



UPPER HUDSON LIBRARY SYSTEM

Together. For Better Libraries.

ARLS Task Force meeting, 9/10/2020

x	Chair – Mary Fellows, UHLS
x	UHLS at Large Member – Natalie Hurteau
x	DA at large Member – Tim Wiles, GUIL
x	Medium library representative: Tracey Pause, VOOR
x	Large Library representative: Tor Loney, APL
x	Adult services representative – Liz Maynard, RCS
x	Children’s services representative - Amy McCarthy, GUIL
x	Teen services representative – Cathy Brenner, BETH
x	At large member – Tracey McShane, BETH

ARLS Task Force meeting minutes, 9/10/20

Meeting called to order by M. Fellows at 2:03 pm

Minutes: The 8/21/20 were distributed and reviewed before the meeting and are now available on the UHLS website.

New Business:

- ARLS Google Docs:
 - M. Fellows shared the ARLS Google Docs
 - M. Fellows led a discussion affirming the complexity of the TF work, and the importance of being able to set a pace to achieve goals while also taking the time necessary to make thoughtful decisions.
- ARLS Goals Google Doc:
 - M. Fellows led the TF in a group activity to select initial TF Goals to pursue.
 - The activity revealed that there was a lot of energy around the following goals:
 - Board: UHLS and all UHLS member library directors and boards have reviewed their library's current policies through the lens of antiracism and have added to, deleted from, or amended library policies as necessary
 - Collection: All UHLS libraries offer "windows and doors" through robust diversity and representation of their community members in all types of formats of collections.
 - Current Staff Learning: UHLS and all UHLS member library directors and boards have offered training and/or assessment on the topic of racism at a personal level to all staff by X date.
 - Programming: All UHLS member library staff have ideas and support to implement programming that addresses racism.
 - Staffing: UHLS and UHLS member libraries actively, consistently, and effectively recruit people from groups un- or under-represented on the current library/system staff.
 - The TF spent some time discussing how these goals may have some overlap with each other, so the TF moved on to objectives within these goals.
- ARLS Objective Google Doc:
 - M. Fellows led the TF in a similar group activity on reviewing the TF Objectives:
 - After the activity and sharing of thoughts and ideas, the TF decided on the following objectives:
 - Collection:
 - Objective 1: UHLS library selectors are supported in understanding the need for robust diversity and balancing popularity and diversity, and have access to information and training.
 - Objective 2: Relevant UHLS library staff have access to training and are supported in using marketing materials that reflect the diversity of the community and world.
 - Current Staff Learning:
 - Objective 1: UHLS member libraries are informed about and have access to a low-cost staff training on racism at a personal level by X date.

- Objective 2: UHLS member library staff are aware of and invited to participate in bi-monthly book discussions on selected books on racism.
- Board:
 - Objective 1: UHLS member library boards and directors and the UHLS board have access to training and resources on anti-racist library services, statements of support, policies, and succession planning by June 2021.
- Programming:
 - Objective 1: UHLS library programming staff have support for running book-related and community forum-related programming.
- Staffing: The TF spent some time discussing and learning about civil service. There are seven different commissions of civil service within UHLS. TF members shared their frustrations and ideas about civil service and tasked M. Fellows with combining overlapping objectives.
 - To be affirmed at next meeting
- Going forward
 - M. Fellows will update and compile the TF Google Docs
 - TF discussed dates of upcoming meetings

Task Items:

- M. Fellows to update and compile Google doc to share with TF members
- Set a time keeper for next meeting

Next Meeting: September, 24th @ 2pm

Adjournment: Meeting adjourned at 4:10 pm

Respectfully submitted, N. Hurteau