



# UPPER HUDSON LIBRARY SYSTEM

Together. For Better Libraries.

## Racial Equity Committee meeting, 6.23.22

x	Chair – Mary Fellows, UHLS
x	UHLS at Large Member – Judith Wines
x	DA Member – Tim Wiles, GUIL
x	DA Member - Christiann Gibeau, COHS
x	At Large Member - Tracey Pause, VOOR
x	At Large Member - Amy McCarthy, GUIL
x	At large member – Seth Strock, GUIL
	At Large Member – Vacant
	At Large Member – Vacant

REC meeting minutes, 6.23.22

**Subgroups 2:00-3:00 pm, and 3:30**

**Meeting called to order by M. Fellows at 3:03 pm**

**Minutes:** The previous meeting minutes are now available on the UHLS website.

## Part I

### Chair Updates

Updates for the group on the status of REC goals and activities.

Following input from committee members and discussion with UHLS staff, the REC committee will become the Equity Committee, pending approval by the DA.

- Discussion ensued regarding the committee name. The group decided to stay with “Equity Committee.”
- Discussion of the language of the committee’s charge resulted in a suggestion that the phrase “focusing on racial and all other types of equity” be removed.
- Discussion of subcommittee structure focused on having fewer committees active at one time. Details regarding meeting frequency and length are to be finalized.
- Next steps include scheduling a second community forum over Zoom to gauge interest, followed up by a survey.
- Once new charge is approved, committee chair will switch to J. Wines.

### Committee Updates

- Marketing: the Subcommittee, after the committee change goes through, will begin work on helping libraries assess their marketing.
- Recruitment did not meet on account of lack of attendees.
- Collections met at 3:30 to accommodate the schedule of a guest attendee, Christina Menetti, a librarian in the Voorheesville School District. The committee was also joined by REC member Tracey Pause and guest Debbie Sternklar. C. Menetti generously shared a diversity audit tool that she had developed after attending a Capital Region Boces training. The tool utilizes Google Forms to capture the DEI information a library deems relevant and presents it both in spreadsheet and graph form. The committee's next step will be to decide if/how to recommend this to member libraries.

### Part II. Talking points

- There were 87 attendees at the *We Who Believe in Freedom* Community Conversation with Dr. Alice Green and Paul Grondahl.
- The Racial Equity Committee will transition to the Equity Committee, pending Director’s Association approval.

**Next Meeting: July 28 @ 2pm for subgroups and 3pm for main meeting.**

**Adjournment:** Full meeting adjourned at 3:32, last subcommittee adjourned at 4:19.

Respectfully submitted, J.Wines