

SHAKER HEIGHTS PUBLIC LIBRARY  
Board of Trustees  
Diversity, Equity, and Inclusion Committee Meeting  
February 1, 2022

Attendance

Board Members Present: Mr. Bertsch, Dr. Rashid

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

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. Maxey, Dr. Rashid,  
Ms. Switzer

Approval of Minutes

Mr. Bertsch moved and Dr. Rashid seconded the motion to approve the October 5, 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.

Policy Revisions

Ms. Maxey reported that the Collection Development work group and the Library Programs and Classes work group have reviewed those policies with a DEI focus and are proposing revisions to make them more equitable and inclusive. The committee discussed the proposed revisions. Dr. Rashid and Mr. Bertsch voiced their support of the changes. The revisions will be brought to the full Board at the February regular meeting, and shared with staff once they have been approved by the Board.

Mr. Bertsch moved and Dr. Rashid seconded the motion to recommend approval by the full Board of the revised policies.

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

Nays: None. Motion carried.

### Diversity Climate Survey Update

Ms. Brodar reported that between January 10 and January 24, staff were asked to complete the online Diversity Climate Survey developed by the Diversity Center of Northeast Ohio. The Diversity Center is analyzing the response data and we expect to receive results by mid-February. This will include recommendations for best practices and further action based on the results. The information will be shared with library staff, the DEI Committee, and the full Board.

### Adjournment

Since there was no further business to discuss, Mr. Bertsch moved and Ms. Brodar seconded the motion to adjourn the Diversity, Equity, and Inclusion Committee meeting at 7:10 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, March 1, 2022 at 6:30 p.m.