

SHAKER HEIGHTS PUBLIC LIBRARY
Board of Trustees
Diversity, Equity, and Inclusion Committee Meeting
April 11, 2023

Attendance

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

Committee Members Absent: Ms. Brodar

Dr. Rashid called the meeting of the Shaker Heights Public Library Board of Trustees Diversity, Equity, and Inclusion Committee to order at 6:02 p.m.

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

Approval of Minutes

Ms. Kaus moved and Dr. Rashid seconded the motion to approve the February 7, 2023 Diversity, Equity, and Inclusion Committee minutes.

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

Nays: None. Motion carried.

Update on Hiring Review

Ms. Cullers reported Sheila Eason of Elevate People Solutions provided us with a Hiring and Retention Audit Report. She reviewed our recruitment process, including job descriptions, interviewing, sourcing, and performance evaluations. Ms. Cullers shared highlights of the report, along with Ms. Eason's recommendations and an action plan for each area. Ms. Cullers stated that a copy of the report and summary will be shared with staff on the Staff Intranet.

New Business

Ms. Kaus inquired about surveying other libraries to see what they pay towards family insurance premiums.

Adjournment

Since there was no further business to discuss, Dr. Rashid moved and Ms. Kaus seconded the motion to adjourn the Diversity, Equity, and Inclusion Committee meeting at 6:40 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, June 6, 2023 at 6:30 p.m.