

Equity, Diversity, and Inclusion (EDI) Working Group

December 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. Diversity Inclusion & Equity Assessment Results

- a. Background: Thanks to funding from the Community Foundations of the Hudson Valley, MHLS obtained access to the Michigan Nonprofit Association's "Nonprofit Diversity, Equity, and Inclusion Assessment" Tool. From their web site: "Assessment scores provide a general indication of an organization's current status. Interpretations should keep in mind that these are complex concepts and all organizations will move back and forth along a continuum of best practices. This assessment is primarily for non-Black leaders and PWI (predominately white institutions, organizationally or Board) who want to start a conversation on how to incorporate DEI into their work."
- b. Participation Rates:
 - i. 100% of MHLS Trustee completed the assessment
 - ii. 100% of MHLS Staff completed the assessment
- c. Findings: **Both the Staff (91) and Board Members' (109) total aggregate score put us in the "Leader" category:** *"Building an inclusive culture and sustaining diverse engagement is hard work and takes time. Your organization is in the position of leading organizational change. Your organization is paving a solid path toward diversity and inclusion. Use this tool as a discussion starter to make critical decisions to address opportunities for growth. Reflect on all that your organization has accomplished to be more diverse, inclusive and equitable. Identify modifications or opportunities to rethink key management concepts and principles to enhance this work and deepen its impact."*
- d. Recommendations: Recommendations provided to MHLS by the Michigan Nonprofit Association were reviewed by the working group members. Many of the recommendations relate to things already done, in progress, or discussed by the working group in the past. The

remaining items will be curated and shared with the chairs of the 2022 MHLS Board Committees for their consideration and planning.

2. **2022 Planning:** The working group has confirmed their goals for 2022 after an in-person event held in November 2021 with a particular emphasis on helping all MHLS board members engage with this work:
 - a. To find ways to tell our story and highlight aspects of our work that is replicable for members.
 - b. To learn about and feature the work in member libraries on this topic
 - c. Prioritized for Staff that the production of a mini-conference on EDI that features not only our organization's experience but local libraries' work and expert speakers.
 - d. To continue the practice begun this year to convene our committee chairs to discuss strategic goals, in particular EDI.
 - e. To continue our work to provide orientation level information for the MHLS Board
 - f. To engage in review of our policies using the analysis framework developed this year
 - g. To act on the results of the upcoming EDI Assessment that will be administered with the board and staff (Sept 7-30)