

SHAKER HEIGHTS PUBLIC LIBRARY  
Board of Trustees  
Diversity, Equity, and Inclusion Committee Meeting  
December 6, 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, Ms. Maxey, Dr. Rashid,  
Ms. Switzer

Approval of Minutes

Mr. Bertsch moved and Ms. Kaus seconded the motion to approve the October 12, 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.

Update on Personnel Policy and Hiring Review

Ms. Switzer reported that Ms. Eason of Elevate People Solutions has completed her review of our personnel manual. She shared highlights of Ms. Eason's recommendations for discussion.

While the personnel manual revisions are in progress, Ms. Eason is beginning Phase Two of her work with us, collaborating with Ms. Cullers on evaluation of hiring and retention practices.

Programming Update

Ms. Maxey shared an update on programming, resource connections, displays, and exhibits with diversity, equity, and inclusion foci July 2021 through December 2022.

New Business

Meetings will be scheduled on the following dates in 2023:

Tuesday, February 7, 2023	Ludlow Room
Thursday, April 6, 2023	Ludlow Room
Tuesday, June 6, 2023	Ludlow Room
Tuesday, August 1, 2023	Ludlow Room
Tuesday, October 3, 2023	Ludlow Room

Tuesday, December 5, 2023

Ludlow Room

### 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 7:16 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, February 7, 2023 at 6:30 p.m.