

Equity Committee Meeting
July 25th at 2 p.m.

Attending: Judith Wines (UHLS), Mary Fellows (UHLS), Anne Myers (UHLS), Andrea Nicolay (APL), Wilsinia Ocasio (GUIL), Sarah Romeo (BETH), Seth Strock (GUIL), Tracey Pause (VOOR)

Review of minutes from June meeting

6/18/24 meeting [minutes](#)

Discussion of [survey feedback](#)

People seemed to appreciate the email prompts.

There was a request for a digest and more idea sharing with other libraries, as well as a desire for more communication about implementation ideas. It's good to see that libraries have been working on the Challenge. In the last week or so, 2 libraries reached out to work on their diversity audits.

Next steps on ideas from June brainstorming session

Looking at the feedback that we got and the brainstorming session, how can we use this to support the Equity Challenge?

Mary: Ideas have different audiences, i.e. some are geared towards departmental staff while others are geared towards library leadership.

Judith: It makes sense to broaden communication rather than by default having communication go to directors (e.g. asking libraries who they want Equity Challenge communication to go to in addition to or instead of the directors).

Andrea: Suggests reserving a portion of Equity Committee meetings as an open forum for Equity Challenge libraries to connect with each other.

Mary: The Equity Committee could interview a library when they finish an area of the Challenge to hear how they did it, and then share this information with the other participating libraries. Since libraries are already sending us descriptions of completed tasks anyway, we can then review them, ask for clarification if needed, and then edit them as necessary and send them out to participating libraries. Andrea expressed concern that this may put too much pressure on libraries, and could be especially intimidating for smaller libraries that don't have as many resources as the bigger libraries. Having a digest rather than submitting the entire report of what was done could be more encouraging. Andrea also suggested that we share the survey results with the libraries to show that everyone is at a different place with the Challenge.

Judith: Flesh out options (e.g. sending whole report vs. sending a digest). Draft language with which we will seek library consent for sending out whole report.

Sending out of prompts

Andrea will send these out monthly.

Goals for August meeting

Review options from June brainstorming session in consideration with feedback from Equity Challenge library survey.

Reporting points

The Equity Committee is working on its communication strategy.

Do we want to keep PDF versions of the Equity Challenge, or should it be put on UHLS's new website? Committee decided on whatever was the long-term path of least resistance.

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