

Goodnow Library

Board of Trustees

Minutes

Tuesday, June 6, 2022, 6:30 p.m.

Recording of the proceedings can be found at [sudburytv.org](https://www.sudburytv.org)

Call to order: Lily called the meeting to order at 6:36PM.

Notice of meeting recording: Lily gave notice of the meeting being recorded and made public.

Attendance: By roll call, the chair took attendance and the following Board members were present: Katina Fontes, Lily Gordon (Chair), Ingrid Mayyasi, Barbara Pryor, Natalie Schlegel (V. Chair)

Additionally, the following individuals were in attendance: Esmé Green (Goodnow Library Director), Amy Stimac (Goodnow Library Head of Children's Services), Emelia Thibeault (Secretary / Goodnow Library Office Supervisor)

Board member Jean Nam arrived to the meeting at 6:48pm.

Vote to approve minutes of the May 9, 2022 meeting:

Natalie requested an edit to the minutes under "New Business", "Agenda Posting".

Ingrid made a motion to approve the May 9, 2022 minutes as edited. Seconded by Barbara. Motion approved unanimously. Jean Nam was not present for this vote.

Trustee's Report:

*Board photo will be taken at the end of the meeting.

Correspondence:

1. Letter to Trustees received from Len Simon:

The Chair acknowledged this correspondence and thanked Mr. Simon for his outreach. As the subject matter of the letter was not related to Library Trustee matters, the Trustees will not respond as a Board. However, any individual Trustee is welcome to respond, not as a representative of the Board of Trustees, but on a personal level.

Natalie brought up the Trustees' previous conversation about adopting a Code of Conduct as the topic was mentioned in Mr. Simon's correspondence. It was discussed by the Trustees whether this subject should be reintroduced in a future meeting. Lily reiterated that a Code of Conduct should not be included in the Trustee's Bylaws as well as the difference between appointed and elected Boards. Katina raised the relevance of the State Ethics Board and the voters in holding Trustees accountable due to their elected status. The Trustees decided to re-review the Code of Conduct document for appointed committees provided by the Town of Sudbury prior to the next meeting.

2. Drag Story Time:

The Trustees received two complaints about the Pride celebration, specifically the Drag Story Time event. To alleviate any concerns about this event, the Head of Children's Services joined the Trustees meeting to explain the background of the program. The

Library Director further explained about Drag Story Time.

Goodnow Library is a participant in a collaborative community project, spearheaded by Sudbury Co-op Preschool, utilizing grant funds from the Sudbury Foundation for the purpose of justice, equity, diversity and inclusion (JEDI) initiatives. The program particularly focuses on preschool ages due to a lack of resources for children ages 2 -5. The initiative includes a four-pronged approach:

1. The installation of a "free diverse little library" at the Memorial Congregational Church across the street from Goodnow Library, which includes titles that Goodnow Library Children's Librarians assisted in selecting. This will be inaugurated at the Pride Day event.
2. Community Reads: Six to seven titles will be selected by Goodnow Library Children's Librarians. The initiative will bring in outside speakers that will, alongside these book aids, help parents learn how they can have important conversations with their children relating to justice, equity, diversity and inclusion. The Library will assist by providing event space and promotional support for the community read events.
3. Community Service Opportunities: The initiative is looking to connect with other local organizations to offer opportunities for children to participate in actual community service. Organizations may include those working on/with racial justice, food insecurity, persons with disabilities, LGBTQ+, and more.
4. Pride Day Event: The pride event is a collaboration between many local organizations, including local churches, HopeSudbury, Sudbury Neighbor Brigade, Salem Five Bank, Silver Unicorn Bookstore, Out Metrowest, etc. The event has the support of the Town of Sudbury Select Board who signed a pride day proclamation. The event will include crafts from participating groups, a pride parade, and book readings, which will include a Drag Story Time funded by the Goodnow Library Foundation (not Town funding). The event will be held on a Sunday next year to increase accessibility to local attendees.

Drag Story Time is a performance by a man who is dressed as a character. That character is often an extravagant woman with makeup and a fun, colorful, age-appropriate dress. Despite some misconceptions in the complaints received, there is nothing sexual about this performance. It is fun for all ages and types of families, but the content is geared for children. It is understood that some individuals may feel uncomfortable. However, the Library Director and Head of Children's Services are working to promote an environment where patrons of all ages, and any identity that they may have, feel welcome and are able to expand their mind through learning. This event shows individuals who are unseen or feel uncomfortable in the majority that there are different kinds of people in the world and it is safe and it's okay. Representation is important and affirming, especially for young people.

Natalie suggested including information on potentially sensitive events on the meeting agendas prior to the month of such programs to allow for Trustee advocacy in the community. This point was well taken.

Amy Stimac, Head of Children's Services, left the meeting at this time.

Director's Report:

Please email Trustees Secretary, Emelia Thibeault at Thibeaulte@sudbury.ma.us if you would like to request a copy of this month's Director's Report.

Website

Successfully re-activated the Goodnow Library Trustees webpage on the Town of Sudbury website. All future and archived meeting documents will be moved to that page.

Statistics

Next month will mark a full year of being open, which is represented on the statistics sheet. This month's numbers are slightly depressed as they have taken a while to bounce back due to recovery from limited hours. Additionally, we lost two Mondays this month. Esmé is continuing to closely track.

New Facilities Director

The Town has hired new Facilities Director, Sandra Duran, to replace Bill Barletta who recently retired.

Massachusetts Library Association (MLA) Conference "Turn the Tide" Report

Please email Trustees Secretary, Emelia Thibeault at Thibeaulte@sudbury.ma.us if you would like to request a copy of the report.

Financial Report

This is the time of year when the Library is trying to spend all Town funds down. Any funds not spent will be lost. We will spend down the Materials budget, but we will have leftover funds in the Salary line. We are estimating approximately \$16,000. We will apply to transfer this money to another budget line with the approval of the Town Manager, Finance Director and Town Accountant. These funds will be used for the purchase of new staff computers and printers and new laptops for the Now Lab.

It is not required to spend down Trusts, Revolving Funds, or State Aid as these funds roll over from year to year.

COVID-19 Update

The Library did have a steady report of staff out with COVID two weeks ago. However, this trend has not continued.

At the most recent Department Heads meeting of Library staff Supervisors, it was decided that the mask protocol would be updated. The Library now encourages masks for all staff and patrons, but no longer requires them. This decision was mainly motivated by Summer reading programming. The only unvaccinated population are children under the age of 5. All other children attending programs are not required to wear masks at school. Additionally, children regardless of age are not wearing their mask in the children's room, but are respectfully lining up and putting on their mask before entering programs. This is not effective or scientifically sound. Although a vaccination for children under 5 is on the way, the Summer will be over before those children will be vaccinated. Parents have expressed concerns about the impact masks have on young children's' development.

Goodnow Library Foundation (GLF) Report:

The Foundation is working on securing sponsorships for the Annual Gala.

Old Business:

Hoopla (owned by Midwest Tapes)

At the Massachusetts Library Association (MLA) Conference, a group of Librarians met with Hoopla representatives regarding material that does not meet minimal professional standards such as hate speech, Holocaust denial, and conspiracy theories. The group of librarians was not happy with the outcome of the meeting and Hoopla showed no further commitment to strengthening their platform's quality control. Goodnow Library will continue to follow this issue.

Strategic Plan

Esmé will email updates about strategic planning to Trustees prior to September.

Re-Do Votes from May 9 Meeting

There was confusion on whom should be voting at the May 9, 2022 meeting as the outgoing Board members (Alan Gordon and Beth Whitlock) and the newly elected Board members (Katina Fontes and Jean Nam) were all present at the meeting. Jean Nam suggested the Board re-do all votes taken at that meeting to ensure accuracy.

- Jean made a motion to approve the minutes of the April 12, 2022 meeting. Ingrid seconded. Jean and Katina abstained from the vote as they were not present at the meeting. Motion approved unanimously.
- Jean made a motion to elect Lily Gordon as the Chair of the Board and Natalie Schlegel as the Vice Chair of the Board for the next year of service. Barbara seconded. Motion approved unanimously.
- Jean made a motion to accept the timeline and proposal submitted by the strategic plan consultant Kelly Linehan as edited. Ingrid seconded. Motion approved unanimously.

New business:

Land Acknowledgement

Katina asked that a land acknowledgment, recognizing that the land the meeting is held on is indigenous land, be included on the next agenda. She will bring information to share with the Trustees for the September meeting.

Trustee Goals

Jean requested that in an upcoming meeting the Trustees discuss goals for the Board for the coming year and set up a process (potentially quarterly or semi-annual) for reporting on their progress.

Community Partnerships & Volunteering

Jean inquired how the Library could become more involved with community partners to offer volunteering opportunities for patrons with local organizations.

June Meeting Minutes

Natalie requested the June meeting minutes early due to the summer hiatus.

Trustee Meeting Start Time

Based on the scheduling needs of the current board, Esmé inquired whether the start time of the meeting should change. The Board will keep the time at 6:30pm and will revisit this topic at the September meeting.

Any other items not known 48 hours in advance of the meeting:

Adjournment: Barbara made a motion to adjourn at 7:26pm. Motion approved unanimously

Documents Used During Meeting (Organized Alphabetically):

1. Director's Monthly Report FY22-June
2. Financial Report FY22 June / Financial Report FY22 June (Updated)
3. Trustees Agenda 2022-6-7
4. Trustees Minutes 5.9.22

Next meeting: Tuesday, September 6, 2022 6:30PM