

Equity Committee Meeting
November 13th at 2 p.m., on Zoom

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

Review of [minutes](#) from September meeting

No changes made

Review of [BRUN Marketing](#)

The committee appreciated the many marketing examples given and the page on their website highlighting accessibility services offered.

Review of [WSTR Board Learning & Recruitment](#)

Focus of board diversity was on age rather than other demographics; last two responses were very similar and questions weren't answered thoroughly. Follow-up questions from the committee may be helpful in encouraging elaboration and further work on these action items.

Review of [APL Outreach](#)

The committee appreciated the description of use of "people first" language.

Review of [APL Organizational Culture & Leadership](#)

The description of diversity in 5.1 seemed focused on intellectual freedom, which was unique.

Review of [APL Collection Development & Purchasing](#)

The committee appreciated the list of vendors for world language collections, removing the spine label with the Spanish flag to represent Spanish books, and working with Demco to create world language spine labels.

Review of [APL Staff Learning](#)

The committee appreciated the commitment to ongoing learning and allotting time in staff meetings to share resources/trainings. The Associate Director has been curating training opportunities for staff.

Next interviews

BRUN on Marketing. Sarah Kerr-Mace will reach out.

Next Getting It Done session - 12/5 - Marketing

We will continue with keeping the meeting organic while walking through the steps. Andrea will lead the meeting, with the addition of some visuals. We will ask COLN and BRUN to share the work they have done.

Next Meeting

Sometime in January. JW will send Doodle in mid December.

