



ZION-BENTON PUBLIC LIBRARY

DIVERSITY AND INCLUSION COMMITTEE MEETING

Zion-Benton Public Library District
Adult Study Room
Tuesday April 30, 2019 at 4:15 PM

Minutes

The meeting was called to order at 4:28pm.

Present: Amy Onan, Mary Martin, Beverly Mull and Mikael Jacobsen (Staff).

Also present Suriyya Latif (Visitor).

Discussion on a Program Policy.

- The Committee reviewed the proposed Program Policy. Mr. Jacobsen explained that he used the Library's current Collection Development Policy as well sample policies from other libraries for inspiration. Along with the proposed policy is an easy-to-understand system on challenging programs and form.
- The program challenge form follows the example of the already adopted system for challenging library materials.
- The Committee asked for edits to further clarify the steps in processing a challenge to a program.
- The Committee also asked for clarity on what will happen if a program has already taken place though a challenge has been received and is being processed. It was decided that though a program may take place, challenges that are approved by the staff committee or the Board will influence future program choices.

Discussion on whether to have a system to challenge displays.

- The Committee discussed whether it is necessary to have a system to challenge displays as well as programs and materials. Mr. Jacobsen has only heard one comment in his tenure. It was decided it would be wise to get ahead of challenges now by having a system and policy in place.
- Mr. Jacobsen will review whether a policy needs to be in place to have a form such as this. He believed it would be wise as it would be a document the Board passed and staff use for guidance. The Policy and form will be brought to the Board in the future.

Discussion on Revising the Equal Access Policy.

- The Committee had a conversation around the Equal Access Policy. Discussion took place on the reason we have it, the ways it could be interpreted, and how it is currently being used.
- It was decided to pause the revision of this policy to wait for data from our next Strategic Planning effort, in early 2020. This pause would also allow the Board to be sure to craft a deliberate and intentional policy.



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- It was agreed that the Equity and Diversity Committee is the appropriate group to revise the policy (with staff assistance). As that Committee is being newly formed it would be best to see who is interested in being on that Committee before moving ahead.

The meeting adjourned 5:24pm.

The next meeting is scheduled for May 28, 2019 at 5:30pm.

Respectfully submitted by
Mikael Jacobsen