

SHAKER HEIGHTS PUBLIC LIBRARY  
Board of Trustees  
Diversity, Equity, and Inclusion Committee Meeting  
June 6, 2023

Attendance

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

Committee Members Absent: Ms. Brodar, Ms. Cullers

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. Harris, Ms. Katz, Ms. Kaus, Ms. Maxey, Dr. Rashid, Ms. Switzer

Approval of Minutes

Ms. Kaus moved and Dr. Rashid seconded the motion to approve the April 11, 2023 Diversity, Equity, and Inclusion Committee minutes.

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

Nays: None. Motion carried.

Training Update

Ms. Switzer reported that at Staff Professional Day on April 28, 2023, the Diversity Center of Northeast Ohio presented a 4-hour training session on Sexuality and Gender Acceptance. Goals for the training included preparing staff to address biased language and inequities toward the LGBTQIA+ community and increasing confidence in staff's ability to create a workplace that is respectful, inclusive, and affirming for all. The Diversity Center reported that in the evaluation responses ninety percent of respondents said they gained insight into experiences and challenges faced by the LGBTQIA+ community.

Summer Programming Update

Ms. Maxey reported on a wide variety of DEI-focused programs and displays scheduled for the summer months.

2023 DEI Focus

Ms. Switzer reported that a primary focus for our DEI work this year involves how we manage customer behavior and public space in the library. This includes our Code of Conduct and other policies and procedures around security and disruptive behavior, including staff training. This work is in support of the Foster Connection pillar of the strategic plan, particularly "Be radically welcoming. Go out of our way to make sure people feel this is a place for them." This work also relates to the Build

a More Equitable and Inclusive Institution pillar and should help staff be better equipped to serve and support our community.

A staff committee has been formed consisting of the Deputy Director, Branch Manager, Security and Safety Manager, and Adult and Youth Services Managers to draft revisions of the Code of Conduct, guidelines for suspension, and supporting materials, and to plan staff training.

#### August Meeting Date

Due to schedule conflicts, the August meeting date was changed from August 1 to August 8, 2023. The December meeting will be cancelled.

#### New Business

None.

#### Adjournment

Since there was no further business to discuss, Ms. Katz moved and Ms. Kaus seconded the motion to adjourn the Diversity, Equity, and Inclusion Committee meeting at 7:49 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, August 8, 2023 at 6:30 p.m.