

## Equity, Diversity, and Inclusion (EDI) Working Group

### December 2022 Report to the board

#### Working Group Members:

- Ric Swierat, Board President
- Mark Wilson (C)
- Rajene Hardeman (D)
- Debra Klein (G)
- Priscilla Goldfarb (P)
- Stuart Auchincloss (U)
- Rebekkah Smith Aldrich, MHLS Executive Director

1. The Working Group reviewed the results of a survey administered to the participants of the **October 2022 MHLS Equity, Diversity, and Inclusion Mini-Conference.**

- 100% of respondents reported they would recommend this event to a peer.
- The majority of respondents reported they are in the “awareness” stage of development: creating buy-in from staff, trustees and administration to do work in the area of equity, diversity, and inclusion.

2. The Working Group members reviewed the impact statements they had written earlier in the year to articulate the value of the experience of serving on the working group since its inception in 2020 and **reflected on the future of the Working Group.** President Swierat and Working Group Member Hardeman will prepare a presentation on the outcome of this discussion for the December board meeting.

3. Executive Director Aldrich:

- Reported on the **progress made on the Equity, Diversity, and Inclusion Assessment Recommendations.** These are recommendations that came out of the assessment conducted in Fall of 2021 with MHLS board members and staff that were approved as an action plan by the Working Group in April 2022. Recommendations are attached to this report. Completed/In Progress for 2022:

- 1.a
- 2.a.i
- 2.a.ii
- 2.b.i
- 2.b.ii
- 2.c.i
- 2.c.ii
- 2.c.iii
- 2.c.iv
- 2.c.vi
- 2.d (all)
- 3 (all)

- 4.c
  - 5.a
  - 5.b
  - 6.a
- Shared that the **MHLS Directors Association recently passed their own Equity, Diversity, and Inclusion Statement:**

*“The Mid-Hudson Library System (MHLS) Directors Association (DA) is committed to cultivating a professional environment that is open, representative, respectful and equitable to all.*

*This professional statement on equity, diversity, and inclusion, developed by the System Services Advisory committee, is provided as a framework to acknowledge our goal to be an association that values differences and creates a welcoming environment that is comfortable, inclusive, and empowering while opening the door for innovation, increased participation and an elevated sense of community and belonging for all.*

*We broadly define diversity to include ability, age, ethnicity, gender, gender expression, gender identity, immigration status, national origin, race, religion, sexual orientation, and socioeconomic status.*

*The MHLS DA is committed to supporting our members to be leaders in their communities and our profession. To this end, we strive to:*

- *ensure that our DA leadership, policies, and practices are inclusive*
- *promote and nurture an environment in which diverse perspectives and experiences are respected and valued*
- *celebrate diversity in our professional development opportunities*
- *recruit and retain association leaders from traditionally underserved groups*

*We acknowledge that there is much work to be done by both individuals and institutions in pursuing equity, diversity, and inclusion, and we are committed to continuous, proactive growth and action to counter oppression as we strive to ensure that all constituents can see themselves reflected in their libraries and in their communities.”*