



# Diversity & Outreach

## MEETING AGENDA

August 26th, 2021 /11:00am / Via Zoom

Zoom link: <https://us02web.zoom.us/j/86550349190?pwd=VWpEejhyYzBiODIsazh5eUg4bGc5Zz09>

Meeting ID: 865 5034 9190

- Approve [July Minutes](#)
- Welcome / Introductions
  - Jeff Cupo - President
  - Carina Gonzalez - Past-President
  - Danielle Pitter - Secretary
  - Selwa Shamy
  - Ashley Mitchell
  - Debra Sarr
  - ShanShan Ming
  - Stephen Felle
  - Juliet Machie
  - Sharon Owens
  - Jen Sulligan
  - Brianna Gillen
  - Lorraine Ruiz

### Reports

- NJLA Leadership
  - Juliet: pilot to grant to start Access Navigators Program
  - Positions closed: Program Coordinator and Access Navigator
  - Ongoing conversations between NJLA, LLNJ for Equity Diversity & Inclusion on how libraries can respond for EDI work
  -
- State Library
  - NJSL + Partners Literacy Grant Project
    - The New Jersey State Library (NJSL), through an American Rescue Plan Act of 2021 (ARPA) grant from the Institute of Museum and Library Services (IMLS), created the NJSL + Partners Literacy Grant Project to establish public libraries as local literacy hubs that support residents in achieving literacy – digital, financial, workforce, adult basic, English

language – according to local need(s). Two pilot projects have been developed:

- **Project 1 <Hub and Spoke Libraries>** will use a Hub and Spoke model for developing formal literacy programs at public libraries using model established by and in alignment with Plainfield Public Library.
- **Project 2 <Access Navigators Program>** managed by NJLA will use a Navigator model that brings trained staff to libraries to work with residents in need of literacy services.
- The call for grant applications for the Hub and Spoke Libraries has now been closed. The awardee libraries will be announced after Labor day. The Access Navigator Program is searching for the Program Coordinator and 5 navigators positions at this time.
- Please visit the project homepage for more information about these exciting projects:  
[https://www.njstatelib.org/services\\_for\\_libraries/american-rescue-plan-act-arpa/njsl-partners-literacy-project-pilot-1-and-pilot-2/](https://www.njstatelib.org/services_for_libraries/american-rescue-plan-act-arpa/njsl-partners-literacy-project-pilot-1-and-pilot-2/)
- Library Link NJ
  - Danielle became a liaison for the LLNJ Task Force group for D&O
  - Added info: Next meeting: Tuesday, August 31, 2021, 2:00-3:30pm
    - Other LLNJ members participated with Hollaback, a Bystander Intervention training program. Hollaback offered 2 training opportunities on their calendar (this past Wednesday and next Monday evening): <https://www.ihollaback.org/harassmenttraining/>

## Project Updates

- **First Steps:**
  - **Subcommittees Roster:**
    - Library Cards for All
    - Continue D&O's Efforts with Librarianship's Race Problem
    - Fine Free New Jersey
      - Could backfire if not carefully planned
      - How to counter counterarguments??
    - "Breaking Down Barriers" Conference
  - **Exploratory Groups:**
    - Distribute Fentanyl Test Strips
    - Outreach to Prisons
    - Bookmobiles
- **Next Possible Steps:** create a survey for libraries to add input to go fine-free
- Ashley: smaller libraries have issues with fines because they have less funding
  - Start with the benefits that help the community

- Don't assume people can't return items because they don't have addresses
- Brianna: webinar led by YOLO county librarian Mark Fink about Fine Free.
  - [markfink@yolocounty.org](mailto:markfink@yolocounty.org)
- Sharon: We provide temp card for patrons without addresses in Newark
  - Need numbers for how many things are returned, etc.
- Oct.-Nov.: send both surveys - possible date
- Spectrum Scholarship: idea to send out 300 flyers to all libraries for them to know
  - Send to school counselors for students
  - Use library mail campaigns, social medias to share info
- Selwa: create a PSA video of librarians and workers of color for them to share experiences
  - Most people of color don't know that to be a librarian is to have a MLIS!
  - Fine Free Libraries:
    - Bloomfield Public Library
    - Englewood Public Library
    - Maurice M. Pine Free Public Library
    - Glen Ridge Public Library
    - Johnson Public Library
    - Maplewood Memorial Library
    - Millburn Free Public Library
    - Montclair Public Library
    - Oakland Public Library
    - Ramsey Free Public Library
    - Rutherford Public Library
    - Fine Free for Youth
    - Bogota Public Library
    - Fine Free Seniors
    - New Milford Public Library
- Brianna: for outreach to prisons: contact wardens and judges for general barriers and regular life barriers
  - Ashley: Jail: less than a year sentence
    - Prison: more than a year sentence
    - Prisons have a lot more amenities and programs than jails
- Danielle: I found some general articles about other states who have gone fine-free
  - Salt Lake City Public Library System:
    - <https://slcpl.medium.com/the-fine-free-library-one-year-later-d28c69743c15>
  - Opinion piece from Pages Unbound Reviews:
    - <https://pagesunbound.wordpress.com/2021/08/20/should-libraries-go-fine-free/>

### Updates:

- Maintain PD Calendar
  - Ashley: been keeping up with the calendar
- Maintain Holiday Calendar

- Outreach to Other Nonprofits and Service Groups
- Liaisons to Other Sections and Committees
- Newsletter
  
- Information Equity Conference - Carina Gonzalez for Theresa Agostinelli
  - Now scheduled from October 25 - October 30. Here is a [document](#) with some further information.

## **Member news & announcements**

### **Upcoming Meetings**

September 23, 2021 11 am via Zoom

### **Marmoset of the Month**

