

Beloit Public Library
Inclusion Diversity Equity and Access Sub-Committee Minutes
November 16 3:00 - 4:30 PM
Meeting Link <https://global.gotomeeting.com/join/952560045>

1. Call to Order
2. Attendance Genia Stevens, Paul Kopp, Jeni Schomber, Nick Dimassis, Jennifer Laatz, Michael DeVries, David Sowl, Diane Lichtenstein, Amy Mitchell
3. Approval of Minutes moved by David Sowl, Seconded by Jeni Schomber; Motion Carried
4. Discussion Item:

Brief presentation from Nick and his team about what BPL is currently doing for IDEA:

- Began with the ALA Library Bill of Rights as an overview of the driving principles of BPL, purpose is to be inclusive
- Reviewed the strategic plan and the two year review of each value from the BPL Strategic Plan
- Questions about what diversity training has happened, how many hours, and who presented - what is the accountability for that? How do we find out who are a structurally underserving or failing to serve?

5. Action Items:

- a. Create a draft survey including information presented by Nick
- b. Set dates and times for forums and discussion to deliver survey out loud with translators (language and sign language)
 - Need to reach out to the Latinx community because there isn't a tradition in many rural or poor communities in having access to a library
 - Stay away from surveys because they don't like to answer them - good for a barometer on overall health (people who already use the program)
 - Focus groups is where people discover where organizations need to go to further develop programming
 - Current strategic plan utilized surveys of current patrons, input from staff at staff meetings, just a voluntary patron survey
 - Focus groups discussed and how to engage people virtually (see list of organizations below on next page).

6. Future Agenda Items

- Update on Fine Free BPL
- Reentry programs for incarcerated folks (Community Action)
- Health for members of the African American Community and Latinx community (Lisa Peyton-Caire - Black Women's Wellness Foundation)

7. Next Meeting Date - Wednesday Dec 9 3 PM

8. Adjourn 4:25 PM

Submitted By: Megan Miller

Beloit Public Library Board of Trustees
Strategic Plan Committee
IDEA Sub-Committee
November 16, 2020, Approved December 16, 2020

Contact Organizations and People for Focus Groups

- a. African American - NAACP, Markese Terrell, Dorothy Harrell, Vicky Lynn, New Zion, YWCA, Darian Snow, Wanda Sloan
- b. Latinx - LSPC, EvenStart, Stateline Literacy (Ana Jimenez, Leeanna Schulz), Maria's radio station
- c. LGBTQ+ - Yellow Brick Road,
- d. Homeless - Tammie King, Jeff Hoyt, Family Promise,
- e. Poverty - Family Services, Boys and Girls Club
- f. Young adults and teens - Boys and Girls Club, 16:49, Doris Wiles Center of Hope (youth program - Executive Director: Adriana Sanders), School District of Beloit, Beloit Turner, and private schools
- g. Asian community - *need a contact*
- h. Immigrants - LSPC,
- i. Undocumented people - LSPC, Robin Stuht
- j. Diverse faith groups - reach out to all churches, synagogue,
- k. Gender - Yellow Brick Road, Zonta, Women's Fund (Betty Magnus)
- l. Physical disabilities - ADRC, Family Services, BHS,
- m. Mental health - NAMI (Lindsey Stevens), Family Services, Teena Monk-Gerber from Rock County Alzheimer's and Dementia Alliance
- n. Seniors - ADRC, Teena Monk-Gerber from Rock County Alzheimer's and Dementia Alliance, Grinnell Senior Center, RSVP