**DIVERSITY AND INCLUSION COMMITTEE MEETING**

Zion-Benton Public Library District

Meeting Room B

Tuesday August 27, 2019 at 5:30 PM

Minutes

The meeting came to order at 5:31pm.

Present: Amy Onan, Mary Martin, Garnet Miller (staff), and Mick Jacobsen (staff)

Suriyya Latif entered at 5:50pm.

**Review of proposed Parental Leave Policy.**

Mr. Jacobsen distributed a draft of a Parental Leave Policy for the committee to review. Mr. Jacobsen informed the committee on the direction libraries and other non-profit organizations are taking in regards to parental leave. Ms. Miller described the hardship she and other staff have gone through without leave.

Ms. Onan and Ms. Martin were supportive of the Policy and thought the main question is whether the Library should provide 4 weeks or 6 weeks of leave.

Mr. Jacobsen informed the Committee that the average cost per an employee could be around $4,000 for 4 weeks, and around $6,000 for 6 weeks. This is the utmost as the Library has not traditionally replaced staff hour for hour, so the cost will likely be significantly less.

The Committee supported bringing this policy to the Board in the future.

**Review of a potential 125 Cafeteria Plan.**

Mr. Jacobsen distributed a hand-out describing a 125 Cafeteria Plan, specifically a premium only plan. Mr. Jacobsen told the Committee that staff as a whole will save over $12,000 a year by implementing this plan, and the Library will also see some savings.

Ms. Onan and Ms. Martin described their own experiences with plans such as this.

**Discussion of Program Calendar.**

Ms. Miller described the process used to decide what months to highlight via programming. Mr. Jacobsen provided information he received from other departments.

The Committee also discussed other diversity and inclusion efforts, anti-bullying efforts, and the desire to hire a social worker at some point in the future.