



Diversity & Outreach

MEETING AGENDA

February 24th, 2022 /11:00am / Via Zoom

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

Meeting ID: 865 5034 9190

- Approve [January Minutes](#)
- Welcome / Introductions
 - Jeff Cupo - President/Elizabeth Public Library
 - Danielle Pitter - Secretary
 - Kate Jagers - NJLA Pres./Highland Park Public Library
 - Mi-Sun Lyu- LLNJ
 - Shanshan Ming- Trenton Free PL
 - Megan Kociolek- Clark PL
 - Ann Herrera
 - Alicia Roman
 - Tanya Finney Estrada
 - Marc Anthony Moron
 - Ashley Mitchell-Camden Public Library
 - Jacqueline Silver-Morillo
 - Sharon Owens- Newark PL
 - Sharon Rawlins-NJ State Library

Reports

- NJLA Leadership
 - Kate Jagers: section elections - coming soon
 - Think about who you want to step in to fulfill these roles
- State Library
 - Sharon Rawlins: state librarian making monthly rapport available via NJSL Direct (online newsletter)
 - Directors' training last week
 - North star digital literacy assessment
 - Summer Reading Workshops
 - March 4 - Livingston
 - March 11 - virtual
 - March 21 - Gloucester County
- Library Link NJ
 - Carina: LGBT from A to Z: A Library Worker's Primer [webinar](#) - Mar. 16 at 10 am
 - Allan: Spectrum scholarship process working on EDI
 - EDI town hall meeting today

- Kate: Spectrum Scholarship is now in partnership with ALA and Rutgers University, with generous support from both the State Library and LLNJ. More info coming soon.
 - EDI Town Hall today at 3pm, and general NJLA Town Halls also upcoming on March 2 (6:30pm) and March 9 (10am) -- all registration info on the NJLA calendar.
 - And a big piece of the Spectrum Initiative is on retention in addition to recruitment -- with a focus on training and for library organizations, leaders, admin.

Project Updates

- [Roster](#)
- Fine Free New Jersey
 - Preliminary [Survey](#) Progress (See below)
 - Tanya: 40 individuals participating in the survey, mostly from municipal libraries
 - Send the results to managers/ directors
 - Either no impact or small impact on budget because of going fine-free
 - Possible extended deadline to another week - March 7
 - Sharon R: offered to share the survey to NJYAC (NJYAC Listserv)
- Library Cards for All
 - Preliminary Survey Progress (See below)
 - Still waiting on 2 numbers: New Brunswick and Madison
- Librarianship and Race
 - PSA
 - Mailer Campaign on scholarships, grants, etc. for library workers of color - waiting on NJLA funding
 - Kate: I think we can make the mailing work especially if we can add a component to it of promoting NJLA membership (including sponsor-a-member!)
 - July - planning a campaign for enhancing institutional memberships for NJLA members
 - Think about how we can support other library staff (assistants, associates, maintenance/security)
- Poster Session

Updates:

- Maintain PD Calendar
 - Ashley: how many paid webinars to include
 - Include a list of resources
- Outreach to Other Nonprofits and Service Groups
- Newsletter
- Calendars:
 - [Holidays and Observances, 2022](#)
 - [NJLA Diversity & Outreach Section Commemorative 2022 Calendar](#)

Member news & announcements

- Joy: Honors & Awards Committee
 - New EDI Award - consider nominating yourself <3
- Kate: Spectrum Scholarship - working with Rutgers & ALA to create an NJLA Spectrum Scholarship - finalizing details
 - Rutgers, LibraryLinkNJ, and ALA supporting 6 scholarships

Upcoming Meetings

March 31st, 2021 11 am via Zoom

Marmoset of the Month



	Library	Amount owed per addressless patron	Amount owed per average patron	Limit on number of items?	A/V materials ?	Addressless Patrons Owe More or Less?
1	Newark	\$59.87	\$126.50	2	No	Less
2	Monroe	\$0	\$2.65	Unlimited	A/V	Less
3	Bernards	\$23.58*	\$6.77	Unlimited	A/V	More
4	Madison	\$0.15		Unlimited	A/V	Less
5	Morristown and Morris Twp.	\$43.75	\$7.15	Unlimited	No	More
6	Gloucester County Library	\$5.55	\$9.06	6	A/V	Less

	System					
7	Elizabeth	\$10.04	\$22.97	2	No	Less
8	Long Branch	\$31.96	\$16.34	3	A/V	More
9	New Brunswick	\$13.18		Unlimited	A/V	Pending

Number of Items Limited and Addressless Patrons Owe Less	Number of Items Limited and Addressless Patrons Owe More	Number of Items Unlimited and Addressless Patrons Owe Less	Number of Items Unlimited and Addressless Patrons Owe More
3	1	2	2

No A/V Allowed and Addressless Patrons Owe Less	No A/V Allowed and Addressless Patrons Owe More	A/V Allowed and Addressless Patrons Owe Less	A/V Allowed and Addressless Patrons Owe More
2	1	3	2

Notes:

- 1) Right now it's 5-3, in favor of the hypothesis that addressless patrons owe less money than average patrons. If it were 3-3, it'd be a coin toss. Addressless patrons and addressed patrons would be equally likely to rack up fines and there'd be no reason not to issue cards to addressless patrons. Instead, the data shows that addressless patrons are significantly less likely to have more fines than the average patron.
- 2) Further, neither limits on number of materials nor limits on A/V materials have any apparent connection with amount owed. So based on the data, I wouldn't include either kind of limit in the policy.
- 3) Average patrons are made up of all patrons.

* Has a known outlier that makes up a significant portion of the total amount owed. Outliers not removed from totals, as average patrons likely have outliers as well.