

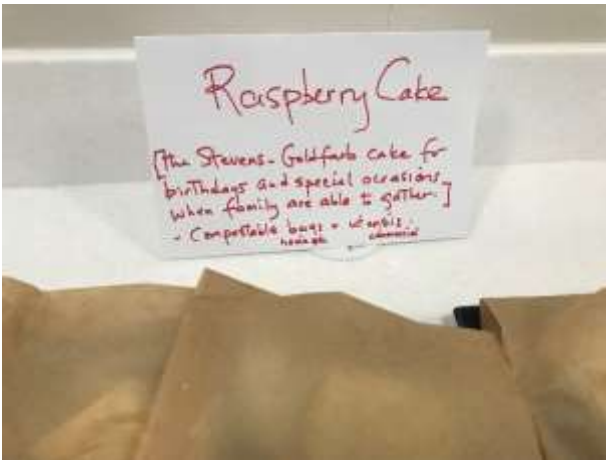
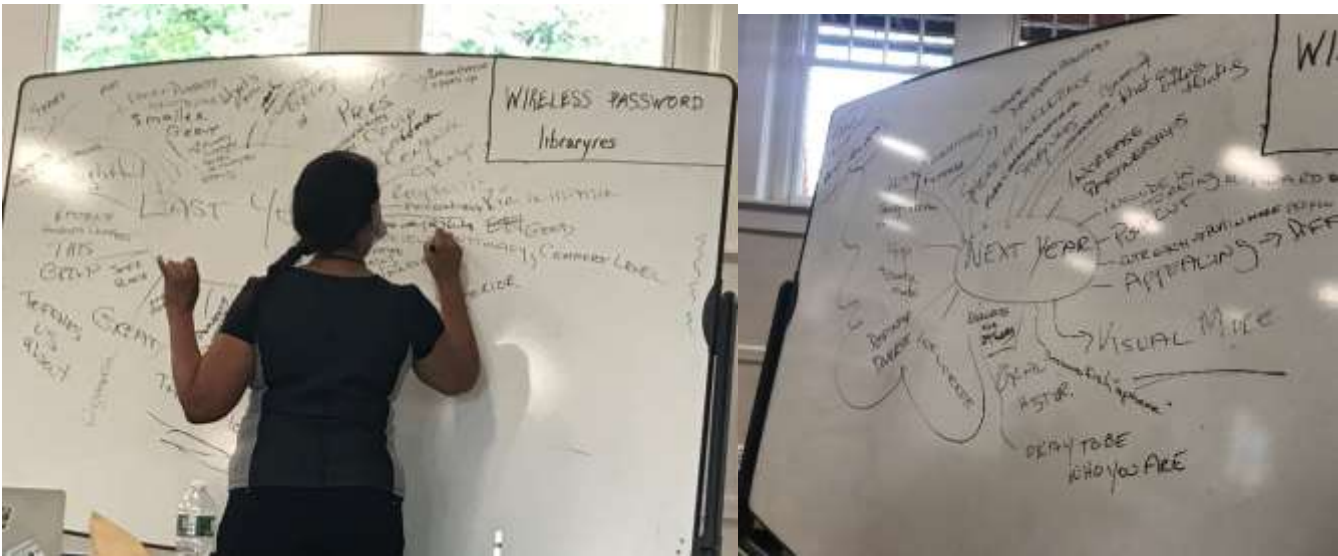
## Equity, Diversity, and Inclusion (EDI) Working Group

### September 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
- Kerstin Cruger, MHLS Outreach & EDI Specialist

1. **The Working Group marked their 1-year anniversary in July 2021.** In acknowledgement of this milestone an in-person session was conducted to both reflect on the experience thus far and to begin visioning for the future. This session was facilitated by Working Group member Rajene Hardeman and focused on reflection about the past year: what we have learned/experienced; where we are now; where we want to go in the next year; what we want to continue to do; and where the “pivot” points are for our work in this area.
  - a. By July 2022, the group identified the following areas to do work in:
    - i. To find ways to tell our story and highlight aspects of our work that is replicable for members.
    - ii. To learn about and feature the work in member libraries on this topic
    - iii. Produce a mini-conference on EDI that features not only our experience but local libraries’ work and experts.
    - iv. To continue the practice begun this year to convene our committee chairs to discuss strategic goals, in particular EDI.
    - v. To continue our work to provide orientation level information for the MHLS Board
    - vi. To engage in review of our policies using the analysis framework developed this year
    - vii. To act on the results of the upcoming EDI Assessment that will be administered with the board and staff (Sept 7-30)



Above left: Rajene structured and facilitated our 1-year anniversary conversation.

Above right: Mind map of our conversation about the next year.

Left: Priscilla baked raspberry cake! A tradition in her family for special occasions.

## 2. Reminders:

- a. On September 7<sup>th</sup> the Working Group will be administering an EDI Assessment of our organization. Both board members and staff members will receive an introductory message and log-in information. We are hoping for 100% participation. The survey will be due on September 30<sup>th</sup>.
- b. At the September Board meeting, Working Group members will present a 15-minute EDI-focused orientation session on the topics of “privilege” and “implicit bias.”