

## BELOIT PUBLIC LIBRARY

Strategic Planning Committee

Monday August 24, 2020

1. Call to order and roll call- Co-chairperson Angela Moore called the meeting to order at 1:04.  
Board members present-Co-chairperson Angela Moore, Co-chairperson Betty Magnus, Diane Lichtenstein, David Sowl, Megan Miller, Maribeth Miller, Library Board President  
Other members present-Nick Dimassis, Library Director, Jeni Schomber, Head of Library Services, Paul Kopp, library staff, Wyatt Ditzler, IT Manager, Amy Mitchell, Marketing and communications Coordinator.
2. COVID related issues- Do we need to modify the strategic plan to include COVID? It was decided that we need a more general disaster plan to add to the strategic plan. We also need to document how COVID was handled for future staff as well.
3. Nick Dimassis noted a number of resources on diversity and inclusion on our agenda: The Library Bill of rights; the Urban Libraries Council's Statement on Racial and Social Justice; a Diversity, Equity, and Inclusion Conceptual Framework; the Inclusive Services Survey (which our staff Leadership Team took as a team) and the E Pluribus Unum Advisory Group. Jeni Schomber presented a list of all the inclusive staff activities done under the current strategic plan in the last year and a half (and they were numerous).
4. The majority of our time was spent on setting up a Diversity Committee. First, Angela Moore suggested it would be good to set it up as a subcommittee. It would be quicker and we'd have more flexibility. Megan Miller thought we should include low socio-economic status as part of the committee. David Sowl thought Black Lives Matter should be included and liked the Madison Library's statement.

It was decided that it would be important to have diverse community members included, some from the Latinex community, the black community and the LGBTQ community, and to consult with community groups as to who we should invite.

Megan Miller accepted the invitation to be chairman of this group. David Sowl, Diane Lichtenstein, Jeni Schomber, and Paul Kopp volunteered to be on the committee. Others from the strategic planning committee may sit in without being actual members. Some follow up actions were volunteered. Betty Magnus noted that Diane Lichtenstein will consult with Leanna Schultz from the Latinex community and Paul Kopp will recruit a long time library patron.

We would like the subcommittee to meet by the end of September, recognizing that not all members could be recruited by that time.

The strategic planning committee was adjourned at 5:30 pm

Submitted by  
Betty Magnus  
Co-chairperson of Strategic Planning Committee