



Staff Report

Meeting Date: June 24, 2021
To: Library Board of Trustees
From: Troi Gale, West End Library Manager
Subject: NOLS Equity, Diversity, and Inclusion Assessment

Attachments: Nurturing an Inclusive Library: Ascending Leadership's Assessment of NOLS

Topic/Issue:

Equity, Diversity, & Inclusion Assessment and Planning

Background:

When the Strategic Roadmap was updated for 2021-2023, there was a goal to prioritize equity, diversity, and inclusion by including it as a core value as well as an initiative. The initiative states, "Through an equity, diversity, and inclusion lens, begin to develop and implement a comprehensive plan to review NOLS' policies, practices, collections, programs, and resources."

To launch this initiative, an Equity, Diversity, and Inclusion Consultant was budgeted for and selected to complete an in-depth assessment during the first half of 2021. NOLS met with four consultants who specialize in this work, and ultimately chose Ascending Leadership to complete the assessment.

The specific components of the in-depth assessment included:

- An in-depth review and analysis of NOLS policies and procedures
- In-depth staff and Board survey deployment and analysis
- Public facing survey deployment and analysis
- Targeted employee interviews, including leadership interviews
- Detailed recommendations and report to conclude their assessment

Ascending Leadership completed the outlined work for their assessment between February and mid-June 2021. Their assessment was finalized on June 17 and will be presented at the June 24 NOLS Board of Trustees meeting.

Discussion:

Discussions regarding next steps will occur at multiple levels within the North Olympic Library System. The assessment and recommendations will be discussed with Board members, NOLS Management, and the Equity, Diversity, and Inclusion workgroup, as well as staff at large. The goal of these discussions are to create a clear path forward based on the assessment.

Policy considerations:

There are no policy considerations at this time. As next steps and a plan of action are determined, some policy considerations may be made at a later date.

Fiscal considerations:

There are no fiscal considerations at this time.

Recommendation/Alternatives for Consideration:

There are no alternatives for considerations at this time.

Action/Motion:

Listen to the presentation from Ascending Leadership and discuss implications of assessment on next steps. Discussions will be ongoing during the coming months, so further actions is anticipated at a later date.

The Board may want to consider forming an ad hoc committee to focus on equity, diversity and inclusion matters during the next year. This action can be taken at the June 24 Board meeting or a later meeting.