

Equity, Diversity, and Inclusion (EDI) Working Group

March 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
- Saran Camara, MHLS Finance Manager & Personnel Officer
- Casey Conlin, MHLS Library Sustainability Coordinator
- Kerstin Cruger, MHLS Outreach & EDI Specialist

1. **EDI Assessment Results & Committee Work:** The Working Group has continued their review of the results of the EDI Assessment that board members and staff contributed to in the fall. As a result, goals for each board committee and the staff have been drafted to share with those groups. Recommended Committee goals align with many plans already in place:
 - a. **Board Development Committee**
 - i. Audit board orientation process to ensure it is inclusive of diverse board members
 - ii. Staff luncheon – how best to create a program that enables the staff to learn more about what the board does
 - iii. Create a board mentorship program (*intersection with conversations started by the chair of the N&E Committee*)
 - b. **Bylaws, Policy, and Procedures Committee**
 - i. Audit rules/procedures to ensure board operations are inclusive of diverse board members
 - ii. Review/create policy for addressing complaints of discrimination within the board. Ensure that the nondiscrimination clause is inclusive of race and ethnicity, sexual orientation, gender identity, class, age, religion, disability, pregnancy status, marital status, etc.
 - c. **Facilities Committee**
 - i. Pursue plan to use the ADA checklist to evaluate our facilities
 - d. **Nominations & Elections Committee**
 - i. Continue to identify creative ways to recruit individuals from target populations that will foster meaningful, authentic relationships and avoid tokenism

e. Personnel & Planning Committee

- i. Review personnel policy for addressing staff complaints of discrimination. Ensure that the nondiscrimination clause is inclusive of race and ethnicity, sexual orientation, gender identity, class, age, religion, disability, pregnancy status, marital status, etc.
- ii. Add "sexual orientation" and "gender identity and expression" to the organization's equal employment opportunity, nondiscrimination and anti-harassment policies if they are not yet included. Identify any other characteristics of difference that the board may want to include that are not federally protected categories such as "immigration status" or "HIV status."
- iii. Develop and adopt an anti-bullying policy.

2. **EDI Orientation Topics:** Ric will reach out to all committee chairs to call for input to help the working group members decide on the two orientation topics for the board this year.
3. **EDI in the 2022 Board Self-Evaluation:** The EDI Working Group will be assessing whether or not to recommend key questions from the EDI Assessment be added to the MHLS Board-Self Evaluation form. The working group will send any recommendations to the Board Development Committee for their consideration.