

SHAKER HEIGHTS PUBLIC LIBRARY  
Board of Trustees  
Diversity, Equity, and Inclusion Committee Meeting  
May 3, 2022

Attendance

Committee Members Present: Mr. Bertsch, Ms. Brodar, Ms. Cullers, Ms. Kaus, Ms. Maxey, Dr. Rashid, Ms. Switzer

Dr. Rashid called the meeting of the Shaker Heights Public Library Board of Trustees Diversity, Equity, and Inclusion Committee to order at 6:32 p.m.

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

Approval of Minutes

Mr. Bertsch moved and Ms. Kaus seconded the motion to approve the April 5, 2022 Diversity, Equity, and Inclusion Committee minutes.

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

Nays: None. Motion carried.

Ms. Maxey arrived at 6:33 p.m.

Summary of Final Report on Staff Diversity Climate Survey

Shift Consulting, a division of the Diversity Center of Northeast Ohio, conducted a Staff Diversity Climate Survey in January 2022. We received the final report and data analysis in mid-April. The Board DEI Committee requested that we share a summary of the final report. Staff have prepared a summary that includes major themes and data points, as well as all of the recommendations made by the Diversity Center.

Next Steps

Based on the recommendations in the final report, we have several next steps.

Sharing survey results with the Board and staff

- Begin the conversation about the findings, recommendations, and planning with the staff leadership team at a meeting on May 12.
- Present a summary of findings and recommendations to the full Board at the May 16 meeting.
- Present a summary of findings and recommendations to the full staff at two meetings scheduled for May 26.

- To better understand how some individuals have experienced negative interactions and if these interactions involve staff and/or customers, seek input from staff on what process they feel would work best for sharing on this topic.

#### Continued Education and Leadership Development

Design a plan for programming / continued education / leadership development aimed at developing awareness, knowledge, and skills needed to create an equitable, inclusive, just, and affirming environment for all.

#### Policy and Procedure Analysis

Explore the options for professionals to assist us with analyzing policies and procedures to ensure that they are just, equitable, and inclusive.

#### New Business

Due to scheduling conflicts, the June 7 meeting is being moved to June 8, 2022 at 6:30 p.m.

#### Adjournment

Since there was no further business to discuss, Ms. Kaus moved and Mr. Bertsch seconded the motion to adjourn the Diversity, Equity, and Inclusion Committee meeting at 7:33 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 Wednesday, June 8, 2022 at 6:30 p.m.