



**CITY OF NOVI LIBRARY BOARD
MINUTES, VIRTUAL MEETING
August 27, 2020**

1. Call to Order

The meeting was held virtually with assistance from the City of Novi. The meeting was called to order by Melissa Agosta, President, at 7:00 p.m.

**2. Roll Call by Secretary, Torry Yu
Library Board**

Melissa Agosta, President
Kat Dooley, Vice President
Bill Lawler, Board Member
Craig Messerknecht, Board Member
Tara Michener, Board Member
Geoffrey Wood, Treasurer
Torry Yu, Secretary

Student Representatives

Sarah Chang (left virtual meeting at 7:14 pm)
Tarun Tangirala (left virtual meeting at 7:14 pm)

Library Staff

Julie Farkas, Director
Barbara Cook, Bookkeeper

3. Pledge of Allegiance

The Pledge of Allegiance was recited.

4. Approval and Overview of Agenda

Changes to the Agenda: Under 10. Treasurer's Report items A. and B. should read 2020-2021.
A motion was made to approve the Overview of the Agenda as amended.

1st – Tara Michener

2nd – Kat Dooley

The motion passed unanimously.

5. Consent Agenda

A. Approval of Regular Meeting Minutes –July 23, 2020

At the last meeting, Trustee Michener requested the Educational Research packet prepared from the Diversity, Equity and Inclusion Committee Meetings be included in the Board packet and it was not. President Agosta asked the Committee members about including the Educational Research packet in the Board packet. Trustee Dooley commented that the material includes research shared at the committee meetings. However, she didn't go back through her

records to verify that it was going to be included in a report. But, Trustee Dooley has no issue with including the material in the Board packet going forward. The report from the Diversity Equity and Inclusion committee will be included in the next Board packet, as prepared by Trustee Michener.

A motion was made to approve the regular meeting minutes as amended.

1st – Tara Michener

2nd – Torry Yu

The motion passed unanimously.

B. Approval of Claims and Warrants – Warrant 593 for Accounts 268 and 269

A motion was made to approve Claims and Warrant 593 for accounts 268 and 269.

1st – Tara Michener

2nd – Torry Yu

The motion passed unanimously.

6. Correspondence

- A.** August 3, 2020: Letter from Michael Rice, State Superintendent, Dept. of Education Re: CARES Act Grant.
- Library awarded \$5,500 grant money from the CARES Act.
- B.** August 4, 2020: Email from Lindsay Gojcay, Information Services Librarian to State Representative Kathy Crawford and two responses from Kathy Crawford
- Thank you to representative, Kathy Crawford for the Art and Humanities Touring Grant opportunity that the Library benefitted from.
- C.** August 4, 2020: Email from Kathy Doty RE: Support Services
- Re: excellent customer service
- D.** August 20, 2020: Email from: Sandy Bonavero, Program attendee
- Gail Anderson, program coordinator, received a thank you for the Rich African American History of Detroit program.
- E.** August 21, 2020: Email from Heinz Topol, Resident of Novi
- Re: His appreciation of the drive-up hold pick up service.
- Trustee Dooley commented that with regards to the grant. The funding is earmarked for very specific things in terms of what we have to record. Director Farkas acknowledged that is correct and \$500 is for PPP and \$5,000 is for technology.

7. Presentation/Special Guest

- A.** N/A

8. Student Representatives Report

- A.** The Student Representatives report for July 2020 can be found on page 25 of the August 27, 2020 Board packet.

9. President's Report (Melissa Agosta)

- A.** 2019-2022 Strategic Objectives (3 year plan)
- Strategic Objectives are on page 26
 - No changes
- B.** 2019-2020 Goals Update (July, October, January, April)
- Next update will be in October.

10. **Treasurer's Report (Geoffrey Wood)**

Trustee Wood presented the Treasurer's Report.

A. 2020-2021 Library Budget Fund 268

The 2020-2021 Library Fund 268 Budget can be found on pages 28-30 of the August 27, 2020 Library Board packet.

- The 2020-2021 Library Fund 268 budget (COVID column) calls for revenue of \$3,124,300 and expenditures of \$3,221,824 consuming \$97,524 of the fund balance.

B. 2020-2021 Contributed Fund Budget 269

The 2020-2021 Contributed Fund 269 Budget can be found on page 31 of the August 27, 2020 Library Board packet.

- The 2020-2021 Contributed Fund 269 budget (COVID column) calls for revenue of \$46,500 and expenditures of \$51,050 consuming \$4,550 of the fund balance.

C. Reviewed and Adjusted 19/20 Budget from the City of Novi Finance Dept. (as of 8/12/20) for Auditing Purposes

The Adjusted Budget For FY 2019-2020 from the City of Novi Finance Department can be found on pages 32-34.

D. 2020-2021 Library Budgets for 268 & 269 Budget Amendments by City Council – 8/10/20 Approved

The 2020-2021 Library Budget amendments as approved by the Board can be found on page 35.

E. August 2020 Financial Overview

The August 2020 Financial Overview can be found on page 36.

F. Library Fund 268 Expenditure & Revenue Report (ending July 31, 2020)

The Library Fund 268 Revenue and Expenditure Report can be found on pages 37-40 of the August 27, 2020 Library Board packet.

- Revenue ending July 31, 2020 was \$23,846.
- Expenditures ending July 31, 2020 was \$213,701.

G. Contributed Fund 269 Expenditure & Revenue Report (ending July 31, 2020)

The Contributed Fund 269 Revenue and Expenditure Report can be found on page 41 of the August 27, 2020 Library Board packet.

- Revenue ending July 31, 2020 was \$0.
- Expenditures ending July 31, 2020 was \$0.

H. Balance Sheet for Fund 268 (as of July 31, 2020)

The Balance Sheet for Fund 268 as of July 31, 2020 can be found on page 42 of the August 27, 2020 Library Board packet.

- Ending Fund Balance for Fund 268 as of July 31, 2020 was \$2,093,705.

I. Balance Sheet for Fund 269 (as of July 31, 2020)

The Balance Sheet for Fund 269 as of July 31, 2020 can be found on page 43 of the August 27, 2020 Library Board packet.

- Ending Fund Balance for Fund 269 as of July 31, 2020 was \$1,712,224.

11. **Director's Report**

The Director's Report can be found on pages 45-58 of the August 27, 2020 Library Board packet.

Staff members celebrating anniversaries in September are:

- Mary Robinson – Information Services – 15 years
- Dominic Doot – Information Technology – 9 years
- Yolanda Hockaday-Dennis – Information Services – 5 years
- Chris Nadeau- Support Services – 2 years
- Jill Wasson – Support Services – 1 year
- Leah Bruce – Information Services – 1 year

Directors Report Summary

- On page 44 are the COVID-19 expenditures through August 2020. Director Farkas will inform the Board the dollar amount reimbursed to the Library for the PPP purchases.
- On page 46 is a copy of the letter submitted to the Library Cafe, regarding the exemption of the monthly lease payments from July through December 2020.
- On page 47 is a statement that Director Farkas submitted to the Library of Michigan. Various statements about what makes you proud of your library were posted on August 18th. Director Farkas read the statement that she submitted.
- On page 47 at the bottom are the Library Director Goals for FY 2020-2021.
- On page 48 is a statement submitted by Trustee Tara Michener. This will be discussed under 14A Matters for Board Action.
- On page 48 at the bottom is the Library Van replacement schedule. This will be discussed under 14B Matters for Board Action.
- On page 49 is an update on numbers and usage of the building during COVID. We are under the capacity recommendations of 120 guests and following the time limits of 30 minutes. Trustee Lawler received a comment from a Library guest about reduced seating. Director Farkas said the reduced seating is heavily suggested to discourage congregating and gathering especially when we are allowing a 30 minute visitation time. The Library is ADA compliant and are allowing a limited number of seats, if needed, in that capacity. There are three stand up computer stations but if anyone would need a chair it can be provided. On September 8 the library is currently planning to increase the visitation to one hour.
- On page 50 are examples of signage; informing guests of library services and building usage.
- On page 51 are details explaining what is to come in September 2020 for building usage and library services. Also, there is a photo of donations in quarantine. Donations are accepted Thursdays 10am-7pm.
- On page 52 and 53 is an eNewsletter update.
- On page 54 is design work by Maryann Zurmuehlen for Lakeshore Lending Library t-shirts. Trustee Michener commented that she loved the color scheme, very cool, very serene. Director Farkas appreciated the comment as they were trying to tie into the lake and that cool water feel.
- On page 55 is the Novi Today article about the Lakeshore Lending Library.
- On page 56 is a flyer for September Songfest, an outdoor event held at Paradise Park. Registration is required and there are just a few spots available for each date.
- On page 57 is information about the 11th Annual Community Reads.
- On page 58 is an ad placed in the Novi Chamber of Commerce Directory.

A. Information Technology Report

The Information Technology Report, provided by Barb Rutkowski, can be found on page 58 of the August 27, 2020 Library Board packet.

B. Facilities Report

The Facilities Report, provided by Keith Perfect, can be found on the top of page 59 of the August 27, 2020 Library Board packet.

C. Information Services Report

The Information Services Report is found on pages 59-62, prepared by April Stevenson. On page 60 under adult zoom, the program Racism is not a Black People issue had an attendance of 1,120. This was a zoom and Facebook live event. However, the Facebook live numbers on page 65 under the COVID section are much smaller for this program. Director Farkas wanted to mention this acknowledging the 1,120 is an accurate number for attendance and will be used for reporting to the State. On page 61 the Raising a Reader continues to have wonderful

numbers even with it being held virtually. Also, on this page are photos of Shrinky Dink jewelry grab and go kits and Dot Mandala painting grab and go kits. On page 62 is a display from the National Archives called the Rightfully Hers Display, commemorating the 100th Anniversary of the 19th Amendment; women's voting rights. The exhibit runs through the end of August.

D. Support Service Report

The Support Services report is found on pages 63-64, prepared by Maryann Zurmuehlen.

E. COVID-19 Usage Statistics

The COVID-19 usage statistics update is included on pages 64-65. The library is now quarantining materials for 120 hours (5 days) based on a new report provided by REALM (RE-opening Archives, Libraries and Museums). Guests' accounts will still show the material on their accounts during the quarantine. The materials will be checked in once it is safe to handle the materials after the 5 day quarantine. The social media statistics are on page 65.

F. Library Usage Statistics

The Library Usage Statistics report can be found on pages 66-74. The self-checkout numbers are a little higher; people are independently checking out items. These areas have a sanitizing station for guests to use prior to using the self-checkout.

G. Friends of the Novi Library

On pages 75-78 are the Friends June 10th meeting minutes. The Friends held a July meeting and did not hold an August meeting.

H. Friends August 2020 Newsletter

On pages 79 is the Friends August 2020 Newsletter. There is a typo on this. The Newsletter says August 2019 however, it is the August 2020 newsletter. The Friends are excited about the September Songfest and are sponsoring this event with a \$1,000 commitment towards the talent. The Friends will have a table at the event.

I. City of Novi Historical Commission – Agenda Wednesday, June 17, 2020

Included on pages 80-85 are the City of Novi Historical Commission February 19, 2020 Agenda, June 17, 2020 Agenda, June 17, 2020 Meeting Minutes, and August 19, 2020 Agenda.

J. Bits & Pieces – N/A

Additional Comments Section:

- Trustee Dooley noted that under Adult Zoom programs on page 60 the attendance number is missing for Why Take a Knee? Director Farkas will get the attendance for that program and share it with Board.
- Trustee Yu inquired about the stats on page 68. Is the drive up usage referring to the drop box, the window or both? Director Farkas said that is the car drive up. Also, Trustee Yu asked for clarification on the 1,120 attendance for the Racism is not a Black People issue. Director Farkas said the 1,120 is a combination of zoom and Facebook live attendance. Trustee Yu asked if a guest views it later, is that included in the 1,120 count? Director Farkas will double check and let the Board know. Trustee Michener added that if a Facebook live video is viewed late, the numbers still count.
- Trustee Yu visited the iCube and was happy to see the Library continually adding new toys like the mug and additional 3-d printers. Also, Trustee Yu added that he is happy that the neighborhood Library association continues to grow and is up to 7. Director Farkas thanked Trustee Yu for the comment acknowledging that Commerce was added this year.

12. Committee Reports

A. Policy Committee: Review current public policies for the Library

(Michener-Chair, Agosta, Staff Liaison- Julie Farkas)

- Staff Committee consists of: Julie Farkas, Marcia Dominick, Barb Rutkowski, Maryann Zurmuehlen, Betty Lang, Keith Perfect, Dana Brataniec and Hillary Hentschel.
- 1st draft of building policies were sent to the attorney for review/edits as of 7/6/20.
- Attorney will have drafts reviewed by Tuesday, September 8, 2020; a meeting with Policy Committee is pending approval.
- Trustee Michener is requesting a clause be added under anti-bullying for no hate speech in existing policy.
 - Update: Director Farkas understands Trustee Michener's request and would like to have a no hate speech clause added to the policy. Director Farkas will work with the attorney and add a no hate speech clause to the document.
 - Trustee Michener has been communicating via email with President Agosta and Director Farkas and will be providing a date in September to meet.

B. HR Committee: HR Policies, Director Review, Salary Study

(Agosta – Chair, Wood, Dooley, Staff Liaison – Marcia Dominick)

- Committee consists of: Julie Farkas, Marcia Dominick, Lindsay Gojcaj, Kirsten Malzahn and Christopher Nadeau.
- Committee drafts still in review as of 8/24/20.
- HR Committee meeting to discuss Library Director's Goals for 2020-2021 on Monday July 20, 2020.
- Library Director Goals for 2020-2021 submitted by HR Committee.
 - Goals are on page 47. These goals are measurable and each action step accomplished to achieve these goals can be noted. There are a combination of soft goals and measurable goals. There will be a mid-year evaluation and the Directors self-evaluation takes place at year end.
- Marcia Dominick (20 year employee) will be retiring as of Thursday, September 17, 2020. Director Farkas will be posting for a HR Manager.
- We are on our 3rd round of postings for the Driver position for Outreach (Lakeshore Lending Library). After 2 sets of interviews and offers made, the candidates accepted, then declined the positions.
 - The process began in early spring and has been challenging. The candidate's decline of the driver position was not related to the job itself, mainly personal and travel issues.
 - The online applicant system is being used. The Library is very pleased so far with the amount of applicants applying. However, there are applicants that do not show for the interview and do not follow up with a reason why.

C. Finance Committee: Financial plan based on building assessment review, Library endowment investigation

(Wood – Chair, Messerknecht, Lawler, Staff Liaison -Julie Farkas)

- Committee met virtually on May 15, 2020: Recommendations for the Financial Policy were reviewed and will be submitted to the Policy Committee for inclusion into the larger document.
- Final 19/20 268 Budget reviewed and adjusted by City of Novi Finance Dept. for auditing purposes.
 - Director Farkas added that Bookkeeper, Barb Cook will assist Director Farkas on foundation and endowment research and attend finance meetings.

D. Events/Marketing/Fundraising Committee: Outreach opportunities

(Yu– Chair, Michener, Dooley, Staff Liaison -Julie Farkas)

1. The Marketing Plan was approved at January 23, 2020 meeting.
2. Library/ Community Events attended by Library Board Members in the last month:
 - Trustee Yu was an election worker at the Library.
 - Trustee Yu emailed trustees inquiring if trustees attended any programs last month. The trustees did not and thanked Trustee Yu for the email.

E. Strategic Planning Committee: Annual review of current plan

(Dooley – Chair, Yu, Staff Liaison – Julie Farkas)

- No report at this time.
 - Trustee Dooley asked if a meeting is needed and is eager to be a resource for the Director and Library, as needed. Director Farkas suggested October when we have our first goal.

F. Building/Landscape Committee: Entrance project

(Messerknecht – Chair, Lawler, Wood, Staff Liaison – Julie Farkas)

- Grounds- North end drainage work completed as of June 30, 2020; staff is still watching the area for pooling of water, but little rain has occurred. Vendor was called out for some additional grading and seeding of the area.
 - Update: We are seeing progress as the area is draining.
- Lakeshore Lending Library Kiosk- Another push in the date, based on communications with City of Novi CIO Rob Petty, to the week of Monday, September 28, 2020. Utility work has been scheduled for the end of August-mid-September. Director Farkas has met with 3 local vendors for vinyl wrap quotes for the kiosk. Pricing has not been submitted yet. Anticipated vinyl wrap date is Monday, October 5, 2020.
- Library Van- Van wrap completed. Pursuing \$2,500 sponsorship opportunities at this time.
- Café – Café manager was contacted about the City of Novi's relaxed signage ordinance due to COVID if wanting to pursue advertising on Ten Mile. Café manager was sent a letter pertaining to the first six (6) months (July-December) of the 20/21 lease payments to be waived based on Library Board discussion at the July 23rd meeting. See letter enclosed.

Director Farkas met with the new Assistant Superintendent for Finance/Building Operations, Greg McIntyre, to discuss his new role. Greg will oversee the bond project, transportation and food service – which the library café's management is a direct report to him.

The café is planning to resume early hours at 7am (Mon-Fri) beginning Tuesday, September 8 with the start of the new school year. In addition, a meeting is scheduled for Thursday, August 27 with Kristin Corrion, who manages the Transition Program for the district, to discuss skill building and training at NPL for students for the 20/21 school year (emphasis on the cafe and library facilities).

- Friends of Novi Library Book Nook – 2nd week of donations have been received. Friends have been very pleased with the drop off process.

- Air Duct Cleaning RFP- Director Farkas will begin working on a RFP for an air duct cleaning of the full building. This was an approved budget item for 20/21.

G. Bylaw Committee: Review Library Board Bylaws

(Lawler – Chair, Agosta, Staff Liaison – Julie Farkas)

- Bylaw revisions were approved at the March 28, 2019 meeting.
- Director Farkas will reach out to Trustee Lawler to schedule a meeting.

H. Equity and Inclusion Committee

(Michener – Chair, Dooley, Wood, Staff Liaison – Julie Farkas)

- Meeting held on Tuesday, August 18th; attended by Michener, Dooley, Wood and Director Farkas
 - This was a zoom meeting and Trustee Wood resigned from the committee at that time.
- Trustee Michener is requesting the Library purchase a membership to one of the diversity based professional organizations in the library industry recently noted in the packet: BCALA.
- Trustee Michener is requesting the Library participate in the Spectrum Scholarship program.
 - Trustee Michener asked, is there a clarification of correspondence? Trustee Michener mentioned that an anonymous letter was included in a past Board packet and the Library received two pieces of information from patrons that were not included in this packet. President Agosta answered that the packet was already prepared and the correspondence will be included in the next meeting. Trustee Michener mentioned they are Black issues and wants to be sure that we not only include positive things the Library does, but also correspondence that calls us higher. Trustee Agosta commented that for the record they will be included in the next meeting. Director Farkas added that the packet went out on Sunday and the correspondence Trustee Michener is referring to was received after the packet was created and ready for upload to the website.
 - Trustee Michener mentioned that the goal coming into the August 18th meeting was to come together and work on a statement. Trustee Michener said at this time Trustee Dooley decided a statement was no longer necessary and to continue to do the work/ programs and don't negate what the Library has been doing already.
 - Trustee Michener said she has remained consistent and that is not the case across the board. Trustee Michener's statement is on page 48 and will be discussed under 14. A. Matters for Board Action.
 - Trustee Michener mentioned the BCALA is part of the ALA and is a reputable organization to join.
 - Trustee Michener would like the library to participate in the Spectrum Scholarship program and they could perhaps provide really good advice for the libraries hiring issues. Also, to deepen our understanding and do things better to become an anti-racist organization.
 - Trustee Michener discussed the PLA twitter chat. Sharing that a lot of the things she included in the packet, under PLA were discussed. The chat continually stressed that we really need a call to action when it comes to race specifically in Black communities.

Trustee Dooley tried attending the PLA Twitter discussion, but was not familiar with the format and said she unfortunately missed out on that valuable information. Trustee Dooley offered clarification on her reasons for deciding to not put out a statement, noting that she has had a lot of really good conversations with members of the community and feedback from an attorney.

Trustee Dooley is continually learning about the Board's relationship with the community and what the duties are as a Trustee. Specifically, doing the greatest good for the greatest number of Library users, as mentioned in Trustee By-Laws. As a Trustee, Dooley feels her job is to empower the staff. Additionally, Trustee Dooley was astounded by the programming Gail put out, right away, and was happy to be able to participate in some of the programs. Trustee Dooley emphasized this is what really matters a lot – the work. The fact that there is an Equity Inclusion Committee and the research Trustee Michener is passionate about. She mentioned that there are resources out there and there is still a learning curve. Trustee Dooley said we have to do the job that we do through the work, and it is not appropriate, without the support of the whole staff, to push something forward personally. Trustee Dooley respects Trustee Michener and she respects the voices that feel a statement is needed. Trustee Dooley strongly feels that actions speak louder than words and the work that the Board does is to empower the staff to do even more and there is more work to do. Setting her personal beliefs a little bit aside, to serve the community of Novi and promote available resources to the community in order to inform our community. Then when people leave the community they will be empowered to do even greater good outside of our borders. Finally, Trustee Dooley is in agreement with adding the hate speech clause.

13. Public Comment

There were 7 public speakers via zoom. The speakers are identified by how they addressed themselves on zoom. Some of the speakers during public comment did not state their address and whether they are or are not a resident of Novi.

Trish: She was thankful to the Board for making Juneteenth a holiday, but now heard that is something that the Board is backing out of and she is extremely disheartened by this. She heard the passion of the young lady (Board Member) that just spoke and she said the Board Member has to do what is best for the people in Novi. She thinks it is best that people everywhere honor and respect exactly what Juneteenth is and what Juneteenth means to the African American Community. Survivors Speak, which is a non-profit she is associated with, represents the voice of the people and they are asking the Board to not only keep their word as to what they have voted on initially, but also to continue to educate. She said that the heart of Novi may not want something like this; that is understood and that there are a lot of places that don't want to be culturally competent or to accept the viewpoint of someone else that they don't understand. She said in this day and in this time that is totally unacceptable. She suggested to move and push forward with not only spreading awareness, but making sure that people understand that even in Novi racism will not be tolerated. Additionally, she said the Board should educate and honor what they say they are going to do, in this movement. She said they have definitely spoken to Kimberly Craig on Channel 7 news about this. She is waiting on what the outcome of the Board's decision is going to be tonight. She hopes the Board's decision is going to be to honor their word because that is why they are appointed in their positions. She asked the Board to please do not undo the work that they have done or it could set the tone not only for Novi, but other areas that can follow suit. She is asking the Board to be on the right side of history. She asked the Board to do what is right to represent and let individuals know that Novi understands and respects what Juneteenth really means and keep it as a Holiday.

Adrienne: A Novi resident for almost 20 years, with kids in Novi schools. Her husband and she started a group back in February, in partnership with the Novi Library called Pride and Joy. There was a hiatus due to COVID and she is looking forward to starting it back up virtually this fall. Pride and Joy is meant to offer support to parents and guardians of LGBTQ+ kids, which they are blessed to have in their family. The mission of the group is to provide educational resources, advocacy opportunities and mutual support as they strive to love the children well. She said having a child who is a minority brings about a hyper awareness of the ways in which the world does and does not consider their safety, dignity and

humanity. While families in this community come from diverse backgrounds and face unique challenges, she believes the greatest risk to all of the kids is ignorance which often turns to fear, hatred and violence which are in a constant loop. This is where the library is so great because education eradicates ignorance which ultimately leads to safer worlds for the kids and everyone else's kids because they are all inextricably connected. She feels a threat to justice anywhere is a threat to justice everywhere. In that spirit, she also wants to lend her voice tonight to support the anti-racism initiatives that have been brought forward by the Library's Equity and Inclusion Committee and from both the June and August emails from Sharon Trumpy, such as the hate speech clause in the Library's anti-bullying policy, a library audit, a Spectrum Scholarship, the Juneteenth Holiday closure and the BCALA membership to continue to align with the great and focused work from the Equity Inclusion Committee. Her heart breaks for the fear that her Black friends and neighbors are feeling right now for their children's lives and their own. She said that they are inextricably connected and as much as she can understand their pain, it is her pain. If the world isn't safe for their kids it isn't safe for anyone's. Just as society is directly impacted by COVID-19, society is also directly impacted by the crisis of Anti-Black Racism and whether the impact is felt up close or as a ripple everyone is negatively impacted. She said the time is right now to take these new measures to eradicate ignorance and to unequivocally express a commitment to the value of the lives of Black neighbors, friends and families here in Novi. She said this is a chance to be part of history and truly change the world. Her family whole-heartedly support Novi Public Library anti-racism efforts.

Dejuan: A Novi resident and parent. He stated that the speaker before him was very articulate, with allies like her and hearing the Novi Board talk about this important issue it heartens him that the Board is grappling with something that's challenging to so many people and communities across this country. As a parent, as a resident he supports the Boards actions and said that the Board has resources and allies out there, particularly with Wayne State University, where he works. He said that many of the leaders, in Novi, are connected to Wayne State, Dr. Matthew's is an alumni and Julie Farkas is an alumni of the Library Science program. Many other universities beyond Wayne State are providing solutions and opportunities to serve communities with racial equity and initiatives that he thinks are important for communities of color and African Americans in particular. He thinks Board member, Trustee Michener is doing a fabulous job in raising this important issue and addressing it in a way where it serves not just the African American Community but Novi being an International community that cuts across different racial demographics, international demographics from immigrants to economically challenged. He said the library is that beacon of hope that kids, parents, families gravitate towards to learn and give their kids a better way of life and a better opportunity than what they had and for those who are successful to have their kids prepare for the future. He said that Wayne is an ally and resource for the Library with its current library chair, Jon Cawthorne who is the President of the College Library Association representing all University and College libraries across the country. Also, Wayne State President M. Roy Wilson who is working with Michigan State's President and University of Michigan President on racial equity and social justice initiatives. He said there are resources out there and to continue the great work that the Board is doing. He thanked the Board for the time and opportunity and he suggested parents in Novi as an additional resource.

Lisa: A resident of Novi for 15 years and a public school teacher in a neighboring suburban district. Her family and she have utilized the library throughout her entire residency here. She said that Board member Trustee Michener was cut off when she was speaking about issues that speak to the heart of Black people at large. She added that Novi is a diverse community and a Board member is undermining how the community feels at large about issues such as Black Lives Matter and celebrating Juneteenth as a national Holiday. She said she lives in a complex in a sub division and all the subdivisions surrounding her are mostly Indian and other people of various cultures, so Novi is not this old, White Supremacist, non-inclusive, conservative, traditional place that it seems like a Board member seemed to be projecting it to be. As a Black member of the Novi demographics, she feels an All Lives

Matter approach is cowardly and backwards. She said if the Board doesn't vote in favor of doing the right thing for African Americans and other disenfranchised people in the community like the pride community, they deserve negative backlash and scorn from channel 7 and the others.

Clifton: Clifton is from the City of Livonia. His family members are big readers and are regular patrons to the libraries all around metro Detroit. Clifton is researching a number of the cities implementing Juneteenth as a Holiday. He stated that it is an incredible stance, showing that All Lives Matter and that it opens up room to educate the community on racism and the intolerance of it. As a Black family in America they are proud to patronize places where they feel welcome and they would love for that to be Novi as well.

Tia Marie: An employee of the Novi Library and activist in the community. She said she has been in Novi over 14 years advocating for Black families, for Black experiences, for Black lives, for their protection, for their equitable inclusion. She felt her advocacy requests were mostly ignored and when May 25th came and George Floyd took his last breath on television, she reached out to the Board wanting the Library to speak up for Black families for the pain suffering and anguish that they go through on a day to day basis in non-Black environments and how their safety is in question. She shared her own experience as recently as last year with a patron calling her the n-word on her job and not feeling very protected or supported in that situation. She said she thought it would be great if she could reach out to the Board and her supervisor, Julie Farkas and share what it felt like at that moment back in early June and how she could support the Library and take a stand. It is extremely important to her that the Library make a unified statement. She said there are going to be staff members or Board members that do not agree that Black Lives are important, but that is not the heart and spirit of the residents and community members. Tia Marie said it is not inclusive in Novi for everyone, that may be the intent, but that is not the experience. Tia Marie heard that Juneteenth was slated to be a Holiday, then she heard it would change to a staff professional development day. She added that there are only 4 Black employees at the Novi library and they do not have any other days to honor them.

Margaret: A Northville resident commented that she is a patron of the Novi Library and wants to second what Tia Marie, Trustee Michener and what others have said. She said they are not as far advanced in Northville as having Equity and Inclusion group within the library, they are looking to Novi for the efforts that they are doing because they are looking at doing things in Northville as well. She just wanted to let the Board know that people outside of the community are also watching and listening to what you do.

14. Matters for Board Action

A. Approval of Trustee Michener's proposed statement

Trustee Michener said that the criticism she just heard (public comment) was that the Board is not un-acknowledging the things that they have already done. Trustee Michener read her statement on page 48. Additionally, she added that we can't just say we had a great speaker in, we need to do the work recommended by the speakers. Trustee Michener stated that since she wrote the statement there have been more murders and horrific events happening in our world.

President Agosta is continuing her stance that actions are much louder than words. President Agosta summarized the libraries strategic goals and stated that the strategic goals represent our libraries action plans.

Trustee Yu thanked the Equity and Inclusion Committee for their work/research and Trustee Michener for coming up with this statement. Trustee Yu asked, is it necessary to mention George Floyd by name, because unfortunately there are more murders as Trustee Michener mentioned. He asked if they should consider changing the statement to be inclusive of systemic racism.

Listening to the comments this evening, Trustee Yu is not opposed to having a statement at this point. However, if the Board does go that route and puts out a statement they need make sure they are mentioning all the initiatives they are doing to combat anti-racism. Trustee Yu added that he is researching what other libraries in the area have done. He said that the library is an educational hub and should list books, movies and items people can use to further educate themselves with so it is important to include the initiatives that are being done and the libraries offerings/commitments. He said that a lot of the commitments do line up with the strategic plan which is reviewed every three years. Whatever the Board decides as a whole, on whether to have a statement or not, this has been eye-opening to have all of the research and discussions. The Board has added a diversity audit of the materials, they changed the applicant system for HR to expand their horizons on the applicants they are recruiting.

A motion was made to approve Trustee Michener's statement on page 48. The motion was not seconded and did not pass.

B. Approval for the Library Van Replacement Schedule for every 7 years.

Director Farkas said the City typically keeps a vehicle for 7 years then funds from the sale of the vehicle would go towards a purchase of new vehicle. The library has never been on a plan like this and is looking for the Board response for future financial planning purposes. The Board decided to allow the Finance Committee to review and gather more information about the suggested van replacement schedule. Board members on the Finance committee will provided Director Farkas with questions and thoughts and she will get answers for them.

C. Director Farkas is looking for clarification and approval on the previously adopted annual June 19th closure. If the date falls on a Saturday/Sunday would the Library be closed? If the date falls on a week day can it be used as a staff training day, specific to DEI initiatives or remain closed?

Director Farkas said the approval is for the Library to be closed on June 19th and the approval came up quickly at the last meeting and she is just asking for clarification on how to proceed with the Holiday. Board members agreed that this date is a day off and celebrated as a Holiday. Trustee Dooley suggested educating the community, the week prior to the Holiday, about the importance of Juneteenth.

Trustee Michener asked about the Spectrum scholarship and the BCALA membership. Trustee Michener wants these put forward for consideration, for a vote. President Agosta apologized and did not realize it was to be for a vote. President Agosta asked the Finance committee to review the details for budgeting purposes. Director Farkas is going to follow up with the Finance committee on these items.

15. Adjourn

A motion was made to adjourn at 9:08 p.m.

1st— Tara Michener

2nd—Torry Yu

The motion passed unanimously.



Torry Yu, Secretary

September 24, 2020

Date