

Equity Committee Meeting 12/14/23 at 2pm

Attending: Judith Wines (UHLS), Mary Fellows (UHLS), Tracey Pause (NASS), Wilsinia Ocasio (GUIL), Sarah Romeo (BETH)

Webpage Updates

Amy Dubrey figured out a way to create a link that will link directly to the Canva page rather than having to download it as a PDF onto the website

Judith instructed everyone to look at the webpage demos with and without the spotlight effect (spotlight may make it more difficult to read), and note which one is preferable. Excel links and instructions still need to be added to the webpage. We also need to change the spacing on the section buttons to make them more readable. Judith will send the webpage out again after the changes are made for review.

Committee Expansion Updates

Christiann has resigned from this committee, and Wilsinia has shifted from TROY to GUIL. We now have another open position. In 2024, we should decide if we want to recruit another member.

January DA Presentation

Last meeting, we discussed that each person will take one of the action areas and give a very brief overview (~90 seconds) of it in a way that is engaging. The Overview will include the “whys” and a look at the action highlights. We will meet half an hour in advance of the meeting. To minimize time people are spending away from their libraries, we will ask to go early on in the meeting.

Presentation order:

Introduction: Andrea

Programming: Sarah

Collections: Wilsinia

Marketing: Tracey

Outreach: Judith

Facilities and Equipment: Andrea

Organizational Culture and Leadership: Mary

Staff Learning: Sarah

Board Learning and Recruitment: Andrea

Setup: Order candy puzzle pieces, with each color associated with an Equity Challenge area. As the presenter is talking, puzzle pieces will be passed around and meeting attendees can build their puzzle.

Strategic Plans Examination

Judith examined strategic plans of member libraries and what they said about diversity, equity, and inclusion as part of their goals. This can be used to remind directors of their goals and how the equity challenge fits into it.

Action Steps

- Finalize the website and share it with everyone (linking the instructions and excel sheets, and improving spacing)
- Review and the “Why” and action steps for each area for mini-presentation.
- Practice presentation

Next Meetings

Thursday, December 28th at 2 p.m. via Zoom

Friday, January 5th prior to DA meeting (most likely at 9:30, to be confirmed)