside the University, how do we think about what constitutes an "inside" or "outside" of our institution (or our unit within the institution) with respect to access broadly defined as both an encounter and an exchange?

This, of course, is a broad area of concern that introduces enormous complexity into our work as a committee. However, by posing the question of inside/outside in this way and guarding against unnecessary abstraction, we feel that many new questions may emerge about how we define "community" and the efficacy of those definitions for questions of privilege, access, invisibility, and exclusion at the University and those communities it may underserve.