

SHAKER HEIGHTS PUBLIC LIBRARY  
Board of Trustees  
Diversity, Equity and Inclusion Committee Meeting  
via Zoom Webinar  
<https://tinyurl.com/SHPL-DEI-04-21>  
April 20, 2021

Attendance

Board Members Present: Mr. Bertsch, Ms. Hirsch, Dr. Rashid

Staff Members Present: Ms. Brodar, Ms. Cullers, Ms. Switzer

Call to Order

Dr. Rashid called the meeting of the Shaker Heights Public Library Board of Trustees Diversity, Equity, and Inclusion Committee to order at 6:34 p.m.

Roll Call: Mr. Bertsch, Ms. Brodar, Ms. Cullers, Ms. Hirsch, Dr. Rashid, Ms. Switzer

Minutes

Mr. Bertsch moved and Ms. Hirsch seconded the motion to approve the March 1, 2021 Diversity, Equity, and Inclusion Committee minutes.

Roll Call: Ayes: Mr. Bertsch, Ms. Brodar, Ms. Cullers, Ms. Hirsch, Dr. Rashid, Ms. Switzer

Nays: None. Motion carried.

Charge of the Committee

Ms. Switzer shared a draft charge, which was drafted by the subcommittee of Ms. Switzer and Ms. Cullers. After discussion and revision, the committee agreed upon the following charge of the committee:

The Shaker Heights Public Library Diversity, Equity, and Inclusion Committee will develop and lead implementation of the Shaker Heights Public Library strategic initiative to identify and eliminate the barriers to being a fully equitable and inclusive organization.

The charge will be shared with the full Board at the May meeting before being finalized.

Committee Work Structure and Next Steps

Ms. Switzer shared a list of areas to be considered and the committee discussed setting priorities and organizing the work. Since the library's Mission, Vision, and Values provide the foundation for all of its work, the committee will first look at those statements and consider if they need to be changed or updated. Other areas will

be organized into “buckets” of related factors. Ms. Switzer, Ms. Cullers, and Ms. Brodar will look at what the work of considering these factors will look like, how best to organize it, and how various staff will be involved.

### New Business

Meetings are confirmed for:

Tuesday, May 25, 2021 at 6:30 p.m.

Tuesday, June 22, 2021 at 6:30 p.m.

The committee will then consider the ongoing meeting schedule.

### Adjournment

Since there was no further business to discuss, Ms. Hirsch moved and Mr. Bertsch seconded a motion to adjourn the Diversity, Equity, and Inclusion Committee meeting at 7:29 p.m. and the committee unanimously agreed. The next Diversity, Equity, and Inclusion Committee meeting of the Shaker Heights Public Library Board of Trustees will be Tuesday, May 25, 2021 at 6:30 p.m.