



# UPPER HUDSON LIBRARY SYSTEM

Together. For Better Libraries.

Antiracism Task Force meeting, 12.3.20

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
	Teen services representative – Cathy Brenner, BETH
x	At large member – Tracey McShane, BETH

Antiracism Task Force meeting minutes, 12/04/20

**Meeting called to order by M. Fellows at 2:04 pm**

**Minutes:** The 11/12/20 were distributed and reviewed before the meeting and are now available on the UHLS website.

Time-keeper: T. Wiles

Part I

- Opening Remarks and Review
  - M. Fellows led the TF in opening remarks and the review of the agenda
  - M. Fellows reminded the TF that the next meeting would be 12/10/20 due to the holidays.
  - T. Loney will be sharing the continuing education piece at the next meeting
  - M. Fellows explained the breakout sessions schedule
  - M. Fellows asked the TF, while they were in their subgroups, to keep track of when items will be ready for the website.

Part II

- Breakout sessions
  - Staff Learning, Collections, Marketing, and Programming met

Part III. Sharing of information and progress reporting of subgroups

- M. Fellows reported on the progress of Staff Learning subgroups. The Staff Learning subgroup has made more defined progress on the “Antiracism Learning Circles.” There will be one circle for new learners (101) and one circle for more experienced learners (401). The sessions will be about 60-90 minutes long and will take place during work hours. The first session will be a discussion around a Ted Talk: *Danger of Single Story* and will take place January/February (depending on doodle poll results). The second session will be March/April with a discussion on *America’s Enduring Caste System*. A question was asked whether or not these sessions will be worth CE for staff members. M. Fellows will discuss with subgroup, but as these are being hosted by UHLS, she doesn’t see a reason for them not to be. Also, CE is exploring some possible new training directions. Recruitment is meeting next week with Geoff Kirkpatrick, chair of the new NYLA Civil Service Committee, to pool information and explore collaboration.
- N. Hurteau reported on the progress of Marketing, Collections, and Programming. The Marketing subgroup is ready to move quite a few things to the website including a small toolkit, which lists Canva as a free resource to use timely marketing, social media groups to follow, and local events. The subgroup will also be looking at the large libraries’ social media policies, to see if they can be edited to add inclusive language. Once that is accomplished, the “mock” policy will be added to the website for libraries to adapt for their own needs. The Collections subgroup reported that they also have quite a few things ready to move to the website including three different tools to do a diversity audit. Research still needs to be done on finding a diversity audit tool for the adult collection. M. Fellows suggested looking at what academic libraries are doing. The e-Content

committee will be reviewing purchasing guidelines for UHLS digital collections in the new year. The Programming subgroup also has items to move over to the website including a list of local Black-owned businesses, best practices for book discussion programs and some webinars on programming.

Part IV. Talking points

- M. Fellows asked the TF to summarize the talking points from today's meeting
  - The website and the listserv will be launched by the end of this month
  - The staff Learning Circles will be announced
  - Training (Staff and Board) are ongoing

Part V. TF Education

- T. Wiles shared his recent learning of Effa Manley, and the TF had a discussion on how race is perceived in today's society.

**Next Meeting: December 10th @ 2pm**

**Adjournment:** Meeting adjourned at 3:58 pm

Respectfully submitted, N. Hurteau