

RACIAL EQUITY STEERING COMMITTEE 2021 PRIORITIES

*Items with a check have been completed

1. Regularly communicate Racial Equity Steering Committee initiatives and updates to all employees, trustees, peers and community partners.
 - CML has an internal newsletter that provides Diversity, Equity, and Inclusion updates to all staff on a monthly basis.*
2. Provide capacity for more internal employee discussion – resource groups, facilitated discussion on various topics, understanding systematic racism – to build greater understanding and empathy.
 - CML's DEI Committee has formed a sub-committee that assists with generating monthly conversation topics on various DEI related topics.*
3. Create and implement a mandatory, multifaceted racial equity and D&I training curriculum for employees at all levels.
 - CML's Employee Engagement and Develop Manager developed an annual training platform in 2023 that includes multiple DEI related topics.*
4. Audit the employee experience for sources of insight and opportunity (recruitment, hiring, onboarding, performance assessment, engagement, exit interviews, etc.).

☒ *CML hired a Consultant to audit the employee experience around race and inclusion. The consultant completed the audit in August 2022. CML is now working on a 1-3 Racial Equity Action Plan as a result of the work done by the consultant. The plan is projected to be shared with CML staff by May 2023.*

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.

☒ *CML's Talent Acquisition team continues to evaluate the recruitment strategy based upon demographic hiring and promotional data. The team has partnered with community partners that advocate with underrepresented groups to increase applications from underrepresented groups. The information is communicated during monthly Managers meetings, but a plan is in place to create a dashboard for all staff to view.*