

Equity Committee Meeting  
December 19th at 2 p.m.

Attending: Judith Wines (UHLS), Mary Fellows (UHLS), Andrea Nicolay (APL), Sarah Romeo (BETH)

**Review of [minutes](#) from November meeting**

No changes made

**Committee Resignation: Wilsinia Ocasio**

**Review: [Committee Charge and Composition](#)**

- The name of the Charge and Composition needs to be changed from UHLS Racial Equity Committee to UHLS Equity Committee, and drop “focusing on antiracism” phrase.
- Charge and Composition says we have 9 voting members, but we haven’t had 9 members in a long time. We currently have less work now than we did a year ago, and we are more a strategy committee now. When we were a task force we wanted to find representation within different arenas and library size, meaning a larger number. Given these new dynamics, it was decided to change the total number of members to 7 (2 UHLS staff representatives, 1 large library director, 1 small/medium library director, and 3 at-large members).
- Staggered membership is not necessary right now.
- Change “minimum of 12 meetings per year” to “approximately 12 meetings per year”.

**Recruit new member (small/medium library director)**

We will share the revised Charge and Composition with the DA at their January meeting and try to recruit as soon as possible, aiming for an appointment by the DA by February.

**Hearing enhancement tech session**

Judith will send out email to DA asking which libraries have implemented this tech and if they can share information about it with other interested libraries

**Next Getting It Done session: Collection Development 1/10**

Several libraries indicated that they were working on Collection Development; facilitating a discussion rather than having a specific person present on what they’re doing would work better for this session (these libraries are smaller and would give more time for everyone to participate). Judith will reach out to these libraries and encourage them to attend this session.

**[Equity Committee Prompts](#)**

We will ask the DA if they’re useful before writing more.

**Quarterly check-in survey - [Equity Challenge check-in results](#)**

We will keep quarterly check-in questions the same (how is your library doing with the challenge, what categories are you working on currently, and what kind of support might be helpful in working on this?).

**Reporting points**

- Review of Charge and Composition
- Announcement that we are in need of small/medium library director
- Question about usefulness of prompts
- Summary of how Getting It Done session went

Next meeting: January 9, 2025