

Committee of the Whole Meeting
April 1, 2021
Minutes

1. Call to Order

Notice of the time of the meeting and agenda having been posted on the library bulletin board and one other public place, forty-eight hours prior to the meeting as required by law, the meeting was called to order at 7:01 p.m. by Sylvia Haas, President.

2. President Statement Regarding Virtual Meeting

"This meeting of the Board of Library Trustees is held without a quorum of Trustees physically present and is authorized by Governor pursuant to "COVID-19 Executive Order No. 5" and the Government Emergency Administration Act. Pursuant to said Act, I have determined that an in-person meeting is neither practical nor prudent because of the COVID-19 disaster. As a result, I have further determined that it is not feasible to require the physical presence of a Trustee, the Library Director, or the Library's attorney at the regular meeting location. The minutes of this meeting will include the foregoing statement. Please note that a roll call vote is now required for all motions."

3. Roll Call

Present: Marie Bass, Michael Duebner, Sylvia Fulk, Terri Gens, Brian Gilligan, Sylvia Haas, Kristine O'Sullivan
Absent: None
Staff Present: Jo Broszczak, Su Reynders
Visitors: Heather Stuart Clark. There were approximately 16 visitors and staff on the electronic meeting.

4. Progress and Plans for Equity, Diversity, and Inclusion (EDI) 2021 Goals

Trustees reviewed the draft EDI statement and provided input. There was general consensus to include the following changes in a revised statement, to be reviewed at the April 15, 2021 Board meeting:

- Broaden the scope of the statement
- Define what equity, diversity, and inclusion means for the library
- Add celebratory words to the beginning
- Simplify and clarify the language

Director Reynders reviewed progress the library has made toward 2021 EDI goals:

- Created a draft of an EDI landing page, ready to launch after EDI statement is complete.
- Created a draft Diversity Audit overview, listing levels of auditing depth with plans to reach Level 1 in 2021.
- Replacing the vacant FT South Branch Patron Assistant position with a FT Collection Development Librarian.
- Working on creating an adult programming umbrella to continue the focus on regular EDI programs.
- Formed EDI Committee with about 20 self-selected staff that meets monthly to plan staff training and discuss current issues.
- Hired Dr. Destiny Peery as diversity consultant.
- All-staff read of *What if I Say the Wrong Thing? 25 Habits for Culturally Effective People* by Vernā Myers.

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- Staff program, “Cognitive, Implicit Biases in Organizations for Library Professionals” by Dr. Destiny Peery.
- Staff program, “We r-EDI! Defining EDI and Putting it into Practice” by Dr. Destiny Peery.
- Not yet started: Diverse staff hiring plan, diverse Board recruitment plan.
- Not yet started: Rewrite mission, vision, values, and culture statements to explicitly include equity, diversity, and inclusion components. This will happen during the next strategic planning process, no later than 2022.

5. Audience to Visitors

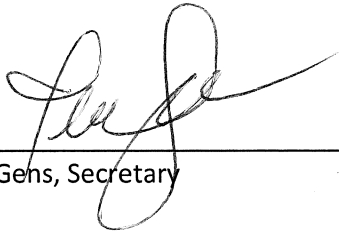
Mount Prospect resident Heather Stuart Clark provided input and suggestions to the library on the EDI initiatives.

6. Calendar Items

- a. Library Closed – April 4
- b. Regular Board Meeting – April 15
- c. Foundation Board Meeting – April 26 – Sylvia Haas

7. Adjournment

Committee of the Whole meeting adjourned at 7:54 p.m.



Terri Gens, Secretary

Approved as submitted 04/15/2021