

SHAKER HEIGHTS PUBLIC LIBRARY  
Board of Trustees  
Diversity, Equity, and Inclusion Committee Meeting  
June 8, 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 6:33 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 May 3, 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.

Diversity Climate Survey Update

Ms. Brodar reported that the summary of the results of the staff Diversity Climate Survey conducted by the Diversity Center of Northeast Ohio was shared with the library's Implementation Team on May 12, with the full Board at their regular meeting on May 16, and with the full staff at meetings on May 26.

Next Steps

Data Collection and Analysis

Ms. Brodar reported that staff plan to develop a short, confidential follow-up survey to help the committee better understand how some individuals have experienced negative interactions and whether they were with other staff or with the public.

Continued Education and Leadership Development

Ms. Cullers reported that the Diversity Center recommended that we 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.

She reviewed DEI-related training staff have done in the past and next steps for training. Staff Professional Day 2022 will include an all-staff training session of foundational programming. Ongoing individual professional development opportunities will continue. Staff Professional Day 2023 will include an all-staff

training session to build on the foundational programming. Onboarding will be updated to incorporate elements of the foundational programming.

#### Policy and Procedure Analysis

Ms. Brodar reported that we have begun to research and explore the options for professionals to assist us with analyzing policies and procedures to ensure that they are just, equitable, and inclusive.

#### New Business

Ms. Switzer reported that Gary Harris, the new Safety and Security Manager, who joined the staff in May, is interested in assisting with the library's DEI work.

Ms. Switzer reported that she has had preliminary discussions with a group of community members regarding recognition of the Main Library building's history as Moreland Elementary School.

#### 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 7:36 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 Thursday, August 11, 2022 at 6:30 p.m.