

# RACIAL EQUITY STEERING COMMITTEE 2021 PRIORITIES

- 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.

