

Equity Committee Meeting  
November 14th at 2 p.m.

Attending: Judith Wines (UHLS), Mary Fellows (UHLS), Sarah Romeo (BETH), Tracey Pause (VOOR), Andrea Nicolay (APL), Seth Strock (GUIL), Wilsinia Ocasio (GUIL), Anne Myers (UHLS)

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

No changes made

### **[Completed Equity Challenge Area](#) submissions**

There was discussion about asking participating libraries to share their work with their stakeholders (e.g. staff members, board members, etc.) prior to submitting it in order to keep everyone in the loop and to catch organizational blind spots. Andrea said ideally the filling out and submitting of action items wouldn't be done in a vacuum, but Sarah said this isn't necessarily the case. It was decided to recommend to libraries that going forward, prior to submitting action areas, they share it with staff and board members.

### **[Area assignments](#)**

Each committee member was assigned several submitted action areas, looking for exciting and/or replicable ideas to help plan future Getting It Done sessions.

Noteworthy ideas: Nursing basket, having multiple "meet a trustee" information sessions at different time slots to accommodate different schedules, equity baked into mission, "meet the candidate" live streaming event, newsletters (multimedia approach), putting 7 most spoken languages on self-checkout machine, EDISJ resources, digital equity through wi-fi access expansion, proof of residency requirements, options for pronouns on nametags, included hearing loops at service desk, showing movies with subtitles when possible

*Do we ever want to give recommendations/constructive feedback based on what is submitted?*

### **Prep for next Getting It Done session**

Energy was very positive and there was good engagement after the last session. Next session's focus will be in January (let DA know in December that we are planning for a meeting in January) on Collection Development and Purchasing.

### **Communications with EC libraries – next check-in**

We have a November prompt that can be sent out.

*Figure out structure for email prompts for coming year.*

**pathtobelonging.org**: Expands on equity committee work: personal exploration, professional exploration, community exploration, and organizational exploration. Equity Challenge and Path to Belonging cross-pollinate.

There was discussion of including UHLS staff in people who may want to join the cohort, and whether it would be muddying the waters or adding value if we shared this tool with member

libraries. It is much more individual-focused and introspective rather than organization-focused. Staff shouldn't feel like they need to choose one or the other. It could be shared as a resource for the Staff Learning portion of the Equity Challenge.

**Reporting points**

Planning a Getting it Done session in January focusing on Collection Development  
Share how many completed areas have been done

Next meeting: Thursday, December 19 at 2pm