



UPPER HUDSON LIBRARY SYSTEM

Together. For Better Libraries.

Equity Committee meeting, 9.14.23

x	Chair – Judith Wines, UHLS
x	UHLS at Large Member – Mary Fellows
	DA Member – Andrea Nicolay, APL
	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
x	Guest - Anne Myers

Call to order: 2:05pm

Feedback Implementation

Review Official Commitment Draft

Mary and Judith drafted the “Memo of Intention” with a deadline of Friday, March 1, 2024 at 5pm (long enough to give people time but not indefinitely in the future).

Review Amended Opening Statement (on first page of EC document)

Judith and Anne drafted the opening statement to more clearly emphasize that this commitment to equity is ongoing/doesn't have an end point, and is broader in scope than the original Upper Hudson Antiracism Task Force. Mary suggested some edits to make the statement more succinct.

Discuss annotations

Annotations will give participants context to resources to help them decide if or how they want to use them.

While on the topic of annotations, there was agreement to try to create something to make the document less “bland” and daunting? Judith mentioned that Anja Bouchard from the Clinton-Essex-Franklin Library System shared an example of a kind of graphic flowchart that presented information in a condensed, flowing manner, which we could try to emulate in the Equity Challenge document.

Food Allergy Inclusivity

Sarah said that her research on food allergies in libraries tended to focus on the need for patrons to take responsibility for their own safety, presumably for liability reasons. For the purpose of the Challenge, it was agreed that, while acknowledging that patrons are responsible for their health needs, efforts should be made to be mindful and inclusive when planning food-centered library programs.

Reporting points from today

- The committee met to review organizational commitment language, making it clear that the scope of the challenge is broader in scope than the current statement from the UHLS board.
- The committee reviewed progress on ongoing work.

Next Meeting: 9/28

Adjournment: 2:24