

SHAKER HEIGHTS PUBLIC LIBRARY
Board of Trustees
Diversity, Equity, and Inclusion Committee Meeting
August 11, 2022

Attendance

Committee Members Present: 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 6:34 p.m.

Roll Call: Ms. Cullers, Ms. Kaus, Ms. Maxey, Dr. Rashid, Ms. Switzer

Approval of Minutes

Dr. Rashid moved and Ms. Kaus seconded the motion to approve the June 8, 2022 Diversity, Equity, and Inclusion Committee minutes.

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

Nays: None. Motion carried.

Consultant Proposals for Personnel Policy Review

Ms. Switzer reported that the library sought proposals from two firms, Elevate People Solutions and Presidential Consultants, LLC, to review our personnel policies, procedures, and practices to ensure that they are just, equitable, and inclusive. Ms. Switzer recommended Elevate People Solutions, based on its focus on the review of personnel policies and practices. Presidential Consultants, LLC may be considered in the future if there is a need for assistance with the customer experience.

Follow Up Staff Survey Preliminary Report

Ms. Switzer reported that 37 employees of 67 responded to the follow up staff survey. She noted that the categories of class and political views were added as areas staff could indicate that they either experienced or witnessed discrimination.

The results of the survey will be shared with the DEI consultant to help inform them about the library's climate.

Review of Work to Date

Dr. Rashid requested that the review of work to date be postponed until Mr. Bertsch is in attendance at the next meeting.

Main Library Discussion

Ms. Switzer reported that she would be meeting with the group of community members on Monday, August 15, 2022 to finalize plans for recognizing the Main Library building's history of Moreland Elementary School.

Next Steps

Ms. Switzer reported that the library managers will be attending the Equity-Centered Library Leadership course.

New Business

Ms. Switzer reported that feminine hygiene dispensers are being added to the public men's rooms.

Ms. Kaus asked if gender neutral bathrooms would be included as part of the renovation at Bertram Woods Library. Ms. Switzer responded that it was not possible due to budget constraints.

Adjournment

Since there was no further business to discuss, Ms. Kaus moved and Dr. Rashid seconded the motion to adjourn the Diversity, Equity, and Inclusion Committee meeting at 7:29 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, October 12, 2022 at 6:30 p.m.