



DEI Committee

Meeting Minutes

November 30, 2023, 2:00 pm

Meeting called to order at 2:02 pm by chair

Present: Robert James, Chair (Nash CC); Elizabeth Baker, Secretary (Carteret CC); Barbara Bera (Central Carolina CC); Don Michael (Central Piedmont CC); Colleen Kehoe-Robinson (James Sprunt CC); Touger Vang (Montgomery CC); Liza Palmer (library advocate)

Absent: BJ Thompson (Central Carolina CC); Nathan Stancil (Johnston CC);

Agenda:

- Call to order and welcome
- Review/approval of minutes October 19, 2023
- Belk Center DEI Survey #1
- NC Senate Bill 364
- Old business
- New business
- Next meeting

Discussion Items:

- **Call to order and welcome**
 - Robert called the meeting to order.
- **Minutes** from October 19, 2023
 - Touger motioned to accept the minutes.
 - Don seconded the motion.
- **DEI Survey #1**
 - The survey received 86 responses.
 - Robert shared that Daniel (from the Belk Center) thought that the response rate was a good percentage based on the total number of surveys sent out. With the responses, the data from the survey was deemed to be statistically reliable. Robert said that the raw data from the survey will be sent next week.
 - As noted in the last meeting, one question from the survey compiled by the Belk Center was removed from the final survey before it was sent out. This question requested that people cut and paste their DEI statements into the response box within the survey. Robert sent out an email requesting these statements to be sent to him instead. He shared that he received 3 responses.
 - It was suggested that a search of websites could be conducted to gather this information, particularly before they could be moved or removed.
 - Barbara asked how many surveys were sent out. Robert said that he did not know. However, he surmised that a tally could be conducted from the central office spreadsheet of library staff. However, he cautioned that not all the people on the spreadsheet are still working at the listed institutions.
- **NC Senate Bill 364**
 - The bill was passed by the North Carolina General Assembly, going into effect December 1, 2023. The bill prohibits compelled speech on DEI issues.

- There was a discussion that the word “promote” needs to be defined.
- A committee member stated that he was struggling to understand the bill. Another member shared that a person might feel uncomfortable that their DEI beliefs were being attacked by the bill. A third committee members stated that the bill is hard to read because it is written in the negative.
- After some discussion, the committee agreed that the bill appears to allow people to attend DEI training and to participate in DEI committees on their own choosing. An employer or supervisor cannot require them to attend or participate. In addition, an employee (or applicant) cannot be forced to agree with DEI statements

- **Old Business**

- There were no items discussed.

- **New Business**

- The committee reviewed the schedule for parts 2 and 3 of the DEI survey from the Belk Center.
- The committee discussed a presentation at the NCCCLA annual conference.

- **Next Meeting**

- The committee decided to not schedule a meeting in December.
- Robert will schedule a meeting in January.

Action items:

- Robert will send the link for the next meeting in January.
- Elizabeth will share the meeting minutes for November, 2023.

Next meeting: January 18, 2024, 2pm

Meeting adjourned at 3:00 pm by chair.

Notes recorded by: Elizabeth.