

CLEVELAND PUBLIC LIBRARY
Ad Hoc Committee on Inclusion and Community Engagement Meeting
September 15, 2011
Trustees Room Louis Stokes Wing
1:00 P.M.

Present: Mr. Hairston, Mr. Seifullah, Ms. Rodriguez, Ms. Butts

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

Staff Participants: Director Thomas, Cindy Lombardo, Timothy Diamond, Madeline Corchado, Carlos Latimer, Debbie Hajzak, Milos Markovic, Jaime Deplet

Community Facilitator: Sharon Tufts

Mr. Hairston called the meeting of the Ad Hoc Committee on Inclusion and Community Engagement to order at 1:37 p.m.

Introduction

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

Inclusion Change Management to Achieve Profit & Sustainability Conference

Mr. Hairston gave an overview on the Inclusion Change Management To Achieve Profit and Sustainability Conference sponsored by the Commission on Economic Inclusion on August 17, 2011. Milos Markovic, Debbie Hajzak and Joyce Bowers, who also attended the conference, gave their perspectives on the following breakout sessions: “Mastering the Change Management Process by Size of Organization and Stage” and “Managing Diversity and Inclusion Change at the Organization and Regional Levels.”

Discussion continued on topics that included by were not limited to: recruitment and retention; targeted outreach; leadership, learning and evaluation; expectations of diversity and inclusion; supplier diversity and the importance of accurate record maintenance; understanding cultures and generations in the workplace and the community; creating and maintaining a resource collection on diversity and inclusion; and funding sources for diversity studies.

Carlos Latimer suggested that the recommendations provided by the Ad Hoc Committee on Inclusion and Community Engagement be displayed on the Library’s website. These recommendations would demonstrate the Library’s commitment to diversity and inclusion in the areas of staffing recruitment and retention, supplier diversity and community engagement.

Sharon Tufts gave an overview of her meeting with Joyce Bowers and representatives from the Federal Reserve Bank to discuss best practices in supplier diversity; developing tracking systems and evaluations, identifying and increasing vendors of diversity and color.

Mr. Seifullah gave an update on the possible opportunity for joining disparity study that the City of Cleveland is currently undergoing.

Next Meeting's Objectives and Projected Meeting Schedule

Mr. Hairston requested that Andrew Jackson, Executive Director of the Commission On Economic Inclusion, be invited to an upcoming meeting to discuss possible partnership with the new Minority Business Center.

Mr. Hairston adjourned the meeting of the Ad Hoc Committee on Inclusion and Community Engagement at 2:20 p.m.