1. Regularly communicate Racial Equity Steering Committee initiatives and updates to all employees, trustees, peers and community partners.

2. Provide capacity for more internal employee discussion – resource groups, facilitated discussion on various topics, understanding systematic racism – to build greater understanding and empathy.

3. Create and implement a mandatory, multifaceted racial equity and D&I training curriculum for employees at all levels.

4. Audit the employee experience for sources of insight and opportunity (recruitment, hiring, onboarding, performance assessment, engagement, exit interviews, etc.).

5. Assess the recruitment strategy to enhance candidacy from under-represented groups at all levels within Columbus Metropolitan Library. Communicate the current, in-place efforts as well as the revised strategy throughout Columbus Metropolitan Library.