



# UPPER HUDSON LIBRARY SYSTEM

Together. For Better Libraries.

## Equity Committee meeting, 6.8.23

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

**Meeting called to order by J. Wines at 2:10 p.m.**

### Committee Work

- The Committee considered and finalized the focus group questions:
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  - What could be more clear on the instructions and for the Challenge itself?
  - How would you structure your library’s implementation process?

- The EC is estimating that this initiative will be offered from fall 2023 through fall 2026. Is this a realistic time frame for your library to accomplish the Challenge?
- How likely is your library to do the Challenge? (scale)
- What feedback do you have on the incentive structure?
- How would completing the Challenge add value to your library?
- What are the barriers to your library doing this Challenge? What could the Equity Committee do to help mitigate the barriers?
- What other feedback/suggestions do you have for us?

Libraries to be asked to be part of the focus group:

- NASS, CAST, (Christiann) *STEP, ALTM*

- EGRN, BRUN (Judith)

- BETH, COLN (Andrea) *GUIL*

- Christiann will draft an email by Tuesday 6/13. Goal is to send to libraries by Thursday 6/15 and follow up phone call on Tuesday 6/20.

- As soon as a library says yes, we send the survey with request for response by end of July. Should not take more than a couple of hours!

- The Committee considered incentives for the Challenge:
  - Idea: include ideas for spending the incentive money
  - Require X out of Y (6 out of 8, for example) in each category to fulfill that tier. If library fulfills all X, then extra credit (love) at Annual Celebration.
    - Eight areas; \$500 per area with requisite number of tasks worked through.
    - Judith will draft how many of each area (roughly 80%) quality for getting the incentive.

**Next Meeting: June 22, 2023 in person, 2:00 - 3:30**

**Adjournment: Meeting adjourned at 3:40 p.m.**

Respectfully submitted,

Mary Fellows 6.8.23

