

Equity Committee Meeting  
February 27th at 2 p.m., in person

Attending: Judith Wines (UHLS), Mary Fellows (UHLS), Sarah Kerr-Mace (MEND), Sarah Romeo (BETH), Seth Strock (GUIL)

**Review of [minutes](#) from January meeting**

No changes made

**Welcome prospective member Sarah Kerr-Mace**

**Review of [Grafton submission](#)**

The Committee appreciated the thoughtfulness and thoroughness of the answers and action items, e.g. noting the gender disparity of main characters, and Christmas stickers on all winter holiday books.

**Revisit discussion on sharing our submissions**

We discussed sharing submissions with all libraries doing the challenge (getting permission from the submitting library beforehand). We will send highlights of the submissions, and link the full submissions. Judith will write highlights for this one.

**Review Quarterly check-in survey - [Equity Challenge check-in results](#)**

We received 13 responses for the winter check-in, and most of the Equity Challenge libraries are actively working on it. For the Getting It Done sessions, Sarah Romeo said the brainstorming session (Collection Development and Purchasing) seemed more effective than a library presenting (Facilities and Equipment), and Sarah Kerr-Mace said a library presentation was more effective because the brainstorming session didn't touch on a wide enough scope of topics. Judith suggested having one library present what they did rather than two libraries, and then leave the floor open for discussion.

The next Getting It Done session will be about Board Learning and Recruitment. Judith will reach out to libraries working on Board Learning to see who may be interested in attending/presenting.

**Discuss outreach to libraries that have not yet checked in**

Cohoes and Guilderland are the only Equity Challenge libraries that haven't responded to the quarterly check-ins. They both have fairly new directors and didn't sign-up for the challenge themselves, so Judith or Andrea will reach out and ask if there's anything they need clarification on.

BETH, BRUN, COLN, GRAF, RCSC, SNLK, VAFL, VOOR, and WSTR have submitted check-ins each quarter, so Andrea can thank them at the next DA meeting.

NGRN anecdote: Is 8,000 titles a large enough sample? Libraries may be making these tasks more difficult than they need to be.

### **Equity Challenge one year anniversary**

12 total action areas have been completed since April 1, 2024.

Does the committee want to take anything else on, or do we want to just support the challenge? Judith will pose this question in an email and discuss it at the next meeting.

Possible post-challenge activity: every year we look at unique borrowers in UHLS and see how many people in each community have used the library one or more times. What could be done to raise these numbers/make things more equitable?

### **Reporting points**

- Acknowledge the libraries that have responded to all three quarterly check-ins
- The next check-in will be in April
- The next Getting It Done session will be Board Learning and Recruitment
- 12 action items have been completed so far
- Reiterate idea that there is no failing in the challenge, so not all 8 action areas need to be completed
- Reminder of December 2026 deadline

Next meeting: Thursday, March 27th