

## AGENDA

### Special Meeting of the Pierce County Library System Board of Trustees June 18, 2020 | 4:00 PM

***This Meeting will be Held via Conference Call***

Dial+ 1-510-338-9438 | Access code: 623 788 004 # | Attendee ID: #

- 4:00 pm 02 min. **Call to Order:** Daren Jones, Chair
- 4:02 pm 05 min. **Public Comment:** *This is time set aside for members of the public to speak to the Board of Trustees. Unless the item you wish to discuss is of an emergency nature, the Board ordinarily takes matters under advisement before taking action. **Please submit comments in writing to [pmcbride@piercecounitylibrary.org](mailto:pmcbride@piercecounitylibrary.org) by 2:30 pm. Comments will be read aloud to the Board.** Time limit for comments is three minutes.*
- 4:07 pm 50 min. **New Business**  
1. Racial and Social Equity
- 4:57 pm 02 min. **Announcements**
- 4:59 pm **Adjournment**

**BOARD OF TRUSTEES  
PIERCE COUNTY LIBRARY SYSTEM  
MEETING MINUTES – JUNE 18, 2020**



**CALL TO ORDER**

Chair Daren Jones called to order the special meeting of the Pierce County Rural Library District Board of Trustees at 4:02 pm. Board members present were Pat Jenkins, Monica Butler, Rob Allen, and Jamilyn Penn. The meeting was conducted by telephone conference due to the Governor’s Safe Start Washington Reopening plan to slow the transmission of the coronavirus.

**PUBLIC COMMENT**

There was no public comment.

**NEW BUSINESS**

Chair Jones asked the Board to engage in conversation about current events related to racial and social equity to aid in identifying the direction of the Library and some of the work that is ahead for the Library and the Board.

He reminded the Board that they are speaking from their perspective as members of the policy and governing Board of the Library and that they were thinking about the response and actions of the Library as a public organization.

Discussion ensued on what the Library’s role is when communities are wrestling with, and addressing, important societal issues, such as racism.

Trustees expressed satisfaction with the Library’s demonstration of carrying out its mission, vision and values and being a welcoming space to all.

While the Board did not feel it necessary to make an additional statement outside of their full support of the ULC Statement on Racial and Social Equity that the Library joined in 2017, there was consensus that additional measures should be considered to attract and retain a more diverse staff, increase library materials that address racial and social inequities, review policies through an equity lens, and coaching, mentorship and leadership development of staff of color. The Board also recognized the importance of reaching and developing a broader, more diverse pool of candidates for future trustee vacancies, as well as training for Board members.

There was additional discussion on the use of equity audit tools to assess policies and procedures, the materials collection, services, etc. The Board agreed on the importance to understand where the Library may be falling short on equity related issues in order to take the necessary steps to improve.

The Board will hold a Study Session in August to review core documents, policies, projects, and data to understand the starting point in relation to racial/social equity, diversity and inclusion work.

**ADJOURNMENT**

The meeting was adjourned at 4:47 pm on motion by Mr. Allen, seconded by Ms. Butler.

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Georgia Lomax, Secretary

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Daren Jones, Chair

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# MEMO



Date: June 16, 2020

To: Chair Daren Jones and Members of the Board of Trustees

From: Georgia Lomax, Executive Director

Subject: Racial and Social Equity

During the June 10, 2020, regular board meeting, the Board of Trustees asked that a special meeting be scheduled this week on racial and social equity.

In 2017, Urban Libraries Council member libraries developed a Statement on Racial and Social Equity. Pierce County Library System was among the initial libraries signing. Today 173 public libraries have signed the statement, which serves as a baseline upon which libraries can build policies and actions. The statement follows.

## ULC Statement on Race and Social Equity

As leaders of North America's public libraries, we are committed to achieving racial and social equity by contributing to a more just society in which all community members can realize their full potential. Our libraries can help achieve true and sustained equity through an intentional, systemic and transformative library-community partnership. Our library systems are working to achieve equity in the communities we serve by:

- Eliminating racial and social equity barriers in library programs, services, policies and practices
- Creating and maintaining an environment of diversity, inclusion and respect both in our library systems and in all aspects of our community role
- Ensuring that we are reaching and engaging disenfranchised people in the community and helping them express their voice
- Serving as a convener and facilitator of conversations and partnerships to address community challenges
- Being forthright on tough issues that are important to our communities

Libraries are trusted, venerable and enduring institutions, central to their communities and an essential participant in the movement for racial and social equity.