

SHAKER HEIGHTS PUBLIC LIBRARY
Board of Trustees
Diversity, Equity, and Inclusion Committee Meeting
August 10, 2023

Attendance

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

Committee Members Absent: Ms. Kaus

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. Brodar, Mr. Harris, Ms. Katz, Ms. Maxey, Dr. Rashid, Ms. Switzer

Approval of Minutes

Ms. Katz moved and Dr. Rashid seconded the motion to approve the June 6, 2023, Diversity, Equity, and Inclusion Committee minutes.

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

Nays: None. Motion carried.

Code of Conduct Draft Revision

As a first step in reviewing and revising how we manage customer behavior and public space, the work group consisting of the Deputy Director, Branch Manager, Security and Safety Manager, and Adult and Youth Services Managers has drafted a revised Code of Conduct. Goals for revising the Code include:

- Seeing that our spaces and staff are welcoming, inclusive, and as much as possible, safe, for all members of our community, including staff, while our Code of Conduct remains clear and enforceable.
- Reducing bias in policies and procedures and in enforcement of them.
- Provide staff with the tools they need to maintain a positive public space.

The draft of the revised Code of Conduct was discussed. Suggestions for further edits to the document were made by the Board members. Those revisions will be drafted and shared with the committee via email. If that final draft is accepted by the committee, it will be shared with the full Board for approval at the regular meeting on August 21. Once it is approved by the full Board, the work group will proceed with revising related behavior management procedures and training of staff.

New Business

Dr. Lawrence Burnley, Chief Diversity, Equity and Inclusion Officer, Shaker Heights Schools, is scheduled to attend the October 3 meeting.

Adjournment

Since there was no further business to discuss, Ms. Katz moved and Ms. Maxey seconded the motion to adjourn the Diversity, Equity, and Inclusion Committee meeting at 7:27 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, October 3, 2023 at 6:30 p.m.