



**CITY OF NOVI LIBRARY BOARD  
MINUTES, VIRTUAL MEETING  
May 27, 2021**

**Call to Order by President, Kathy Crawford**

The meeting was held virtually with assistance from the City of Novi. The meeting was called to order by Kathy Crawford, President, at 7:03 p.m.

**Pledge of Allegiance**

The Pledge of Allegiance was recited.

**Roll Call by Secretary, Brian Bartlett**

1. **Library Board – All members were present and stated their location.**

Kathy Crawford, President  
Kat Dooley, Vice- President  
Brian Bartlett, Secretary  
Sreeny Cherukuri, Board Member  
Tara Michener, Board Member  
Geoffrey Wood, Treasurer  
Torry Yu, Board Member

**Student Representatives**

Sarah Chang (left virtual meeting at 7:20 pm)  
Tarun Tangirala (left virtual meeting at 7:20 pm)

**Library Staff**

Julie Farkas, Director  
Barbara Cook, Bookkeeper

**Library Attorney**

Tom Schultz  
Rosati, Schultz, Joppich & Amtsbuechler

**Approval of Agenda**

Kathy Crawford added Announcements - prior to Communications - on the Agenda.  
A motion was made to approve the Agenda as amended.

1<sup>st</sup> – Brian Bartlett

2<sup>nd</sup> – Sreeny Cherukuri

Roll Call Vote was taken. 7 yes votes. Motion passes unanimously.

**Consent Agenda**

1. Approve Minutes of:
  - A. April 22, 2021 – Regular Meeting

2. Approve Claims and Warrants of:
  - A. Accounts 268 and 269 (#602)

A motion was made to approve the consent agenda (items 1 and 2 above) as presented.

1<sup>st</sup>- Brian Bartlett

2<sup>nd</sup>- Sreeny Cherukuri

Roll Call Vote was taken. 7 yes votes. Motion passes unanimously.

### **Presentations**

1. Introduction of Nicole Williams, HR Specialist (hired 5/10/21)
  - a. Director Farkas introduced Nicole Williams to the Board.
2. Aliyah Hirji, President of TAB (Teen Advisory Board)
  - a. Aliyah shared appreciation cards that were sent from the TAB to various Novi Library Departments.

### **Reports**

1. Student Representatives Report  
On pages 21-24 of the May Board packet.
2. President's Report (Kathy Crawford)  
President Crawford shared a statement of appreciation for her appointment as President and she thanked the Board Members for volunteering to serve on the Library Board. Additionally, President Crawford appreciates the professionalism of the Board and the Library staff and their commitment to the Novi Community to provided exemplary service.
  - A. 2019-2022 Strategic Planning Goals  
On page 25 of the May Board packet.
  - B. 2020-2021 Goals Document Update – N/A
  - C. Committee Appointments for May 28, 2021-May 26, 2022:  
**Bylaws:** Chair-Trustee Wood; Members–Trustee's Bartlett, Michener; Staff Liaison – Dir. Farkas  
**Policy:** Chair-Trustee Wood; Members-Trustee's Bartlett, Michener; Staff Liaison –Dir. Farkas  
(Members of the Bylaw and Policy Committees will consider joining these two committees and will make a recommendation to the Board, at a future meeting.)  
**HR:** Chair-Trustee Crawford; Staff Liaison-Dir. Farkas, HR Specialist Williams  
**Strategic Planning:** Chair-Trustee Michener; Members-Trustee's Dooley, Bartlett; Staff Liaison: Dir. Farkas  
**DEI:** Chair-Trustee Cherukuri; Members-Trustee's Michener, Dooley; Staff Liaison-Dir. Farkas  
**Building/Grounds:** Chair- Trustee Yu; Members- Trustee Cherukuri; Staff Liaison-Dir. Farkas  
**Finance:** Chair- Trustee Bartlett; Members- Trustee's Cherukuri, Wood; Staff Liaison-Dir. Farkas  
**Events/Marketing/Fundraising:** Chair-Trustee Dooley; Members-Trustee's Bartlett, Yu; Staff Liaison-Dir. Farkas
  - D. Director's Annual Review: Requested Closed Session by Library Director on Thursday, June 24, 2021 (HR Committee Chair will need to facilitate the information from each board member in advance of the meeting)
  - E. Library Board Retreat scheduled for: Saturday, June 26, 2021 from 10:00am-2:30pm
3. Treasurer's Report (Geoffrey Wood)- pages 26-36
  - A. Fine Free Discussion  
Trustee Wood explained that fines have been relaxed during COVID.  
The fine's collected in the 2018-2019 FY brought in revenue of \$69,893; 2019-2020 FY fines revenue generated \$48,961 and 2020-2021 the fines revenue is budgeted at \$11,000, which is not an insignificant revenue stream of about \$70,000 when operating during a non-COVID

fiscal year. Prior Board discussion has taken place about joining the library trends of going fine free. Trustee Wood will be asking President Crawford to add this to the Matters for Board Action for next month. Trustee Michener shared her thoughts that going fine free supports the Library's current Strategic Goals. Additionally, Trustee Michener said that library fines in 2018-2019 were 2.2 % of collected revenue; 1.5% in 2019-2020, which is a small percentage of total revenue. Trustee Michener added going fine free is a goodwill offering and in line with the industry. Trustee Cherukuri would like to know that average amount of fine per person or per incident? Does the Library offer ways for patrons to petition for relief? Trustee Cherukuri asked for explanation of account 268-657.000 and 268-658.000; library fines and state fines. Director Farkas explained account 658 Penal Fines is revenue generated from traffic infractions incurred on our State Highways that is allocated to the Library, through Legislation. President Crawford asked the Chair of the Finance Committee - Trustee Bartlett to discuss going fine free with the Committee and bring a recommendation to the Board. Also, Trustees are encouraged to reach out to the Community for their input.

- B. 4<sup>th</sup> Quarter Review of 268 and 269 2020/2021 budgets  
Trustee Wood explained that the 4<sup>th</sup> quarter budget amendment suggestions are on pages 26-29. These suggested changes are highlighted in red and are under action item 3 - Matters for Board Action.
- C. 2020-2021 Library Budget Fund 268  
The 2020-2021 Library Fund 268 budget (COVID column) calls for revenue of \$3,123,886 with expenditures of \$3,167,505 consuming \$43,619 of the fund balance.
- D. 2020-2021 Contributed Budget Fund 269  
The 2020-2021 Library Contributed Fund 269 budget (COVID column) calls for revenue of \$46,500 and expenditures of \$51,050 consuming \$4,550 of the fund balance.
- E. Financial Report - April 2021  
On page 30 of the May Board packet.
- F. Library Fund 268 Expenditure and Revenue Report ending April 30, 2021  
Revenue ending April 30, 2021 was \$3,178,815  
Expenditures ending April 30, 2021 was \$2,402,604
- G. Library Fund 269 Contributed Fund ending April 30, 2021  
Revenue ending April 30, 2021 was \$22,175.  
Expenditures ending April 30, 2021 was \$7,515.
- H. Balance Sheets for Funds 268 and 269 as of April 30, 2021  
Ending Fund Balance for Fund 268 as of April 30, 2021 was \$3,057,708  
Ending Fund Balance for Fund 269 as of April 30, 2021 was \$1,721,639

Trustee Michener inquired about the Federal Grant account number 268-508.452. Director Farkas explained this is a reimbursement of PPE expenditures that the library expensed, such as alcohol, sanitary items, extra upholstery cleaning, etc. These items were not included in the original budget. Trustee Cherukuri asked if this amount is showing up as additional revenue? Director Farkas said yes this is included in a revenue ledger account.

Trustee Michener asked about the decrease in account 268-718.200 (4<sup>th</sup> Qtr. Amend). Director Farkas already has an email into the City about this. Trustee Michener inquired about substantial increase in the legal fees expenditure, 268-806.000. Trustee Wood said with respect to legal fees

discussion is covered under attorney client privilege and he suggested discussing during an upcoming closed session. Trustee Michener prefers a separate closed session. President Crawford said at City Council when she was a member, more than one item can be discussed during a closed session. Attorney Tom S. said that more than one topic can be covered during closed session as long as the topics are disclosed properly. Director Farkas gave an overview of the increase in legal fees. Director Farkas mentioned there has been more engagement with attorneys, to appropriately follow OMA's, to be in compliance, and there is a recent attorney's presence at library board meetings. Trustee Michener was comfortable with the Director's response and decided that the closed session was not needed at this time.

4. Director's Report (Julie Farkas)

On pages 37-48 of the May Board packet.

Staff members celebrating anniversaries for June are:

- Cathy Huff – Support Services - 13 years
- Mary Grewell - Support Services- 13 years
- Lindsay Gojcaj- Information Services- 6 years
- Laura Bateman- Support Services – 6 years
- Eileen Massarello- Support Services – 4 years
- Josef Ploski – Facilities – 4 years
- Ruth Rice – Support Services – 3 years
- Charles Hokett – Information Technology – 2 years

A. Information Technology Report (pages 49-50)

B. Facilities Report (pages 50-52)

C. Information Services Report (pages 53-62)

D. Support Services Report (pages 63-64)

E. Library Usage Statistics Report (pages 65-73)

F. Friends of Novi Library – (pages 74-78)

G. City of Novi Historical Commission – (pages 79-91)

### **Matters for Library Board Action**

1. Motion to approve the following statement by Trustee Tara Michener, as presented:

*The Novi Public Library acknowledges the recent hateful acts that our AAPI and Black Community have experienced. We are committed to continually growing in our work to ensure safe spaces and equity for our entire community and beyond.*

Trustee Michener wanted to acknowledge where this motion originated from, starting with George Floyd's murder. She added that past trustees wanted to make a statement to show solidarity and they wanted to commit to the Black Community. Since then no statement has been made. Trustee Michener said 1,000 more people have died from police brutality, in addition to an increases in Asian American Islander hate crimes. Trustee Michener brought up conversations from the last meeting to be all inclusive and she is concern that the additional motion (item 2- Matters for Board Action) erases the communities, which in turn erases Black people. She added she doesn't feel safe or comfortable and the Board has challenges. However, she is dedicated to the work and the opportunities for growth. She is open to add other marginalized communities to her statement, but does not want to erase communities.

Trustee Bartlett looked at both statements, while keeping in mind his responsibility as a Trustee. He mentioned staff is authorized to revoke Library cards or revoke access to the building to help people feel safe. Coming from a management background, he said focus is on the behavior of

the incident that occurred. If a Library guest is in violation of either statement the Library staff could take action. However, in his opinion the second statement focuses more on the behavior in question.

Trustee Michener wanted to be clear that this is a statement; to encourage those who may feel hurt or marginalized and this is not a policy. She wants to make sure all Trustees understand this. Trustee Michener said when she brings forth a motion on DEI, she comes from a place of education, and specializes in (DEI) and she trains people for the Library of Michigan on (DEI).

Trustee Dooley read both statements on the docket and is still in favor of what Trustee Michener is bringing forward. She added the reason this statement is relevant is because there are two communities experiencing higher levels of hatred, in a physical nature and micro-aggressions. The idea is to focus on the two communities being hurt right now and have these communities be seen. Trustee Dooley asked, "Is the Board going to be able to ensure marginalized groups going forward are going to be seen?" For example, in the Trans Community there are transgender women of color hurt at an extremely high rate. It is a challenge to balance all of this in the form of a statement and she does not want anyone to feel left out. She supports both statements and does not want anyone to feel erased. There are a lot of people in Novi that experience trauma and bigotry and they come to the Library to see themselves represented.

Trustee Yu saw the statements on the agenda as separate. The first statement acknowledges what is going on in the community and in the world today. The second statement seems to fit more of the libraries policy and goals. Trustee Yu is in support of Trustee Michener's statement.

Trustee Bartlett added that recent protest have been around the Palestinian and Israel conflicts, and these groups feel marginalized too. Should a statement be put together that delineates all groups?

The acronym will be spelled out in the official motion AAPI is Asian American Pacific Islander.

A motion was made to approve Trustee Michener's statement as presented. (This action item was postponed from the April Board Meeting)

*The Novi Public Library acknowledges the recent hateful acts that our AAPI and Black Community have experienced. We are committed to continually growing in our work to ensure safe spaces and equity for our entire community and beyond.*

1st- Tara Michener

2nd- Kathy Crawford

Roll Call Vote was taken and the motion failed. 3 yes votes and 4 no votes.

Yes Votes: Dooley, Michener, Yu

No Votes: Trustee's Wood, Bartlett, Cherukuri, Crawford

2. Motion to approve the following statement by President Crawford as presented:

*The Novi Public Library is committed to ensuring that every Novi community member, library guest, Board of Trustee member, library staff and volunteer, is treated with dignity and respect. Discrimination, bigotry and racism will not be tolerated. The Board and staff is dedicated to promoting diversity, equity and inclusion in order to create a comfortable, safe, and supportive library environment for all.*

A motion was made to approve the statement as presented above by President Crawford.

1st- Trustee Cherukuri

2nd- Trustee Wood

Discussion:

Director Farkas clarified the Board is voting on a support statement not a policy statement. She added that grammatically the statement should say "The Board and staff are dedicated..." The statement stands as is and the grammatical change can be made.

Trustee Michener said she does not feel safe and comfortable in this library and the statement is not accurate right now, but is something to strive for. She said statements should say, "I hear and see you". She said the statement is disconnected and she is not in favor.

Trustee Dooley mentioned the statement reads, "The Novi Library is committed..." and this suggests the library is already doing it, yet she feels the library is not there yet. She suggested that the statement read, "The Novi Library is committing..." Implying the library is committing to learning, growing and working towards not allowing discrimination, bigotry and racism...

President Crawford accepted this as a good suggestion. Maker of the motion Trustee Cherukuri agreed to the Trustee Dooley's suggested change and Trustee Wood as the second also agreed to Trustee Dooley's suggested change.

Trustee Yu is more comfortable in accepting the statement now with the change to the word committing, as it now implies the Board is striving towards this goal and they are not already there.

Roll Call Vote was taken to accept the statement with the word "committing". The motion passed unanimously with 7 yes votes.

3. Motion to approve the 4<sup>th</sup> Quarter Amendments to the 2020-2021 268 and 269 budgets as noted on pages 26-29 in order to submit to the City of Novi Finance Department for annual auditing purposes.

1<sup>st</sup>- Trustee Wood

2<sup>nd</sup>-Trustee Dooley

Roll Call Vote was taken and the motion passed unanimously with 7 yes votes.

4. Motion to add REFORMA (The National Association to Promote Library & Information Services to Latinos and Spanish Speaking (\$100.00 annually), AILA (American Indian Library Association) \$40.00 Institutional annually, and JCLC (The Joint Council of Librarians of Color) donation range \$10-\$50 annually as new memberships for Novi Public Library (Budget #809)

President Crawford thanked Trustee Michener for bringing these additional membership to join to the Trustees.

1<sup>st</sup>-Trustee Michener

2<sup>nd</sup>-Trustee Dooley

Discussion: Trustee Michener said she researched other groups and these memberships are small costs and help the Board to grow and learn. Trustee Dooley wanted to let the Board know that the Library added the APALA and BCALA and these groups have webinars and research materials that are valuable. She asked Director Farkas if the Board could get login access to these links. Trustee Cherukuri asked how these groups fit into the ALA sub-categories and if there is any crossover. Director Farkas said she will monitor, for crossover, as these groups are new for the Library, but she is comfortable with joining the separate branches at this time.

Roll Call Vote was taken and the motion carries with 6 yes votes and 1 no vote.

Yes Votes: Trustee's Dooley, Michener, Yu, Bartlett, Cherukuri, Crawford

No Vote: Trustee Wood

5. Discussion regarding preparation and content of Library Board minutes in compliance with OMA.

President Crawford, with guidance from the attorney, determined that draft meeting minutes per OMA requirements can be made available at the Library building and do not need to be posted to the website. In addition, OMA does not require lengthy detailed descriptions of agenda topics. Date, time, place, members present and decisions voted on are all that is required. Additionally, President Crawford noted that meetings are livestreamed and recorded. The meetings are transparent and easily reviewed by the public. President Crawford opened this up for discussion.

Trustee Michener said accessibility is a huge issue. She said she wants to keep the consistency as people can't get to the Library especially during a pandemic. So although the trustees would be compliant it is about accessibility and is disheartening and discouraging for her.

Trustee Wood said it is important to comply with OMA. He is in support of meeting OMA requirements as stated.

Trustee Cherukuri agrees to meet the OMA requirements in documenting decisions, votes, etc... which can be separated to achieve the 8 days.

President Crawford said the library minutes go way beyond the OMA requirements and inquired if there is some way to streamline the minutes to meet the 8 day requirement? Leaving this open for additional discussion.

Trustee Bartlett said to meet OMA guidelines the key issue is to report who was present and what decisions were made during the meeting that go into effect immediately. He looked at other entities in the State of Michigan and is finding that others are not meeting the 8 day requirements.

Trustee Dooley suggested a drafted version of the minutes be available in the 8 days. However, she does not want to reduce how the minutes are done as a whole when the Board meets to approve them. She wants the added access. She said not all organizations have detailed minutes but some do and she appreciates the libraries transparency.

Trustee Yu prefers the transparency and detailed minutes and wants to continue these. If something is missing the public can watch the recording. He researched other committee minutes and action items are posted to meet the OMA requirements.

President Crawford asked Trustees to think about the requirements and perhaps make a motion at the next meeting to adapt.

### **Public Comment**

President Crawford asked that remarks be limited to those pertaining to matters before the Board, to Board business or policy, or to issues of community concern or interest. While comment upon the action, inaction, or performance of the Board, the Trustees, employees, and consultants is allowed, inappropriate, profane, vulgar, or abusive language and personal attacks will not be tolerated. She asked Citizens to state their first, last name and Novi address.

Jackie Smith-Baker. Did not state address. She called to say that she thinks it is unfortunate that the first version proposed earlier was not upheld and that the Board had to go with the alternate version. A Trustee said earlier in the meeting that there is not a monopoly on any specific group receiving hate

crimes, she respectfully says he has to not be present to not realize that African Americans are extremely targeted. When it comes to not just hate crimes but to murder, to police brutality. Jackie said she has had very troubling experiences at the Library, as a retired social worker she applied for a job and the hiring person did not even meet with her after she did have an interview. She said the person did not take her phone calls and the secretary gave the hiring manager messages that were not returned. Jackie applied for a 12-15 hour position just for something to do after she retired. Jackie said time passed and she received a letter that she did not get the position. She as an African American female did not receive the respect for a follow up. Jackie has lived in Novi for the last 18-19 years and said there is an array of situations that have occurred.

Carol Soborowski, Lake Drive, Novi. Her comment is specific to the DEI Committee, based on the article written in the first quarter of the Novi Today magazine; some of the you tube videos published in the October, 2020 Listening Session. She is extremely concern with the mission of that Committee. The question posed in the first listening session was, "How have you experienced racism in the Novi Public Library?" Some callers did cite specific instances and Carol is in full agreement that staff responsible for racist comments and actions must be addressed, corrected and taught a new way. Carol agrees with staff policy of zero tolerance for racism; it is an appropriate policy because the Board along with the staff ultimately controls the culture of the Library. What is inappropriate is any engagement the DEI Committee would take to promulgate the ideology of critical race theory, namely its claim that all white people are born racist and that all people of color are born victims. She said this is simply not true and it is one of the most destructive ideologies that this Board could allow into the beloved library. She listened to that first Community Listening Session in October and what she heard was caller after caller both White and Black repeatedly make the claim the White people inherently oppress Black people. That White people have an inherent bias and that American only exists because of 400 years of the White man's oppression and this is the reason they were saying that someone would experience racism in the Novi Library. Carol is calling on the Library Board rise higher than that and to stand against those racist principals of critical race theory that she heard not only being accepted, but agreed with during that session. Critical race theory, the core of it, pits people groups against each other based on skin color. So if that is not racist, what is? The Library Board decides what stays or goes here. She is pleading with the Library Board tonight to put a firm stop on the belief that says White people are inherent oppressors and people of color are inherent victims and give it absolutely no place in any of the committees that are under the Boards oversight because the Board has that power.

Alexander Weyer, Huntingcross Drive, Novi. He is disappointed in the non-approval of the first statement. He agrees with the approval of the second statement, but believes both of them would work best in relationship to each other and both of them presented together. Alexander believes that statements of the moment can be supported by the universal statement in relationship to one another. He believes that validation and feeling seen and heard is incredibly important to the mental health and well-being of community members. Statements are in part about directing awareness and attention as opposed to just watering down to everyone and everything, which in effect, also doesn't say much. He said that Greg M. of the listening session mentioned privilege is something that is important to interrogate not only in identity, (he said some members voted no on this) but also in class privilege. Alexander said the cushion of financial wealth of the suburbs, statements like this are more important also for those members of those communities without the cushion of protection from the finances on average available in the suburbs. He said there is a sense of perfection holding back actions which can lead to violence. Perfection holds back action creating silence which leads to violence. He believes it is more important to validate fellow human experiences than hold back or hesitate to acknowledge one another by an egoic attachment to perfection. In making his statement right now he said he is battling his own sense of that, not knowing if it feels perfect to say but saying it anyways in order to have an impact. As for Carol's recent statements there was also a man named Toby in the listening session that did mention that race is racism; race as an ideology can perpetuate that. He believes that to an extent



but also believes as work is done to get to that space of outgrowing and evolving past race. There are steps to take along the way and he believes both of the statements again in relationship to another one would take those steps together, as opposed to it being one or the other.

Margaret Shoesmith, Mitchell Rd in Novi (address stated at last meeting) Margaret agrees with the last caller that both statements would have been the way to go. She said that the second statement that Madam Crawford offered is very inspirational and she feels the comment geared towards the Black and Asian Communities is absolutely necessary. She agrees with the last caller that both statements would have worked really well together. She wanted to thank the Board for their time and she hopes the Library Board will embrace change over perfection (as the last caller also spoke about).

Tierra Turner, Did not state address. She was disappointed in the vote this evening not to adapt the initial statement. She believes the statement that was adopted is very all lives matter-ish and it does not convey the message that was intended of "we see you, we hear you, we understand, acknowledge and recognize the issues that are being experienced". She said as a Novi resident for the last 18 years she said she has experienced several issues not just at the Novi library but in Novi in general. She believes it is important to acknowledge and recognize the experiences of the community as a whole and they are all stakeholders, they are all taxpayers that deserve to be heard and to be acknowledged, recognized and appreciated. She hopes that the Board does commit to take the necessary steps and not just lip service to pretend to take those steps. She thanked the Board for their time and asked them to keep all in mind as the Board does represent the entire community.

Sharon Trumpy, Harvest Drive in Novi MI. Sharon wanted to express her sincere admiration and appreciation for Trustee Tara Michener. She was able to attend the session on DEI that Trustee Michener did for the Library of Michigan. She saw on the attendee list that Trustee Crawford was also there and she did not know if anyone else (on the Board) was able to attend. She is grateful that the Board has Trustee Michener to share her expertise, both her personal and professional experience. Sharon was disappointed tonight to hear that Tara was not named as the DEI Chair especially, because she has heard Trustee Cherukuri express on several occasions his confusion about the role of the Library Board. But she is looking forward to working with Trustee Cherukuri to make sure the Library really meets the needs of all of its citizens. She heard Carol say tonight that she watched the listening session and was concerned about critical race theory. Sharon said she is going to have to revisit those sessions because she does not recall any mention of critical race theory nor the mention of white people being born oppressors. Sharon said she is a white person and she was not born an oppressor, but she was raised in a society where she observed and learned from the world around her. She feels lucky to be raised by parents who taught her well and taught her to listen to other people and to appreciate and believe their experiences and to stand up for those people who are marginalized. She is disappointed tonight with the Board, even after taking a month and learning because there was so much confusion expressed last time, she had hoped this past month they would have listened to the Black Community and she was disappointed that the first motion did not pass. She truly hopes that the Board is committed to a better future for everyone in Novi so that the Library is a welcoming space for all and that means acknowledging, validating and appreciating each of the community members.

Betsy Beaudoin, Cranbrooke, Novi, MI. Betsy said watching this meeting tonight has been yet another disappointment and she is really saddened at the direction that this evening went. To say the Board is committing to standing in support of DEI work is great but she would have much rather see the Board actually take action to commit to doing this work. She said Trustee Michener is a well-established expert in DEI work and is not the chair of the DEI Committee. To her this makes no sense to not utilize her (Trustee Michener's) expertise to its fullest. Betsy thinks the community is missing out on the opportunity to learn from everything that she has studied by not giving her a more prominent role on that committee. Additionally, Betsy is disappointed that the statement that Trustee Michener has put

forward did not pass tonight. To shut down the statement does not show that this team is committing to doing better. She said all of the members of the community deserve to be seen and recognized in the community. It would have been much better to have done both statements. Shutting down this statement in support of the Black and AAPI communities is hurtful even if the Board is saying they are against racism while voting it down. She believes there are a lot of opportunities for the Board to grow its knowledge and understanding on these topics. Finally, Betsey would like to say that there has been nothing in the statement that is in support of critical race theory. Betsey said that is a political hot button right now and it is to her unnecessary to bring a National debate in when there is just a conversation about saying that the Board is in support of minority groups that are experiencing discrimination, violence and oppression. Betsey said she stands with the Black and AAPI communities unapologetically as a white person. She is here to do that work and to learn as much as she can from the people around her in this community and she really hopes that the Library and the Library Board choose to do the same and make it align with the statement that has been put out tonight. She asked the Board to please make sure their actions match these aspirational words.

Paula Henry, Parents of African American Students in Novi, Stonehenge Blvd. Novi, MI. Paula said she finds it incredible that the highly qualified person on the Board in regards to DEI work has been demoted from being the chair, but again there goes privilege. She said please know that she will continue to support Trustee Michener in her efforts in pressing the Novi Library Board to specifically support the efforts of marginalized communities. She thanked Trustee Dooley for her support. Paula believes the first statement could have easily been a part of the second statement. She is asking those who voted against the first statement to wake up, she said, "you are not being attacked so she guesses it is easy for you to vote against it". Again she wants to thank Trustee Michener for being in the fight for Black communities. Again she gives a shout out to Trustee Yu and Trustee Dooley for their support. Please continue to remember the Novi Library Board supports everyone in the Novi community that means Asian American and the Black communities because these are the communities that are being attacked and are the marginalized communities. She asked the Board to continue to keep that in mind.

### **Committee Reports/Non-Action Items**

1. **Policy Committee:** Review current public policies for the Library  
(Michener-Chair, OPEN, Staff Liaison – Julie Farkas)
  - Staff Committee: Julie Farkas, Barb Rutkowski, Maryann Zurmuehlen, Betty Lang, Keith Perfect, Dana Brataniec and Hillary Hentschel.
  - Committee met on 5/11/21 to review P7, P13, P20; P5, P12, P17 and Records Retention are still pending review and further documentation. P2 was brought to the committee's attention in email.
  - Update: Trustee Michener said Trustee Dooley was present at the Policy meeting. Trustee Michener asked the Trustee's to review the information listed in A-D below.
    - A. 1<sup>st</sup> Draft : P2 Charges for Damaged, Destroyed, or Lost Materials – pages 92-93
    - B. 1<sup>st</sup> Draft: P7 Distributions and Postings (Reviewed by attorney, staff and policy committee)
    - C. 1<sup>st</sup> Draft: P13 Unattended Child Policy (Reviewed by attorney, staff and policy committee)
    - D. 1<sup>st</sup> Draft: P20 Campaigning, Petitioning, Interviewing and Similar Activities (Reviewed by attorney, staff and policy committee)
  
2. **HR Committee:** Review HR Policies for the Library, Director Review & Goals  
(OPEN – Chair, Wood, Dooley, Staff Liaison – Julie Farkas & Nicole Williams)
  - Staff Committee: Julie Farkas, Nicole Williams, Lindsay Gojcaj, and Kirsten Malzahn.
  - HR Specialist, Nicole Williams hired on 5/10/21.

3. **Finance Committee:** Financial plan based on building assessment review, Library endowment investigation.  
(Wood- Chair, OPEN, OPEN, Staff Liaisons – Julie Farkas & Barbara Cook)
  - A meeting was held on 5/4/21 and 5/21/21.
4. **Events/Marketing/Fundraising Committee:** Outreach opportunities  
(Yu – Chair, Michener, Dooley, Staff Liaison – Julie Farkas)
  - a. Library/ Community Events Attended by Library Board Members
    - Trustee Michener attended the second AAPI event, the Indian Asian Culture Conversation Program, and she visited the Lending Library.
    - Trustee's Cherukuri, Bartlett and Dooley attended the Neutrality in Libraries Conversation Event hosted by U of M.
    - Trustee Yu attended the Talking Teen Stress Event
    - Trustee Dooley attended the 2<sup>nd</sup> part of the Anti-Asian Hate Panel and the Indian American Program as well.
  - b. Grand Opening of lakeshore Lending Library: Tentative for Wednesday, July 7<sup>th</sup>.
5. **Strategic Planning Committee:**  
(Dooley – Chair, Yu, Staff Liaison – Julie Farkas)
  - No Report
6. **Building/Landscape Committee:**  
(OPEN – Chair, OPEN, Wood, Staff Liaison – Julie Farkas)
  - Lakeshore Lending Library installation was 5/18-5/21/21. See photos included in Director's Report.
7. **Bylaw Committee:** Review of Library Board Bylaws  
(OPEN – Chair, OPEN, Staff Liaison – Julie Farkas)
  - No Report
8. **DEI: Diversity, Equity and Inclusion Committee**  
(Michener – Chair, Dooley, Staff Liaisons – Julie Farkas, April Stevenson, Barb Rutkowski, Maryann Zurmuehlen, Gail Anderson, Dana Brataniec, Tia Marie Sanders, Nicole Williams)
  - A meeting was held on 4/27/2021. Next meeting scheduled for 5/25/21.
  - Update: Trustee Michener discussed the next community listening session scheduled for June 22. She said in the past, Board participation has been minimal. Trustee Michener said this shows the vote of confidence. Trustee Michener said this is her last committee report on DEI and she is surprised to be demoted, especially since she is awarded in this area. She said that she feels punished for speaking up. Also, she said she hopes the Board embraces a lack of perfection and strives towards being better listeners at the community session. Trustee Michener said she is hearing a huge outpouring that people do not feel seen or heard in the community. Trustee Michener said on record she is incredibly concern for DEI initiatives going forward and she hopes that she is utilized. She said there is 100 percent white salaried full time staff with benefits and perks and everyone else that is part time are people of color. She hopes the Board rises to the occasion.

President Crawford said she hopes that Trustee Michener does not think of this (her being a member of DEI committee and not the chair of DEI) a demotion. President Crawford said her goal was to give every Trustee a chance at being a chair of a committee. She

wanted to utilize Trustee Michener's expertise particularly in the area of strategic planning.

### **Communications**

1. April 13, 2021 Email from Sharon Trumpy – Re: GREAT program last night
2. April 30, 2021: Email from Gail Anderson - Re: GREAT program last night
3. May 5, 2021: Email from Sharon Trumpy- Re: Response to April 22, 2021 library board meeting
4. May 7, 2021: Email from Carol Soborowski - Re: Introduction
5. May 7, 2021: Email from Tara Michener - Re: Introduction
6. May 11, 2021: Email from Carol Soborowski - Re: Introduction
7. May 11, 2021: Email from Tara Michener - Re: Introduction
8. May 13, 2021: Email from Kathy Crawford - Re: Response to the April 22, 2021, library board meeting
9. May 17, 2021: Email from Kelli Kakish- Re: Upcoming library board meeting and comments on last meeting
10. May 21, 2021: Email from Kathy Crawford – Re: Upcoming library board meeting and comments on last meeting

### **Announcements**

President Crawford added this section to the agenda. President Crawford wanted to commend Trustee Michener for her seminar that she presented through the Library of Michigan. She wanted to thank Trustee Michener for being a presenter and all the work she put into it.

President Crawford has a webinar she was scheduled to attend the morning after this Board meeting but she is unable to attend due to a schedule conflict. Director Farkas said she will get the link to the webinar and will send it to all the Trustees.

- Update: Trustee Michener asked if there were answers to her building questions. Trustee Wood provided answers from the library maintenance department commenting that all regular maintenance on boilers is done accordingly and as recommended to meet recommended guidelines. As far as requesting insurance reimbursement for the boiler malfunction the deductible is \$10,000 and all expenses were totaled and fall below the deductible amount. Also, the elevator is maintained in accordance with requirements and guidelines set by the industry.

### **Closed Session**

1. None

### **Adjournment**

A motion was made to adjourn at 9:35 p.m.

1<sup>st</sup>— Trustee Bartlett

2<sup>nd</sup>— Trustee Wood

Roll Call vote to adjourn was unanimous.



Brian Bartlett, Secretary

June 24, 2021

Date