

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

### May 2023 Report to the Board

#### Working Group Members:

- Rajene Hardeman, Co-Chair (D)
- Debra Klein, Co-Chair (G)
- Stuart Auchincloss (U)
- George Joiner (P)
- Mark Wilson (C)
- Rebekkah Smith Aldrich, MHLS Executive Director
- Barry Ramage (D), Board President, ex officio

1. The Working Group reviewed its purpose statement and recommend no changes: *To review Mid-Hudson Library System (MHLS) policies, procedures and practices in the areas of governance, human resources and system service design and recommend new approaches; In a way that promotes equity, diversity and inclusion as a core value of the institution; So that MHLS is authentically improving its commitment to racial and social equity and serving as a model for our member libraries.*
2. Members of the Working Group will once again produce two 10-minute orientation presentations related to equity, diversity, and inclusion in 2023. These presentations are scheduled for the May and September board meetings.
3. Working Group members have contributed to a resource list which has revealed current topics of interest such as ageism, inclusive story times for children, artificial intelligence, and public protest/behavior.
4. The Working Group is exploring the development of a recommendation to the Bylaws, Policy and Procedures Committee related to managing disruptive behavior during a board meeting in light of national events.