

SHAKER HEIGHTS PUBLIC LIBRARY
Board of Trustees
Diversity, Equity and Inclusion Committee Meeting
August 3, 2021

Attendance

Board Members Present: Mr. Bertsch, Dr. Rashid

Board Members Absent: Ms. Hirsch

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 6:30 p.m.

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

Approval of Minutes

Mr. Bertsch moved and Ms. Switzer seconded the motion to approve the June 22, 2021 Diversity, Equity, and Inclusion Committee minutes.

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

Nays: None. Motion carried.

Staff DEI Training Review to Date

Ms. Brodar presented a review of DEI-related staff training since 2017.

DEI Staff Group Work Plan Update

Ms. Maxey reported that the Staff DEI Committee has identified three priority areas and has created a work group for each.

The Collection Development work group will address the Collection Development Policy in August and September. The library is purchasing a collection diversity audit and will receive the results in October. The group anticipates having a plan of action for each department by the end of the year.

The Programming work group will look at the Library Programs and Classes Policy in August and September. From October through the end of the year, topics will include better aligning programming with identified community needs, partnerships around programming, payment for outside presenters and program marketing. The

group anticipates finishing by the end of the year, after which the Public Services Team will monitor the continued implementation of the plan developed by this work group.

The Staffing group will begin work in August. It is anticipated that this group will meet over the course of 2022 and perhaps beyond.

In January 2022, new work groups will be created to include Circulation Policy & Practices, Safety & Security, and Communications / Community Engagement.

New Business

Dr. Rashid requested that information on the staff group work plan and staff training be shared with the full Board at a regular Board meeting.

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 7:00 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, October 5, 2021 at 6:30 p.m.