



# UPPER HUDSON LIBRARY SYSTEM

Together. For Better Libraries.

## Equity Committee meeting, 4.27.23

x	Chair – Judith Wines, UHLS
x	UHLS at Large Member – Mary Fellows
x	DA Member – Andrea Nicolay, APL
x	DA Member - Christiann Gibeau, COHS
x	At Large Member - Tracey Pause, VOOR
	At Large Member - OPEN
	At large member – Seth Strock, GUIL
	At Large Member – OPEN
x	At Large Member – Sarah Romeo

**Meeting called to order by J. Wines at 2:05 p.m.**

### Committee Work

- J. Wines asked about the final formats of our work to be shared with stakeholders/ The group settled on one Google doc with links to all resources, one form without links to resource used for libraries to report accomplishments, and one Gantt chart that has been transformed into a progress document that we make available to libraries that request it.

- Further, the Google doc will have a preface with anchor links to each main category, the origin story of this work, why it matters, what the rewards are (tangible and intangible) and who's doing this (Equity Committee members).
- The committee discussed various options for testing our work, including volunteer beta testers from at least three libraries (one from each size category) who would also become fellow champions for this work.
- In trying to formulate what we might ask of our beta testers, options considered included:
  - Review all of action items and resources
  - What portion of this category have you already completed?
  - Place to rank the questions in terms of difficulty
  - Also considered: asking each beta tester to work through one section. Concerns were expressed about the time commitment involved in that request, particularly for small libraries. Possible solutions included more beta testers and dividing up the sections among beta testers.
- There was a brief discussion about incentivizing. M. Fellows explained the structure of previous youth services challenges. The question of incentives was tabled for the moment.
- The committee debated the merits of an incremental rollout of tasks over several years versus releasing everything at once. Original time frame was fall 2023 for a rollout. Discussion is to be continued.
- J. Wines asked if members might be willing to meet in person. Yes, and J. Wines will create a Doodle poll of possible options.

**Next Meeting: May 11, 2023**

**Adjournment: Meeting adjourned at 3:00 p.m.**

Respectfully submitted,

Mary Fellows 4.27.23