

Equity Committee Meeting
January 22nd at 2 p.m., on Zoom

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

Review of [minutes](#) from November meeting

No changes made

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

The board skews older and in the village of Ravena, but they are doing a lot of outreach to the community so they can get to know who the board is and encourage others to run for a trustee position.

UHLS may compile examples of different board recruitment campaigns (e.g. sharing pictures of board members), along with best practices for board recruitment. This could be a seed for a possible board recruitment training.

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

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

COLN shared their trustee orientation document, which includes library values and culture, information about the library, etc. APL has a similar document which lays out the mission statement and encourages the board to reach out to certain staff for support. Notably COLN has quarterly meetings with the town supervisor.

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

COLN shared their Library Employee Values sheet that is displayed in staff areas and shared with new staff. There may be mixed reactions to the advice to “smile”. They are using the Capital Region Chamber multicultural/holiday calendar, which could be useful to other libraries as well.

Review of [VOOR Facilities & Equipment](#)

They have come up with an access solution for an inaccessible space. They came up with a compromise to provide paper towels outside the bathroom in the hallway in addition to hand dryers to accommodate people with noise sensitivities. They used construction grant money to build gender-neutral bathrooms. They require presenters to use a microphone so they can be integrated with the hearing loops.

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

VOOR added the word “welcoming” to their mission statement. Recently, benefits have been made more equitable for professional and paraprofessional staff. A screen reader program was purchased to make their website accessible.

Next Interviews

Review [Equity Challenge Check-in](#)

There were 8 responses; people appreciate the Getting it Done sessions.

Next Getting it Done session

Programming on March 6th before the DA meeting.

The passage of time

Equity Challenge funding will end in December 2026. We should give a status report to the DA letting them know how much money has been paid out and how much is available still.

Open Forum

Next Meeting- JW will send out a doodle