

CLEVELAND PUBLIC LIBRARY
Ad Hoc Committee on Inclusion and Community Engagement Meeting
July 19, 2011
Trustees Room Louis Stokes Wing
1:00 P.M.

Present: Mr. Seifullah, Mr. Corrigan, Ms. Rodriguez, Mr. Werner

Absent: Mr. Hairston, Ms. Butts, Mr. Parker

Staff Participants: Director Thomas, Joyce Bowers, Debbie Hajzack, Milos Markovic,
Jaime Deplet, Carlos Latimer, Timothy Diamond

Mr. Corrigan called the meeting of the Ad Hoc Committee on Inclusion and Community Engagement to order at 1:20 p.m.

Introduction

Mr. Corrigan welcomed attendees to the Ad Hoc Committee on Inclusion and Community Engagement.

Realignment of Ad Hoc Committee

Director Thomas stated that Sharon Tufts would serve as a community facilitator the Ad Hoc Committee. Carlos Latimer would serve as staff liaison for the Ad Hoc Committee on Inclusion and Community Engagement and would be responsible for overseeing and monitoring the work assignments of staff and reporting back to the Board with updates. Director Thomas stated that Committee information should be provided for to Timothy Diamond for the Strategic Plan by October 31, 2011.

Mr. Corrigan stated the Ad Hoc Committee is charged with identifying barriers, boundaries, challenges and opportunities to make recommendations to enhance the Library's efforts for inclusion and diversity in the following areas:

- Staffing Recruitment & Retention
- Supplier Diversity
- Community Engagement (including programming and other aspects)

Staff Assignments Updates

Staffing Recruitment & Retention – Debbie Hajzak reported that she reviewed the Las Vega-Clark County Library District Strategic Service Plan for FY 2008-2011 and Commission on Economic Inclusion's 2010 Employers Survey on Diversity and recommended that they be used

as the Ad Hoc Committee formats its report. Ms. Hajzak recommended that pages should be included in calculating the Library's minority workforce representation.

Director Thomas recommended the Committee consider the advantage of applicants who speak multiple languages as a hiring factor.

Supplier Diversity – Joyce Bowers reviewed a vendor list provided by the Finance Department and identified where there might be additional minority participation. Ms. Bowers also reported that she and Ms. Tufts met with representatives from the Northeast Ohio Regional Sewer District to discuss outreach practices and efforts designed to increase minority vendor participation.

Ms. Tufts stated that the City of Cleveland was in the process of conducting a disparity study conducted by NERA Economic Consulting and mentioned the possibility of the Library joining in. Mr. Seifullah stated he would inquire about the City of Cleveland's disparity study and the possibility of Cleveland Public Library being included.

Mr. Corrigan stated that it was important that the Library become more creative and aggressive in ensuring inclusion among the highest paid vendors such as those that supply library service materials. Ms. Tufts stated that the Library can be more proactive in encouraging diversity in the area of suppliers.

Community Engagement (including programming and other aspects) – Jaime Declet stated that he has researched the outreach efforts of other libraries. Some libraries have created committees and departments designed to provide outreach to diverse communities through involvement in community events and programs as well as creating a system for volunteer opportunities for those communities.

Mr. Corrigan recommended that an information database be created to determine the cultural demographics of the Library. That information may be useful in programming. Director Thomas stated that the Strategic Plan will identify goals and objectives. Library programs and activities can then be designed targeting those objectives and their effectiveness measured. Timothy Diamond stated that Cleveland State University has been engaged to provide demographic research and that information will be provided to the Ad Hoc Committee for use.

Mr. Corrigan inquired about public access computers for patrons who do not use English as a first language.

Next Meeting's Objectives and Projected Meeting Schedule

Director Thomas stated that he would work with Mr. Latimer on staff assignments as well as increased staff participation on the Ad Hoc Committee. After completing assignments, staff will report back to the Ad Hoc Committee who will then make recommendations to the Board for policy consideration.

Mr. Corrigan adjourned the meeting of the Ad Hoc Committee on Inclusion and Community Engagement at 2:11 p.m.