

Bylaws, Policy & Procedures Committee

April 27, 2021 | Online

Agenda

1. Roll Call

- ✓ Debra Klein, Chair (G)
- ✓ Stuart Auchincloss (U)
- ✓ Rajene Hardeman (D)
- ☐ Michele Ment (P)
- ✓ Janet Schnitzer (C)
- ✓ Ric Swierat, ex officio (D)
- ✓ Rebekkah Smith Aldrich (Staff Liaison)

2. Review of Proposed Bylaw Amendments:

Committee members reviewed final draft language to amend the bylaws of the Mid-Hudson Library System. Mr. Auchincloss moved, and Ms. Klein seconded a motion to recommend the attached amendments be accepted by the MHLS Board at their May 2021 meeting.

Should the board accept their recommendation this would trigger the amendment process found in [ARTICLE XII. AMENDMENTS](#) in the MHLS Bylaws.

The two amendments, articulated in the attached document, achieve the following:

- a. **ARTICLE IV. BOARD OF TRUSTEES, Sec. 9., item b.:** edit to reflect the current MHLS Directors Association practice to assign a rotating list of System Service Advisory Board members to the role of DA liaison.
- b. **ARTICLE VI. COMMITTEES:** edit to add a list of our standing committees as they exist in practice.

3. Proposed Equity, Diversity, and Inclusion Policy:

Committee members reviewed the proposed “Equity, Diversity, and Inclusion Policy” drafted by the Equity, Diversity, and Inclusion (EDI) Working Group of the MHLS Board. After discussion and minor edits, Ms. Schnitzer moved, and Mr. Auchincloss seconded a recommendation that the MHLS Board adopt the following policy:

Committee Charge: Reviews the MHLS Bylaws and presents a report and recommendations at the Board of Trustees May meeting, following which the board may present its recommendations for amendments at the annual meeting. Reviews and recommends MHLS policies and procedures other than those that are explicitly covered by other committees.

Proposed: *Equity, Diversity, and Inclusion Policy*

“The Mid-Hudson Library System (MHLS) believes in working together to co-create a society that is free from structural inequities.

MHLS commits to inclusion and making full use of the talents, skills, experience, and cultural perspectives available in a multi-ethnic and diverse society, where people feel they are respected and valued, and can achieve their full potential regardless of race, religion, nationality, national or ethnic origins, sexual orientation, gender, disability or age.

As a cooperative library system we commit to working with our member libraries to create space for discussion, self-reflection, and resources to aid in the development of more inclusive collections, programs and partnerships. Our overarching goal is to build empathy, respect and understanding among neighbors, to activate civic engagement, and to build community resilience that will authentically uphold our core values of diversity, democracy and social responsibility.

We realize that we are on a journey to learn, understand and act to eliminate structural inequities and this policy is just the beginning. We recognize that there is no “finish line”, but instead a continuous process of teaching and learning.”

The motion passed unanimously.

The meeting was adjourned at 2:00pm.