

CLEVELAND PUBLIC LIBRARY  
Ad Hoc Committee on Inclusion and Community Engagement Meeting  
June 9, 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:        Director Thomas, 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 3:00 p.m.

Presentation: The Strategic Planning Process

Timothy Diamond, Special Assistant to the Director, gave an overview on the strategic planning process that began with the Board’s review of the Library’s mission, vision and values relative to the purpose and requirements mandated by the Ohio Revised Code; obligations to stakeholders; CLEVNET library partners; Ohio Library for the Blind and Physically Disabled (OLBPD); the Ohio Center for the Book; the will of John G. White; and promises to levy voters.

Mr. Diamond stated that planning and oversight is being provided by Cleveland State University’s Center for Public Management and discussed the benefits of an “in-house” process.

Mr. Diamond identified the components of the strategic plan that will include demographic analysis and a fiscal review with funding trends and projections. As the strategic plan evolves, the Ad Hoc Committee on Inclusion and Community Engagement will impact and advise in the planning, expectations and recommendations of inclusion for the Library. The Ad Hoc Committee should have its plan completed by October 31, 2011 so that it can be incorporated into the overall strategic plan for Board consideration in December, 2011. Information on the strategic plan will be available on the staff website.

Mr. Hairston thanked Mr. Diamond and expressed his appreciation for such a thorough and inclusive process.

Mr. Diamond showed the video on public service “For me, it’s about” that included Library staff and Trustees.

## Discussion: Las Vegas-Clark County Library District Diversity Action Plan format and content

Mr. Hairston stated that the Las Vegas-Clark County Library District Diversity Action Plan was an acceptable format and recommended that the Ad Hoc Committee structure its recommendations.

Director Thomas gave background on the Las Vegas-Clark County Library District Diversity Action Plan that included Board direction to staff who would then report back to the Board. The Board would have additional opportunities to for input prior to the plan's completion.

Mr. Hairston recommended the he, Trustees Corrigan and Seifullah meet to discuss possible policies that the Board might consider based on the Commission on Economic Inclusion's 2010 Survey results for the Library.

Mr. Corrigan stated that the discussion include a comprehensive review of all historical information regarding the Library's former affirmative action plans and policies as well.

Mr. Hairston recommended that the final document provided by the Ad Hoc Committee on Inclusion and Community Engagement include a statement of commitment by Board President Corrigan that is supported by Board policies.

## Staff Assignments

Mr. Hairston made the following staff assignments:

- Staffing Recruitment & Retention – Debbie Hajzack and a representative from the Human Resources Department to be identified by Director Thomas;
- Supplier Diversity – Joyce Bowers; and
- Community Engagement (including programming and other aspects) – Jaime Declet

Director Thomas stated that Sharon Tufts has agreed to assist the Ad Hoc Committee as a volunteer facilitator.

Mr. Corrigan discussed the possibility collaborating with other libraries within the Great Lakes region to demand diversity plans from book publishers.

Director Thomas stated that the diversity plans should be requested of all library vendors.

## Next Meeting's Objectives and Projected Meeting Schedule

Mr. Hairston requested that Andrew Jackson, Executive Director of the Commission on Economic Inclusion attend a future meeting of expanded group of library staff to discuss the library's survey results.

Ad Hoc Committee participants agreed that future meetings of the Ad Hoc Committee on Inclusion and Community Engagement will be held monthly on the second Thursday at 3:00 p.m.

Mr. Hairston adjourned the meeting of the Ad Hoc Committee on Inclusion and Community Engagement at 3:44 p.m.