



UPPER HUDSON LIBRARY SYSTEM

Together. For Better Libraries.

Equity Committee meeting, 10.12.23

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

Call to order: 2:04pm

Judith and Mary shared the new and improved equity challenge document, with some small wording changes made; Mary said to let her know if anything in the document needs to be fixed.

Andrea asked how the decision to reduce the number of tasks per category got implemented. Judith and Mary responded that they looked at the document through the lens of the smaller libraries and made the required number of tasks something that they felt was achievable. No tasks were taken away.

Mary wondered if the page with the statement from the UHLS board was necessary; Judith said it was to contextualize where the challenge was coming from. Andrea liked that it served as an introduction for new people. Mary also questioned if there should be an ending page rather than it just ending after the last category and task; Seth suggested a short note thanking people for participating and contributing.

Judith was unable to email it because of the length, so it will live in Google Drive unless it can be compressed into a PDF (although this may affect the accessibility of the document).

Equity Challenge Progress tracker is to be used for library staff to keep track of their work; it's not something the committee will see. We will send copies that can be edited to the libraries. Andrea and Mary suggested we make the progress tracker more user friendly/less prescriptive for libraries. Judith and Seth said we could send it out with a note on top saying that this document is optional and these categories are customizable for different libraries' needs.

Our next in-person meeting (10/26/23) will focus on the Equity Challenge launch. We will need to figure out the language to use when talking about it to libraries, figure out the publicity rollout, and how specifically the EC will support this (who will send out reminder emails, etc.). We may want to give libraries the opportunity to read through the document and then ask questions about it.

Andrea asked if it makes sense to include a report/updates about the Equity Challenge in meeting agendas for other committees. Mary said occasionally mentioning it at meetings is okay, but not at every meeting.

There was an agreement to wait until December to officially launch the challenge, so as to be able to mention it at the next DA meeting.

Andrea will work on the document of ideas for communicating with libraries to keep them engaged.

Next Meeting: Thursday 10/26/23 (in-person), 11/9/23, 11/30/23

Adjournment: 2:35pm