Recommendations

*Improve the Board of Trustee’s Governance

*Implement a Leadership-Led Strategy to Restore Trust within the Library system

*Update Interview and Hiring Processes to Utilize Structured Interview methods

*Update and Reinforce Harassment Reporting and Investigation Processes

Conduct Compensation and Pay Review

Implement an Upward Feedback Process for Leadership Positions

*Implement Office of Ombuds

Enhance Internal Communications Practices and Processes

Develop a Stewardship Plan for Reviewing and Maintaining Progress on the Internal DEIA Plan

*Enhance DEIA Learning and Managerial Leadership Training
Improve Board of Trustees Governance

IN THE PUBLIC TRUST
BOARD TRAINING
ORIENTATION
Restoring Trust Through Leadership-Led Strategy

- Recognition and Appreciation
- Investment in Professional Development
- Open Dialogue and Communication
- Visibility and Accessibility of Leadership
- Empathy and Wellness Support
Update and Reinforce Harassment Reporting and Investigation Processes

1. **Finalize and Deploy** for VIS Reporting Tool
2. **Track and Monitor** Report Submission Data
3. **Create and Implement** SOP for Investigations
4. **Update Policy** Manual
5. **Managers and HR Staff** Receive Formal Training
Enhance Internal Communication Practices and Processes

- Improve Internal Newsletter and Monitor Open Rates
- Create Formalized and Direct Pathways and Processes for Staff Feedback
- Establish Cadence and Procedure for All-Staff Town Halls
Enhance DEI Learning and Managerial Leadership Training

**Improve**
- Improve annual competencies around race and racism

**Achieve**
- Achieve 100% participation in race and racism Competencies

**Develop**
- Develop and or purchase DEIA Modules
Update Interview and Hiring Processes to Utilize Structured Interview Methods

New Managers/Supervisors Training

Diverse Panel Participation

Updating Toolkit
Questions?

THANKS!