

SOUTH SHORE REGIONAL LIBRARY GENERAL MEETING, JUNE 21, 2021  
FOLLOWED ANNUAL MEETING

*The South Shore Regional Library Board administers South Shore Public Libraries.  
South Shore Public Libraries celebrate reading, discovering, learning and sharing.*

Present: Mr. Patrick Hirtle Chair  
Mrs. Cindy Bruhm, Vice Chair  
Councillor Jenni Birtles  
Councillor David Brown  
Councillor Stacey Colwell  
Councillor Tina Connors  
Councillor Michelle Greek  
Ms. Diane Racette  
Ms Kara Turner  
Ms. Marie Hogan Loker  
Mr. Jeff Mercer, Staff  
Ms. Christina Pottie, Staff  
Mr. Troy Myers, Secretary/Treasurer  
Ms. Lynn Robart, Recorder

Regrets from: Mr. Tom Sheppard, Ms. Wilma Stewart-White and Mr. Mark Taylor.

Motion: "THAT the South Shore Regional Library Board accept the minutes  
of the May 17, 2021 as circulated."  
BROWN/Greek All in favour. Motion carried

LBANS REPORT no report

STAFF ASSOCIATION

Jeff reported that there is an event in the making to celebrate the great work staff has done during the pandemic.

NEW BOARD MEMBER

Cathy LeBlanc name has been put forward to be a Community Member of the Board.

Motion: "THAT the South Shore Regional Library Board approve  
Cathy LeBlanc to join the South Shore Public Libraries."  
CONNORS/Hogan Loker All in favour. Motion carried.

EQUITY, DIVERSITY AND INCLUSION (EDI) STAFF TRAINING PLAN

The EDI Training Plan was circulated with Notice of Meeting and reviewed by the Board (see attached). Diane commented that it is important to include Francophone issues in the EDI umbrella. David Brown has approached First Nations about having a member join the Board. The Board agreed to have a timeline and milestones incorporated in to the Plan and bring in back to Board for approval.

NEXT MEETING

The next meeting will be Monday, August 16 at noon.

SERVICE RECOGNITION

This year two employees are being recognized for their years of service:

Clo Carey Schwager – 5 years

Shelley Roy – 25 years

Due to COVID-19 presentations will be made in individually.

ADJOURNMENT

Marie Hogan Loker moved the meeting adjourned; David Brown seconded.

# Equity, Diversity and Inclusion Plan (EDI)

May 1, 2021

## **Objective – Instill equity, diversity and inclusion in the culture of South Shore Public Libraries**

### Goal 1 – Create Staff Awareness

*Action: Research, evaluate and find two introductory training exercises for staff*

Date Completed: May 6, 2021

*Action : All Staff complete introductory training sessions*

#### *1. Implicit Bias in the Library Workspace webinar*

Source: OCLC Webjunction Learning Place for Libraries

Expected Outcomes:

- Increase awareness of situations involving biases.
- Identify different types of implicit bias challenges.
- Develop an understanding of how to approach implicit biases.
- Describe strategies and solutions to foster an inclusive work environment that may be applied within library workplace.

Date Completed \_\_\_\_\_

#### *2. So You Want to Talk About Race, Ijeoma Oluo*

Source: Recorded author talk at Seattle Public Library

Expected Outcomes:

- Build awareness of daily life as an African American.
- Identify that racism is not always an overt act.
- Develops an understanding of intentions vs impact

Date Completed \_\_\_\_\_

*Action: Social media training through EDI lens for social media team*

Source: Communities, Culture and Heritage – Mark Sajatovich, Victoria Castle, Aja Joshi

Date Completed: April 19, 2021

*Action – Compile a suggested further reading list for staff and board*

Date Completed \_\_\_\_\_

## Goal 2 - Create Board Awareness

*Action: Library Board completes Diversity Training session*

Date Completed: February 2021

## Goal 3 - Continue to Create Education and Training Opportunities

*Action: EDI team meets on regular basis*

Date Completed: Ongoing

*Action: Reading list and training opportunities updated quarterly*

Date Completed: Ongoing

## Goal 4 – Create Lines of Communication with local BIPOC Communities

*Action: Meet regularly with Bridgewater Anti-racism Task Force*

Date Completed: Ongoing

Action: Seek out Anti-Racism and Multicultural organizations to meet, collaborate, and learn.

Date Completed \_\_\_\_\_

#### Goal 5 – Increase Diversity of Board and Staff Composition

*Action: invite members of BIPOC community to become board members*

Date Completed \_\_\_\_\_

*Action: seek avenues to advertise and share job opportunities within BIPOC communities and spaces.*

Date Completed \_\_\_\_\_

#### Goal 6 - Create and Share EDI Statement

*Action: Research and compare Canadian library and not for profit DEI statements*

Date Completed \_\_\_\_\_

*Action: Present a draft EDI statement to SSPL Board for approval*

Date Completed \_\_\_\_\_

*Action: Add approved EDI statement to all SSPL literature and publications*

Date Completed \_\_\_\_\_

## Example Diversity, Equity and Inclusion Statement

Promote and enhance the well-being of all our community members by maintaining inclusive, safe, and welcoming spaces and by providing resources, services, and programs that promote and reflect diversity, inclusion, social justice, and wellness.

Plan submitted by EDI Planning Team: Troy, Christina