

In-Person Equity Committee Meeting
June 18th at 3 p.m.

Attending: Andrea Nicolay (APL), Tracey Clague (NASS), Sarah Romeo (BETH), Wilsinia Ocasio (GUIL), Judith Wines (UHLS), Mary Fellows (UHLS), Anne Myers (UHLS)

Review of check-in communication

Friendly quarterly check-in with participating libraries. Judith drafted a friendly breezy email with attached Google Form on progress. The Equity Committee made slight changes to the tone of the email and made it shorter. Judith will send the email and form out this afternoon.

Review of past projects

Mary handed out [reports detailing past work of the Antiracism Task Force](#) so that the current committee was familiar with the scope of work done. The committee suggested documenting UHLS antiracism/DEI history/timeline as part of Equity Committee website

Idea generation for the role of the committee

- Encourage libraries to share resources among each other (e.g. diversity training). We ought to let libraries know that we are a “resource for resources”. “*Wirecutter* for equity resources”
 - Andrea: *Pull together agendas for past staff development days from each library to help other libraries come up with ideas and resources.

- *Help libraries plan diverse programming (e.g. an implementation guide or resource guide such as *Programming Librarian*).
 - Wilsinia is planning a trans name change clinic at her library, but it’s a big undertaking and wishes there was a resource to help out.
 - *Help libraries surface diverse history

- Recruitment efforts/resurface civil service from Antiracism Task Force Work
 - Mary: Where is the intersection between DEI work and library sustainability? There is some writing on it but not a lot. We are trying to attract and retain diverse staff, recruitment efforts.
 - Judith: We had cause to look at salary differences at the libraries, and the salary disparities and benefits between the libraries were stark. What is the role of the committee in this? Make the connection between DEI and fiscal sustainability. A lot of libraries and boards likely don’t make this connection on their own. Talk about the different modes of sustainability that we’re after (environmental, financial, staff).
 - Andrea: Linking DEI with sustainability can help depoliticize it

- System-wide professional development
 - Judith: *universal design and how library construction grants/aid can enable this,

- *Ability to articulate the issues with Dewey Decimal System and staff trainings on the problematic history of librarianship
- Resources
 - guides for assistive technologies
 - Multilingual library guides
- How to figure out what's really going on in your community; e.g. is it one strong voice representing a minority, or representing themselves?
 - Resources for dealing with board members and staff members who are resistant to DEI efforts
 - Look at training that can facilitate civil discourse for both staff and the public
 - Fundamental goal is libraries are for everyone, but that can look different for different communities; how do you meet your community where it is?
 - Values assessment/inventory

Asterisk indicates what may be useful for Equity Challenge, no asterisk would be their own separate projects

We will have standing meeting dates for the summer, and then reevaluate in September depending on what projects we choose to take on.

Next (virtual) meetings: Thursday, July 25 at 2pm, then Thursday, August 15 at 2pm