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ADVISORY TO THE PUBLIC:

Pursuant to Chapter 20 of the Acts of 2021 and extended by Chapters 22 and 107 of the Acts of 2022, this Jones Library Justice, Equity, Diversity, and Inclusion Subcommittee meeting will be conducted via remote means. Members of the public who wish to access the meeting may do so via Zoom or by telephone. No in-person attendance of members of the public will be permitted, but every effort will be made to ensure that the public can adequately access the proceedings in real time, via technological means.

Public Body: The Jones Library, Inc. Justice, Equity, Diversity, and Inclusion Subcommittee

Date: Friday, April 14, 2023

Time: 12:30am-1:30pm

Location: Zoom Webinar

You are invited to a Zoom webinar.

When: Apr 14, 2023 12:30 PM Eastern Time (US and Canada)

Topic: The Jones Library, Inc. Equity, Justice, and Inclusion Subcommittee

Please click the link below to join the webinar:

<https://amherstma.zoom.us/j/81907222443>

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Webinar ID: 819 0722 2443

International numbers available: <https://amherstma.zoom.us/j/kgztB52mm>

Meeting Agenda

- I. Call to Order (Welcome, Raphael, Ginny, Walter, Farah, Mia, & Sharon!)
- II. **Minutes (3-17-23) ***
- III. Public Comment
- IV. Library DEI Survey Questions *
- V. Detailed Plan of Action *
- VI. Disability Awareness Month Event Planning
- VII. Adjourn

Next meeting: **Friday, May 19, 2023; 12:30am; Zoom???**

*** Please note that the list of topics in this notice was comprehensive at the time of posting, however the public body may consider and take action on unforeseen matters not specifically named in this notice.*

** Indicates Handout(s) will be made available.*

Red indicates vote required.

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Jones Library Equity Subcommittee Meeting Minutes
3.17.23

Present: Farah Ameen, Mia Cabana, Melissa Giraud, Ginny Hamilton, Walter Lloyd, Raphael Rogers

Also Present: Sharon Sharry & 2 attendees

- I. Call to Order
- II. Minutes of 2-17-23 approved.
- III. Public Comment – none
- IV. Committee Name (e.g., Equity, Diversity, Justice, and Inclusion Subcommittee) - Discussed including “Diversity” in our committee name. Note that “Diversity” signals that we’re not only invested in equity, but welcoming differences. **MOTION** to include “Diversity” in our title seconded and unanimously accepted.
- V. Library DEI Survey Questions –
 - A. Discussion: What are we trying to accomplish with our survey? We like the range of “Strongly Agree/ Agree/ Disagree/ Strongly Disagree.” “Do you feel like you belong?” “I feel a sense of belonging in the library.” “The library meets my needs and the needs of my family.” “The library is accessible.” “The library is inviting and accessible.” “The library is inviting and welcoming.” “The library is easy to use.” “What is belonging to you?” “Do you feel like you belong at the library, and does the library feel accessible to you?”
 - B. Can these questions be framed as “I statements” to elicit more direct response, rather than allowing people to answer how they think the library is generally perceived? Feeling like you belong is a high bar. “Are you comfortable at the library” gets at something different. Maybe a question about belonging and another question, “Have you ever felt uncomfortable at the library? If so tell us more.”
 - C. Farah will reach out to Alex Lefebvre for the list of community groups that the building outreach committee has compiled to identify places partner with for feedback on DEI survey questions.
- VI. Disability Awareness Month Event Planning - How does the library recognize Disability Awareness Month? (Book displays—programming? Mia and Walter will discuss program ideas beyond this meeting.)
- VII. Adjourn at 1:30pm.
- VIII. **Next meeting: Friday, April 14, 2023; 12:30pm**

Submitted by Mia Cabana

Detailed Plan of Action

2-16-23

- I. **Statement:** The Jones Library supports diverse and inclusive collections and collection development practices.
 - A. **Goal:** Be more intentional about purchasing works from underrepresented authors and about underrepresented groups (defined somewhere).
 - 1. **Action Item:** Increase electronic resources relating to DEI by . . .
 - 2. **Action Item:** Work to develop a policy for the browsing collection that ensures substantial purchases of materials from underrepresented authors
 - B. **Goal:** Collaborate with community members on collection development (particular those from historical underrepresented groups) on collection development.
 - 1. **Action Item:** Partner with community partner that work with underrepresented groups to determine strategy to
 - 2. **Action Item:** Identify and prioritize materials of underrepresented groups for new digital collections.
- II. **Statement:** The Jones Library offer programming and exhibitions that embrace diversity, equity and inclusion.
 - A. **Goal:** Ensure diversity of speakers and topics.