

Equity, Diversity, and Inclusion (EDI) Working Group

April 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 welcomed a new member to the team, MHLS Finance Manager & Personnel Officer, Saran Camara.
2. A draft Equity, Diversity, and Inclusion Policy was developed at the request of the MHLS Bylaws, Policy, and Procedures Committee for their consideration.
3. The Board Education team of the Working Group is developing a 10-minute orientation session on “impact over intention” for the May 2021 board meeting.
4. The Working Group members discussed the introduction of EDI into the March 13 board orientation session and agreed that segment should continue to be offered in future years.
5. Rebekkah reported on two upcoming efforts for member libraires:
 - a. Upcoming workshop on the intersection of intellectual freedom and EDI: [“Oh, the Places You’ll Go”: The Intersection of Intellectual Freedom & Equity, Diversity, and Inclusion](#)”. We are partnering with the Southern Adirondack Library System to produce this workshop on June 4th which will feature two nationally known speakers:
 - i. Deborah Caldwell-Stone, Director, American Library Association’s Office for Intellectual Freedom & Executive Director of the Freedom to Read Foundation. Ms. Caldwell-Stone is an attorney and former appellate litigator.
 - ii. [Emily Knox](#), Interim Associate Dean for Academic Affairs & Associate Professor, School of Information Sciences at the University of Illinois at Urbana-Champaign.
 - b. Through a partnership with the Suffolk Cooperative Library System, we will be offering “JEDI” training: on demand, learn at your own pace, 30-minutes webinars for MHLS and member library staff and trustees. JEDI = Justice, Equity, Diversity, and Inclusion. Webinar topics:
 - Introduction to JEDI Terms: This course is the first in the EDI and Social Justice series. This module covers specific terms that will be used through this series of workshops.

- **Implicit Bias:** This course is the second in our EDI Social Justice series. Learn what [implicit bias](#) is and how that effects diversity, equity and inclusion.
- **Diversity & Inclusion:** This course is the third in our EDI Social Justice series. We will delve deeper into defining what diversity means and how does inclusion relates to diversity.
- **Microaggressions:** The forth in our JEDI training series, this microaggressions training provides library examples and tips to help you avoid perpetrating a microaggression
- **Systemic Racism and Inequality:** This course is the fifth in an EDI Social Justice series. Learn the definition and explore examples of systemic racism
- **Putting it All Together: Anti-racism:** This is the sixth (and final) training in this EDI Social Justice series. Terms will be reviewed as well as how to continue your personal growth.