

Attendance:

The Attendance List was destroyed when Jeff's computer died (See below).

Minutes: Approved.

- Juliet—NJLA Leadership
 - 20 legislative visits, 2 funding plans, and network plan
 - She encourages us to tell her what is going on and how they can improve.

(*Jeff's computer died and thus there are no minutes recorded for the rest of what Juliet was saying, and the beginning of Allan's idea, and everything in between.*)

- Allan
 - D&O's role is to speak out on issues not being addressed by State or LLNJ. He feels that there hasn't been much addressing of Ageism in the last 40 years. NJLA should address Pride Month too. Adds that Zoom gives us an opportunity, not a cost.
- Carina
 - Allan's idea is interesting! It's a different take, and she likes the idea of casual monthly topic switching. I like it, accessibility is often an issue and action is important. They would be valuable safe spaces for discourse. Venting is important for mental health.
- Selwa
 - At the NJLA Exec. Board meeting Jen said the Cares Mini-Grant had 95 applications, totalling over \$900,000. There is \$165,000 available.

State Library

- Sharon
 - The State Library of Montana is offering free webinars on how AARPA funds are going to be spent in libraries.

LLNJ

- They're searching for a new director.
- Voting in June on their budget.
- Super Supervisor has started.

Jeff-Holiday Calendar

- Our intern at Montville, Ally Massey, had it mostly finished before her time ended at the library. I'll finish this year and then bestow it on a D+O subcommittee to make new ones (there is math and astronomy involved, fun!)

Selwa-Keynote

- She's still on it.

Ashley-Scholarships

- No updates.

Ashley -PD Calendar

- Looking good.

Carina

- Double back on Allan's monthly speak out ideas. She likes the idea of safe spaces and monthly meetings, like miniature free versions of our conferences.

Tanya

- A month seems too frequent.

Allan

- More tie it to the monthly things, rather than doing it monthly, i.e. Pride Month. We could try maybe every other month and rotate.
- As for topics, we need to decide what we want D+O to stand for and NJLA to represent.
- We also don't want it so formal that it becomes another conference.

Carina

- We should invite non-NJLA members

Betty

- We can't avoid making the NJLA Exodus a topic.

Allan

- We could talk about doing diversity audits in programs, collection, and staffing. Programming is the easiest, staffing the hardest.
- EDI issues are something people are hearing about and want to learn about.

Tanya

- That's would be a good program or session: How to a Diversity Audit

Juliet

- We have a lot of forum for people to bring suggestions, where people can get action plans, but the question is: "IS the person going back to their library with an action plan?" We need to do more, what is doing more? The burden can't just be on D+O.

Kate

- And the point of the town halls was also to be inviting to everyone -- not just NJLA members.

Allan

- Has old files from the 90s on what NJLA did diversity-wise. This has to go beyond D+O, it has to be part of everything NJLA does.

Carina

- Right, it needs to come from top down, likes Juliet's idea of rolling it into the town halls. D+O is here, but it's your baby Juliet and Allan and Kate.

Allan

- LLNJ is probably behind this as well.

Juliet

- Ok, we'll put a plan together and get to work!