

Springfield Public Library Advisory Board
September 6, 2021 Meeting Minutes

In attendance: Clyde Miller (Chair), Angela Miceli (Vice-Chair), Mary Beth Phelps, Carolyn Rebbert, Heather Huerta, Kristen Curé, and Mindy Linder
Absent: Ralene Linneman, Sean Van Gordon (City Council is in a concurrent meeting.)

1. Clyde called the meeting to order at 5:35.
2. There was no change to the agenda; and no business from the audience.
3. Carolyn moved to amend the minutes from Aug to reflect “August” (rather than July).
Mary Beth seconded the motion. Linda moved to approve with this change: All approved.
4. There were no communications.

5. Library Director Report:

Outdoor events: Clyde asked for a check on the energy/community engagement: Emily reports they are well attended; an average of 100 attendees per event. Sept 8th will be the first one after school startup. Mindy: 9 of 13 events thus far, with over 920 attendees; the highest 217; and lowest was 55. Have managed to keep everyone feeling safe; families staying in pods and attendees are in masks, for the most part.

Callouts or highlights from the Director: As of right now, the hours decision is in a holding pattern during the Delta emergence; library staff is looking at an October evening to add to the available access, but have not made definite decisions. Emily does not anticipate going back to full time schedule due to the back-to-school and COVID surge. Mostly it will stay the same. Curbside has added Thursday evenings 5PM to 5:45PM.

Springfilm as reported in Library Newsletter: Clyde asked: How is this related to the library? Springfield started this program with Planktown partners; formerly it was hosted in the library meeting room and later moved to the Wildish Theater and Willamalane joined the partnership. Cultural, literary focus when possible and themes in common or promoted within the library. We continue to participate; there is an average of around 70 attendance with a high one or two showings of 150-200, annually.

6. **Old Business:**

•Community survey—The distribution and/or response has slowed; we have not had many new items submitted, though there are several of the paper/Spanish language. We’ve only had 2 new English language items submitted. We could close the online portion.

Discussion: How library use has had to change during the various environmental and safety concerns may have altered the response/relevance of the survey. People’s lives have been disrupted; even the responses from early in the survey might be different for the same respondents now; this strengthens the case for pausing survey and returning

later under different conditions but using data we currently have. Considering this as Part A and Part B samples. Clyde proposes keeping open the paper and Spanish language call to submit for increased opportunity to submit since the English language version was available for quite some time. We could resample when library services return to normal. Mary Beth agreed; it makes sense to put the survey out again next year. We have close to 400. Members of the board agree to vote on closing the survey at the next month's meeting. Heather will enter the 15 collected paper Spanish language surveys. Emily will scan them also so there is a copy of the originals.

•Minute Taker Assignments:

- October- Ralene confirmed
- November—Heather confirmed
- December—Kristine confirmed

•**Ward residency:** Ward 4 & 5 do not have current representation.

Heather Huerta - The hole in Ward 1
Clyde Miller - Ward 2
Carolyn Rebbert - Ward 2
Ralene Linneman - Ward 2
Linda Mears - Ward 3
Marybeth Phelps - Outside of Springfield (Eugene)
Angela Miceli – Ward 6

• **Board Recruitment discussion** Two spots coming open; Emily met the deadline of Aug 30th to submit the press release for these openings (Amy's former position; Mary Beth's position also returning to us.) We plan to reach out to councilors of Wards 4 and 5 to discover any recommendations of people to encourage to apply. Carolyn will begin the outreach; Mary Beth will reach out to Councilor Stoehr.

Carolyn asked about how the selection process works now that we have a batch recruiting.

Clyde proposes moving information about the board to a more visible position on the Springfield City website.

•**Extended use fees/fines discussion** –As a recap, Emily summarized how, as a board we have discussed the research supporting going fine-free in the future. Any outreach to our Ward representation or proposing to Council, we would need to do as private citizens. If we were going to form a subcommittee to meet to discuss strategies, we would need a city staff person to attend. Kristine recommends waiting until we have new board members – for new perspectives. Carolyn gave the example of climate change/climate science and societies /associations that have created statements of position on climate change; this could be an approach for the Board's message on library use fees and fines. This could be added to the agenda for October for discussion. Emily will research if our charge allows this.

•**Continued EDI discussion:** Mindy and Kristen reviewed the tactics and strategies related to the Board questions: **How is SPL being an organization embodying Equity, Diversity, and Inclusion, and how could it be better? How are we actively being inclusive? How are we reaching out to other partners/developing new partnerships? What new strategies do we want to implement and how can the Board support EDI efforts?**

Kristen reported that the Library will have a new committee devoted to EDI; first meeting is September 29th. Many of the library staff have parts of their job focused on collections or recruitment or other audience-specific aspects that definitely address diversity but have not formed specific approach through the lens of EDI.

Mindy suggests documenting what we do and do well, by quantitatively and qualitatively representing outcomes both past and planned; in the policy realm, noting that we're never going to be finished with efforts but recognize the need to continually question and check in on how we're sustaining or improving. Another piece is the idea of budgeting for equity and ensuring we have resources earmarked specifically for EDI work. This is always a challenge, and where rubber meets the road in public service work. Overcoming and not being complacent with short term challenges – trying to understand the barriers or other reasons certain audiences don't show up or don't avail themselves of services: this is important to not allow the common narrative of "people don't come" to overtake or diminish efforts. It takes a lot of front-loaded effort – to build a foundation that we'll work with over time. Family story time is an example of a devoted singular activity families can count on that was created over time. Emily noted that the library has been doing a lot under the umbrella called multicultural programming; this has transformed into inclusion and diversity. We have not kept up with documenting what we've been doing. We need a policy in place; this means the Board will review and follow along with the revisit of the strategic plan to include EDI. It would be good to have someone from the Board to participate in the EDI group as well as the strategic planning process.

Kristen noted that it's a 360 degree process; not just purchasing the EDI materials; there is also displaying and being familiar with and recommending and marketing the materials as well. It's a dynamic process to build the materials and as well, build awareness of them with all of our audiences.

Discussion items:

Clyde: What models are you using as resources for how you apply a method to accomplish the goals of EDI – what is the baseline, what are we striving toward?

Kristen: OLA EDI committee has a toolkit and resources on the website; that's one place to start and the work is ongoing. A link for the Board to look into:

<https://ola.memberclicks.net/ola-edi-antiracism-committee---HOME>

Kristen: Also I wanted to note that the Historic commission is moving forward to secure

a contract for decolonize training. Other groups in the city affiliates may participate. (Decolonize training: the process of examining one's beliefs about Indigenous Peoples and culture by learning about yourself in relationship to the communities where you live and the people with whom you interact.) Staff development money would be the only resource the library would have to participate. Other partners include Willamalane. Emily is evaluating our options to participate.

Clyde: Another board I serve on uses the term JEDI, to include the term "justice" in this work. Mindy: the city's CDI (committee for diversity and inclusion) is looking at a slightly different focus through IDEA – Inclusion, Diversity, Equity and Accessibility.

Emily: We have many resources in the library world, and feel that we are in the beginning stages of pulling this together to accurately reflect our next steps. Libraries are really based in social justice, so whether we would end up including the word, it is definitely part of how we view our work. As we get to the strategic planning part, it's important to include our community in the discussion. This would really be a helpful place for the Board to lend support, as we possibly facilitate a group of community input of 90 minute session(s).

Kristine: I appreciate how Mindy and Kristen talked about the long game and taking actions that are sustainable; and also looking to other groups doing related work and finding cooperation points.

Mindy: Community involvement is really important, so great that Emily is bringing these points to consider. We know that there are EDI points to apply to our process even of creating events that seek to engage diverse audiences – providing childcare, food for families, looking at time/place issues, all very important.

Emily will hold the first meeting with staff on the 29th and return to the Board in October with an overview, to explore Board representation.

Carolyn: Kristen mentioned that the fees/fines question is part of the EDI – would she and Mindy want to speak to this as well? Mindy: We could return when we are ready to move forward with the work. Emily: The research articles do cover some of the EDI concerns related to fees/fines. Clyde: And the liaison from the Board to the EDI committee could also help inform the subcommittee work.

- Before the Ballot discussion was tabled until next meeting.
- Next Meeting: October 5, 2021

At 7:13 PM Heather moved to adjourn the meeting, and Kristine seconded.

Respectfully submitted,
Linda Mears