

SHAKER HEIGHTS PUBLIC LIBRARY  
Board of Trustees  
Diversity, Equity and Inclusion Committee Meeting  
via Zoom Webinar  
<https://tinyurl.com/SHPL-DEI-06-21>  
June 22, 2021

Attendance

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

Staff Members Present: Ms. Brodar, Ms. Cullers, Ms. Maxey, 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 6:33 p.m.

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

Approval of Minutes

Mr. Bertsch moved and Ms. Hirsch seconded the motion to approve the May 25, 2021 Diversity, Equity, and Inclusion Committee minutes.

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

Nays: None. Motion carried.

Ms. Hirsch left the meeting at 6:40 p.m.

Discussion of Draft Mission, Vision, and Values Revisions

Ms. Cullers reported that she, Adult Services Manager Cindy Maxey, Youth Services Manager Shannon Titas, and Branch Manager Lynne Miller reviewed the library's Mission, Vision, and Values and recommended changes to Implementation Team and the staff DEI committee. Both groups suggested additional revisions, which were incorporated into the document.

In addition, the group drafted a Diversity, Equity, and Inclusion Statement as a supplement to the values and suggested adding "environmental sustainability" and "fiscal responsibility" to the values.

After discussion and refining of wording, the committee reached consensus on recommending the revised statement to the full Board at the July Board meeting.

## Work Progress Report

Ms. Maxey reported that the Staff DEI Committee has been formed and had an initial meeting. They discussed norms for the group, reviewed proposed Mission, Vision, and Values and DEI statements and made suggestions. Next they will begin to create a work plan. They plan to meet twice a month.

Ms. Maxey has submitted an application for the library to join the Government Alliance on Race and Equity (GARE). Membership in this network will provide library staff with access to a variety of tools and resources for learning related to equity work.

## Next Steps

Staff members of the committee will update the policy review schedule, identifying a timeline that takes into consideration the priority of the topic, as well as the time needed for information gathering, discussion, and input from the staff DEI committee and other staff. This will be an ongoing iterative process as each policy is reviewed and revised as needed on a regular basis. The personnel manual is currently being reviewed.

Research into other policies we may need but don't currently have will be conducted concurrently.

## Meeting Schedule

Meetings for the remainder of 2021 were scheduled for the following dates:

Tuesday, August 3 at 6:30 p.m.

Tuesday, October 5, 2021 at 6:30 p.m.

Tuesday, December 7, 2021 at 6:30 p.m.

At the December meeting, dates will be set for early 2022.

## New Business

Ms. Cullers shared that she, Ms. Maxey, and Ms. Brodar will attend "Anti-Racist Policies and Procedures – How to Build and Maintain an Anti-Racist Organizational Culture." This training, sponsored by Northeast Ohio Regional Library System and presented by the Diversity Center of Northeast Ohio, will be held on July 29.

## Adjournment

Since there was no further business to discuss, Mr. Bertsch moved and Ms. Maxey seconded the motion to adjourn the Diversity, Equity, and Inclusion Committee meeting at 7:37 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, August 3, 2021 at 6:30 p.m.

