

CLEVELAND PUBLIC LIBRARY
Ad Hoc Committee on Inclusion and Community Engagement Meeting
May 12, 2011
Trustees Room Louis Stokes Wing
3:00 P.M.

Present: Mr. Hairston, Mr. Corrigan

Absent: Mr. Rodriguez, Ms. Butts, Mr. Seifullah, Mr. Werner, Mr. Parker

Staff Participants: Sharon Tufts, Joyce Bowers, Debbie Hajzack, Milos Markovic,
Jaime Deolet

Mr. Hairston called the meeting of the Ad Hoc Committee on Inclusion and Community Engagement to order at 3:04 p.m.

Introduction of Committee Members

Mr. Hairston thanked Trustees and staff participants for their participation in the Ad Hoc Committee on Inclusion and Community Engagement. Each attendee gave a brief self introduction and stated their expectation for the work of the Committee.

Review of Three Areas of Emphasis of the Committee

Mr. Hairston reviewed the charge for the Ad Hoc Committee on Inclusion and Community Engagement as prepared by Mr. Corrigan at the board retreat and stated that this Committee had an opportunity to encourage inclusion and diversity for the library.

Mr. Corrigan and gave a detailed historical background of the Buddie case and stated that if a public entity had not completed a disparity study proving past discriminatory practices in hiring and vendor policies, affirmative action policies could not be initiated. Although the Library was advised by legal counsel to abolish policies of affirmative action policies, Mr. Corrigan stated that the Library should continue to proactively improve the outreach efforts for inclusiveness and diversity of library employees and vendors.

Mr. Hairston stated that possible partnerships with other organizations for a study be considered. Mr. Hairston also stated that the work of the Ad Hoc Committee on Inclusion and Community Engagement would include but would not be limited to:

- Staffing recruitment/retention
- Supplier diversity
- Community engagement including programming and other aspects

Review and Discussion of the Commission on Economic Inclusion's 2010 Survey Results for Cleveland Public Library

Sharon Tufts gave background on the Commission on Economic Inclusion's initiative and study on organizational diversity and inclusion. This year, the Library was selected to be a member of "Commission 50" for 2010 which recognizes the 50 organizations with the highest combined scores on board, senior staff management, workforce and supplier diversity on the Commission's most recent Employers Survey on Diversity. Although the Library was recognized as a member of "Commission 50", Ms. Tufts stated that the Library continues to face challenges and encourages improvement in inclusion and diversity. Ms. Tufts distributed the survey and reviewed results with attendees.

Mr. Corrigan recommended a policy be developed for Library budget vendors.

Ms. Tufts stated that the Library no longer follows affirmative action or equal opportunity policies for vendor requirement. Discussion included, but was not limited to: minority vendor tracking; performance appraisals connected with financial incentives; spend totals with people of color; book budget considered as sole source; supplier purchasing program.

Mr. Hairston recommended that the Board plan and develop a policy on diversity and inclusion that would include the development of people with color, as well as a diverse business plan.

Next Meeting's Objectives and Projected Meeting Schedule

Mr. Hairston recommended that attendees review the Las Vegas-Clark County Library District Diversity Action Plan and be prepared to discuss its format and content and how Cleveland Public Library's strategic planning process can benefit from this model. Mr. Hairston suggested that the Ad Hoc Committee have its plan prepared by December 1, 2011 so that it could be incorporated into the Library's strategic plan.

Mr. Hairston discussed the importance of the Library's visibility in events sponsored by other groups and organizations that would help promote diversity and inclusion such as parades and festivals.

Mr. Hairston requested that attendees review the Commission on Economic Inclusion's survey and the Library's results; extend an invitation to Andrew Jackson, Executive Director of the Commission on Economic Inclusion attend a future Ad Hoc Committee Meeting to discuss Cleveland's Minority Business Center; extend an invitation to Timothy Diamond to discuss the strategic plan process and how the Ad Hoc Committee's work fits in the plan.

The next Ad Hoc Committee meeting is scheduled for Thursday, June 9, 2011 at 3:00 p.m. in the Board Room. Some meetings will be held at other locations to be determined.

Ms. Tufts stated that Debbie Hajzack will work with the Automations Department to create a blog for sharing the Ad Hoc Committee's work.

Mr. Hairston adjourned the meeting of the Ad Hoc Committee on Inclusion and Community Engagement at 4:16 p.m.