

Equity Committee Meeting
March 27th at 2 p.m.

Attending: Judith Wines (UHLS), Sarah Kerr-Mace (MEND), Andrea Nicolay (APL), Sarah Romeo (BETH), Seth Strock (GUIL), Tracey Pause (VOOR)

Review of [minutes](#) from February meeting

No changes made

Confirming member Sarah Kerr-Mace

Sarah was confirmed as new member representing small libraries

Review of [Grafton write-up](#)

Judith did the first write-up. Sarah and Seth said they were expecting something a bit shorter and more concise. Judith didn't want to exclude any of their work, so all of it was included. Perhaps write-ups could be done by action area, with a couple points from each library that has done this action area to serve as "inspiration." Andrea suggested each library select the points that they think were the most eye-opening/impactful. Judith will reach out to the libraries that have recently submitted action items and ask them to highlight actions they thought were most impactful.

Review of [BRUN](#), [BERN](#) and [COLN](#) submissions

COLN submitted Marketing, and it looks like they really changed how their marketing was done. Judith was impressed by the diversity audit of their social media, and how they highlight the diversity of their community and their offerings. They included a list of resources of different stock image sites that feature diverse populations. They gave examples of new multilingual signage that reflected the languages spoken in their service area.

BERN submitted Facilities and Equipment. The Committee would highlight the story of the wheelchair user who went through the library to test accessibility, and the use of the "cushy chair" for breastfeeding.

BRUN submitted Collection Development and Purchasing. They looked at all the new material they added in the last 12 months rather than the standard random statistical sample. The Committee liked the emphasis on adding large print books, their deliberate collection development policy language, and their knowledge of the demographics of their community.

Follow-up on outreach to libraries that have not yet checked in

Out of 21 libraries that signed up, only 2 libraries (GUIL and COHS) have neither submitted an action area nor a quarterly check-in. Judith reached out to them and GUIL did respond with a request for a meeting about it.

Q2 quarterly check-in

People have mentioned they like getting the check-ins as a reminder, so we will keep sending out the same questions.

Getting It Done session - [Board Learning and Recruitment](#)

Judith asked if Donna from POES could lead the discussion, but she said one of her trustees was spearheading the initiative and she wouldn't be comfortable leading it. APL and RCSC have also worked on this. Andrea said she could talk about APL's experience with this particular area and then let the conversation happen organically.

Reporting points

- We have an official new committee member
- We had submissions from 3 libraries
- Working on mechanism to share highlights with submissions from libraries; if you have submitted something, we will be in touch
- Quarterly check-in -

Next meeting: possibly Thursday, April 24 at 2pm