

RPLAC meeting – 09/21/2022

Hall County Library – Gainesville, GA

Attendees (from sign-in sheet): V. Bell (ARLS), S. Brown (AzRLS), J. Burroughs (ECL), D. Chambliss (NGRL), L. Clark (CRLS), A. Corellino (SRLS), P. Council (DTRL), D. Dale (GPLS), J. Durham (SRLS), K. Ellis (MCCLS), L. Eubanks (CRL), C. Evans (GPLS), S. Hester (CPRL), S. Holmes (CCL), S. Houser (WGRLS), A. Isbell (LBRLS), C. Kilby (PMRLS), J. Kitchner (GPLS), D. Knight (NEGRLS), J. Lautzenheiser (MGRL), A. Lyle (FCLS), L. MacKinney (HCLS), M. L. Maner (GCHRL), N. Marshall (FRRLS), T. McCanna (GPLS), B. McIntyre (PRLS), G. McNeely (KRL), S. Morrison (GPLS), G. Mullis (MOGL), H. Phillips (TCL), K. Pillatzki (HCL), A. Robinson (SHRL), R. Sanders (HCL), K. Schuermann (T-HRLS), E. R. Stembidge (TRRLS), C. Taylor (JCLS), C. VanStone (SWGRL), J. Walker (GPLS), K. White (GLS), L. Wiley (WCL), R. Wilson (GCLS).

Meeting called to order by Chair Stephen Houser at 1:40 PM

Chair Houser gave a brief description of RPLAC's mandate for the benefit of newer directors, and called for the approval of the previous meeting's minutes.

Motion to approve by Holly Phillips, seconded by Mary Lin Maner. Motion carried.

Discussion of Inclusion subcommittee and standards.

Categories of standards.

RPLAC has consistently pushed equity as a core value.

Categories: Optimal/Essential/Minimal.

May be variations based on the culture and climate of the library.

Question from Jennifer Lautzenheiser: What is climate and culture aren't addressed in a library's strategic plan?

RPLAC will produce a template for strategic plans.

Question of re-wording from Beth McIntyre.

Question of DEI issues with other agencies from Darla Chambliss.

"The minimal is aspirational" from Chair Stephen Houser.

Val Bell prompted that why DEI is important is addressed in the introduction (of the standards document).

Stacy Brown suggested that taking a step-by-step approach to incorporate DEI might be useful, since there may be resistance.

Christopher Evans cited "changing" attitudes (but ugly comments) at the Finance Training seminar.

Question from Chair Stephen Houser as to whether there'd be issues with staff. Reply from Darla Chambliss that staff says they're already doing the job of providing access.

Question: Is there a DEI training template? State Librarian Julie Walker indicated she would be willing to share material for the University System of Georgia, and that there may be training made available for certification.

RE: Hiring/retention/promotion – Leslie Clark said that recruitment of anyone is a challenge.

Kristin White added that the disabled community must be included, and current wording should be used.

Stacy Brown asked if there is preferred language/terminology that should be used in job ads?

Anna Lyle added that listing sources of data points could be useful.

Other sections.

Budget priorities.

Acquisitions/cataloging – Darla Chambliss thinks this section needs tightening.

The Finance subcommittee should be responsible to initiate a dialogue between GPLS and library directors and talk about business practices, audits, and AUPs.

This committee will be meeting to discuss ZBB standards.

There will be subcommittee meetings.

Meeting adjournment suggested by Chair Stephen Houser; adjournment by general acclaim at 2:05 PM.

Respectfully submitted –

*Richard Sanders
Hart County Library
Perpetual Secretary*