



# UPPER HUDSON LIBRARY SYSTEM

Together. For Better Libraries.

## Equity Committee meeting minutes, October 13, 2022

x	Chair – Judith Wines
	UHLS at Large Member – Mary Fellows
	DA Member – Christiann Gibeau
x	At Large Member – Tracey Pause
x	At Large Member – Seth Strock
	At Large Member – Sarah Romeo
x	At Large Member – Julia Pinto-Martin

Meeting called to order by J. Wines at 2:31 pm

### Committee Work

-The committee reviewed the list of action topics in light of our having worked through four of them. The consensus of the group was that “leadership” and “friends/volunteers” could be absorbed into “organizational culture” and “Board education/recruitment.” We also discussed whether “policies & procedures” and “budgeting/resource allocation” should be stand-alone categories or absorbed into other categories and decided it is too soon to tell.

-The committee discussed a mock-up of what our final product might look like and decided that the idea of a lean, outcomes focused document still makes sense.

-The committee discussed the optimal number of action items to focus on for each meeting and decided to keep it at one.

-The committee spent 40 minutes working on the outreach action item.

<https://jamboard.google.com/d/1RmtUThBDy4qoR6nStgcZnVmMamTrblYfgpzbSmy5qmE/edit?usp=sharing>

-The committee discussed shifting our starting time to 2:00 p.m. If a sub-committee meeting is needed, it can run from 3-3:30. All were in favor.

Homework: Next action areas to focus on is facilities. We're looking for our Why, Resources and Action Items.

**Next Meeting: October 27th**

**Adjournment:** Meeting adjourned at 3:28.

Respectfully submitted,

Judith Wines 10/14/22