

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

July 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
- Saran Camara, MHLS Finance Manager & Personnel Officer
- Casey Conlin, MHLS Library Sustainability Coordinator

1. The Working Group has approved the implementation of a **“Diversity, Equity, and Inclusion Assessment”** for our organization. This is a professionally designed tool, created by the Michigan Nonprofit Association. It was procured at no cost for MHLS due to the underwriting of our access to the tool by the Community Foundation of the Hudson Valley. The assessment will be administered to both MHLS staff and our board. It should take about 45 minutes to complete. All responses will be kept confidential. For each question, you are being asked to judge the extent to which our organization demonstrates that practice. This is your opinion. There is no “right” answer. We simply ask that you be thoughtful and answer as many questions as possible. Each section includes an opportunity to provide additional feedback. The Working Group will use the results of this assessment to guide their future planning. This will be administered in September 2021.
2. The Policy subgroup of the EDI Working Group met twice with key MHLS staff to test out a **Policy and Procedure Analysis Framework**. The working group has finalized this document and it will be shared with MHLS Board Committees with policymaking responsibilities. This resource is meant to serve as a guide for trustees when reviewing or crafting policy for our organization. Considerations of the questions should allow an individual the opportunity to consider a policy or procedure from different points of view and build in objectivity.
3. The following paragraph was added to the **call for nominations** for upcoming vacancies on the MHLS Board in Greene, Putnam, and Ulster counties:  
*“MHLS member libraries are chartered to provide service to every resident in its service area – residents who comprise a broad range of backgrounds, perspectives and expectations. Similarly,*

*the MHLS Board should be comprised of members who, in the aggregate, can touch upon many of these backgrounds to better understand the diverse needs of each member library. Board diversity can take many forms, as explained in the enclosed, "Achieving Diversity within the MHLS Board of Trustees," document prepared by the MHLS Equity, Diversity, and Inclusion Working Group. We ask for your help in creating a diverse MHLS Board that helps to reflect the rich diversity of the residents of the Hudson Valley."*

4. The Working Group is preparing for another EDI-focused orientation session for the September MHLS Board meeting. The 15-minute orientation will be devoted to the topics of "privilege" and "implicit bias."
5. MHLS Staff reported on:
  - a. The creation of two new resources for members:
    - i. [EDI Resource Toolkit](#)
    - ii. [Justice, Equity, Diversity & Inclusion \(JEDI\) Training](#)
  - b. A new webinar featuring [Dr. Nicole Cooke](#) scheduled for August 19<sup>th</sup> at 2:00pm