

Equity, Diversity, and Inclusion (EDI) Working Group

March 2021 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 teams continue their work in four categories:
 - a. Communication Assessment Team: working on EDI talking points for MHLS Board-to-Board visits and long-term EDI messaging from the system.
 - b. Board Education Team: debrief of recent Committee Chair orientation will help inform future Committee Chair events – the group agreed that a second, check-in meeting with Committee chairs will be convened in June; EDI will be covered as part of the March Board Orientation.
 - c. Policy Audit Team: have developed a custom policy audit tool and are testing it out on our procedure for electing trustees; team is recommending that our board find was to further explicitly state our commitment to being anti-racist
 - d. Board Recruitment Team: working on three items: (1) a document to advise county director groups on the MHLS Board's goal of diversity in developing the MHLS Board roster; (2) advice for member library boards to help them consider the diversity of future boards; and (3) onboarding tips for new board members to help reinforce a culture of commitment to EDI issues
2. The Working Group identified two upcoming board meetings at which the 10-minute orientation agenda item will be devoted to issues related to the EDI Working Group: May and September.
3. At their next meeting, the Working Group will be developing suggestions for the Board Development Committee in regards to how best to feature EDI at upcoming MHLS Annual Membership Meetings as they see this event to be an opportunity to both share what the MHLS Board has been doing on this topic as well as to spotlight member library efforts.