

Equity Committee Meeting
August 18th at 2 p.m., on Zoom

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

Review of [minutes](#) from June meeting

No changes made

Review of APL [Programming](#) (and [supporting materials](#))

- Completed 11 of the 13 action items
- Highlights are 7.1 (46% of book groups featured diverse authors), Saturday storytimes which began in November 2023 and continue to be very popular and well-attended, bilingual storytimes (especially working with community members to put on Arabic and Farsi storytimes)
- Reintroduced program evaluation (7.11), committed to doing program surveys for at least a year to give people an outlet for feedback
- Clothing swap very positively received

Review of BETH [Outreach](#) (section 6)

- Highlights are Senior Disco Party at Bethlehem Town Hall, new library card registration process

Review of EGRN [Outreach](#)

- Highlights are library card application update with plain language, partnered with UHLS to translate library card applications, "Books With Wheels" program

Review of MEND [Outreach](#)

- partnered with the Farmers' Market and local homeless shelter, excited to continue outreach with schools once they start

Review of MEND [Programming](#)

- Highlights are being mindful of dietary restrictions during food programs (avoiding gluten and peanuts, having halal options, having texture-safe options), Diwali celebration
- starting long-range planning soon, will be having community surveys

Review of VAFL [Collection Development](#)

- Highlights are doing more intentional collection curation (reaching out to vendors beyond the big ones), using generic "holiday" stickers rather than specific holidays

Review of VAFL [Organizational Culture and Leadership](#)

- Highlights include clearly spelling out equity commitment in staff manual and library policies, offering pronoun buttons, and diversity calendar

Review of VAFL [Board Learning and Recruitment](#)

-Highlights are having new trustee orientation, “entire community” language, would have liked to see more welcoming language for Spanish-speaking members of community
-possibly have an association library meet-up to provide support for each other regarding finding board members

Judith: We could do more to share the good work that is coming out of this challenge beyond the interviews and sharing with the DA.

Next interviews

Choose something that you would like to see highlighted and reach out to the library; interviews can be done over the phone or written. Andrea will reach out to VAFL about Organizational Culture and Leadership. Interviews are released on social media on Fridays.

Next Getting It Done session on 9/5 at 9am - Organizational Culture and Leadership
APL, BETH, POES, and VAFL have completed it so far.

Open Forum

Reporting points from today

To date, 12 libraries have submitted 29 completed action areas.

Next meeting: Thursday, September 25 at 2pm