

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
MINUTES OF THE REGULAR MEETING
SEPTEMBER 27, 2021

The Indianapolis-Marion County Public Library Board met in person at the Library Services Center, 2450 North Meridian Street, and electronically via Zoom on Monday, September 27, 2021 at 6:35 p.m., pursuant to notice given in accordance with the rules of the Board.

1. **Call To Order**

Judge Salinas called the meeting to order. Mr. Biederman acted as Secretary.

2. **Roll Call**

Members present in person and electronically: Mr. Biederman, Mr. Bigsbee, Dr. Murtadha, Ms. Payne, Rev. Robinson (Virtual), Judge Salinas and Ms. Tribble.

Members absent: None.

3. **Public Comment and Communications**

a. **Public Comment**

The Public was invited to the Board Meeting.

Judge Salinas shared that at every Library Board meeting we open with a time for public comment. We welcome feedback from the public about our Indianapolis Libraries, and this is a time when the public may address the Library Board. If there are several of you representing the same group, please select a spokesperson. Please do not repeat the same comments someone else has offered. Please note also that this public comment time is not the appropriate forum for commenting on matters related to alleged employee misconduct. Any such matters should be brought promptly to the attention of the Library CEO or the Human Resources Department where matters can be properly addressed in compliance with established Library policies and procedures. **A FIVE-MINUTE LIMIT WILL BE ALLOWED FOR EACH SPEAKER. EACH SPEAKER SHOULD GIVE THEIR NAME AND THEIR ADDRESS.**

At this time, Nichelle M. Hayes, from IndyPL's Center for Black Literature & Culture, read the following letter:

September 27, 2021

My name is Nichelle M. Hayes, founding Leader of the Center for Black Literature & Culture - IndyPL.

The last few months have been one of incredible change within our organization. I sincerely hope that more change will occur in order to place us in the best possible position.

My colleagues, across the system, are an amazing group of people with tremendous talent and compassion. In order for us to rise to our true potential we need support from management, correct staffing models and increased compensation. I think that IndyPL can become an Employer of Choice in this community. I believe this can happen if we work together to honestly assess our current strengths and weaknesses and use that map to determine our next steps for success.

I look forward to seeing board members visit our branches, adult programs and get to know staff members across our systems. I think this will help you to adequately determine what the future holds for us.

Sincerely,


Nichelle M. Hayes MPA, MLS
CBLC Founding Leader

Michael Torres, IndyPL staff member and Marion County taxpayer, read the following statement:

Good evening board.

I'm here tonight as a taxpayer with a concern about the Diversity, Policy and Human Resources Committee's Resolution 47 – 2021 Approval to Award a Service Contract for a Climate Assessment and Improvement Process for Indianapolis-Marion County Public Library.

The principal responsibility for this Board of Trustees is to be good stewards of our money. I would wager and probably win in stating that 99.9% of the contracts this board has approved have been the lowest bids. Contracts for IT, contracts for services like landscaping, maintenance, building improvements, etc. so by not being able to know before a vote who this board is awarding the contract to facilitate the Climate Improvement Process leaves us taxpayers at a huge disadvantage. This project started at zero dollars and knowing other quotes have come in it would be irresponsible not to award it to the most cost effective company. To top it off, we know you went to go to the Municipal Corporations committee and ask for more money to finish the Glendale and Fort Ben branches.

The previous CEO gave the impression there was no alternative and that any lowering of cost by way of square footage would not make it feasible. I bet if you asked that community they would feel differently because they want their new branch. This board needs to make better use of our tax dollars and not waste them in what many opinions is not in the best interest of taxpayers.

*Michael Torres, taxpayer
Brookside Parkway*

b. Dear CEO Letters and Responses

Judge Salinas then asked for any comments received from patrons via the Library's website to be read at tonight's meeting.

There was one comment from Abigail Henke which was read to the Board as follows:

Hi, I really don't like doing this. I am sending this in regards to a lady named Cathy who works at the Haughville branch. She was absolutely disgusting to me when I asked at 5:45 if she could fax documents that I needed faxed today or I would lose my health and food benefits. She told me she can't fax 15 minutes before the branch closes and that Kroger faxes. I had asked her how anyone would know that and also that it doesn't say that over the intercom like the message that the computers shut off 5 minutes before closing. She said I would've had to come to the desk and ask her when they stop faxing, which since there is no message or poster stating that, I assumed was 6pm. She was nasty to me and told me Kroger could help me. Well, today Kroger money services was closed (you can call to confirm). Due to Kathy (if that's even her name) I've lost and have to reapply for insurance and food benefits. There also was a bald guy who saw the entire conversation and didn't apologize for his coworker's attitude towards me. I was treated like less than a human by every employee in this library and I will never return to this branch again.

Judge Salinas asked if this is branch practice.

Mr. Helling replied that he had seen the comment and had already followed up with Gregory Hill, the Interim Chief Public Services Officer. He reassured the Board that this is not IndyPL's policy. Staff stay for 15 minutes after closing and this task could have been accomplished during that time frame

c. Correspondence for the Board's general information was distributed.

4. **Approval Of Minutes: Executive Session, Regular and Special Meetings**

a. **Executive Session, August 12, 2021**

The minutes from the Executive Session held August 12, 2021 had been distributed to the Board.

The minutes were approved on the motion of Mr. Biederman, seconded by Dr. Murtadha, and the following roll call vote:

Mr. Biederman – Aye	Rev. Robinson – Aye
Mr. Bigsbee – Aye	Judge Salinas – Aye
Dr. Murtadha – Aye	Ms. Tribble – Aye
Ms. Payne – Aye	

b. **Special Meeting, August 20, 2021**

The minutes from the Special Meeting held August 20, 2021 had been distributed to the Board.

The minutes were approved on the motion of Dr. Murtadha, seconded by Ms. Payne, and the following roll call vote:

Mr. Biederman – Aye	Rev. Robinson – Aye
Mr. Bigsbee – Aye	Judge Salinas – Aye
Dr. Murtadha – Aye	Ms. Tribble – Aye
Ms. Payne – Aye	

c. **Regular Meeting, August 23, 2021**

The minutes from the Regular Meeting held August 23, 2021 had been distributed to the Board.

The minutes were approved on the motion of Ms. Payne, seconded by Mr. Bigsbee, and the following roll call vote:

Mr. Biederman – Aye	Rev. Robinson – Aye
Mr. Bigsbee – Aye	Judge Salinas – Aye
Dr. Murtadha – Aye	Ms. Tribble – Aye
Ms. Payne – Aye	

COMMITTEE REPORTS

5. **Finance Committee (Patricia A. Payne, Chair; Raymond Biederman, Hope C. Tribble)**

a. **Report of the Treasurer – August 2021**

Carolyn Adams, Controller, reviewed the Report of the Treasurer that had been distributed to the Board.

She mentioned that as of August 31, 2021, the Library's year-to-date revenue is at \$26.3 million and our year-to-date expenditures are \$26.9 million.

Ms. Adams noted that we are on target with the Budget. We have spent 52% of our Budget to date.

Ms. Payne made the motion, which was seconded by Dr. Murtadha, that the Report of the Treasurer be filed for audit.

The Report of the Treasurer was approved for filing for audit on the following roll call vote:

Mr. Biederman – Aye	Rev. Robinson – Aye
Mr. Bigsbee – Aye	Judge Salinas – Aye
Dr. Murtadha – Aye	Ms. Tribble – Aye
Ms. Payne – Aye	

b. **Resolution 46 – 2021** (Transfers Between Accounts and Classifications)

At this time, Deb Lambert, Director, Collection Management Services Area, provided information to the Board about Resolution 46 – 2021, Transfers Between Accounts and Classifications.

She mentioned that the transfer in the Operating Fund is to shift funds from e-books to print books for adult non-function titles, this addresses a need for more copies of print books than e-books in this area. Purchases from these funds will focus on additional purchases of diversity titles.

Dr. Murtadha requested information about the allocation of these funds.

Ms. Lambert responded that the more diverse titles the Library is purchasing will go to such branches such as Martindale Brightwood and East 38th Street and then throughout the system. The purchase targets this year are African American, Hispanic/Latinx and LGBTQ+ this year.

After full discussion and careful consideration of Resolution 46 – 2021, the resolution was adopted on the motion of Ms. Payne, and seconded by Mr. Bigsbee, to approve Resolution 46 – 2021, the Transfers Between Accounts and Classifications).

Resolution 46 – 2021 was approved on the following roll call vote:

Mr. Biederman – Aye	Rev. Robinson – Aye
Mr. Bigsbee – Aye	Judge Salinas – Aye
Dr. Murtadha – Aye	Ms. Tribble – Aye
Ms. Payne – Aye	

The resolution is appended to, and made a part of, these minutes.

6. Diversity, Policy and Human Resources Committee (Hope C. Tribble, Chair; Curtis W. Bigsbee, Patricia A. Payne)

- a. **Resolution 47 – 2021** (Approval to Award a Services Contract for a Climate Assessment and Improvement Process for Indianapolis-Marion County Public Library)

Ms. Tribble advised that the Diversity, Policy and Human Resources Committee had held multiple meetings to review proposals and focus on the selection of a vendor to conduct the Climate Assessment and Improvement Process. She thanked Committee members, Ms. Payne and Mr. Bigsbee for their time and effort. There were five (5) vendors who made proposals. At this time, she advised that she was pleased to be able to make a recommendation for selection of the firm and answer questions about the CEO process. She advised that once we have the Climate Improvement Process underway, our next item for next month will be to start looking at the CEO selection process.

At this time, she read the Board Action Request that was before the Board, as follows:

The IndyPL Board Diversity, Policy and Human Resources Committee was tasked with identifying service providers with capacity and qualifications for conducting an organizational climate assessment and improvement process analysis for the Library. The Committee identified experienced practitioners and sought proposals from those practitioners identified. The Committee sought proposals from practitioners whose combination of experience, processes, and personnel will provide a comprehensive process that incorporates nearly 600 employees as well as all stakeholders, including the Board, administration, employee union and association, patrons and any other stakeholders appropriate to the process. The goal of the project is to assess, analyze and inform the Board on improving climate and effecting change in furtherance of a more welcoming and supportive place for patrons and staff, and with the additional objective of informing the impending CEO search and providing insight for Board governance opportunities.

The Committee received proposals from five (5) service providers including:

1. Black Women Wise Women, LLC
2. Ice Miller LLP
3. Whatever It Takes Consulting, Inc.
4. Performance 3, LLC
5. Great Lakes Equity Center – Indiana University School of Education-IUPUI

Following receipt of the proposals from the identified service providers, the Committee heard presentations from all the providers over the course of two (2) Committee meetings and the Committee also provided follow-up questions to the providers for which responses were received and considered. A tabulation sheet of the Proposals was provided to the Board in their packets.

The Committee considered the following criteria for the selection process:

1. Demonstrated track record in preparing, planning, coordination and support for similar assessment and improvement identification services sought;
2. Proven capabilities in performing and delivering the services for similarly sized organizations;
3. Appropriate resources to satisfy the requirements for the services sought;
4. Comprehensive process approach;
5. Processes for confidentiality of information gathered;
6. Demonstrated track record in overall client satisfaction;
7. Proposed overall cost;
8. Diversity of the proposed project team; and
9. Any other criteria considered relevant by the Committee.

Based on the review and consideration of all Proposals, responses to questions, and presentations by all responding providers, the IndyPL Diversity, Policy and Human Resources Committee recommends Board approval for Resolution 47 – 2021 to award a contract for a climate assessment and improvement process analysis to Ice Miller, LLP. The services cost of \$100,000 will be funded from the Operating Fund.

Ms. Tribble noted that Garrett Mason, the Library's Strategic Planning and Assessment Officer, provided a matrix/summary chart that was used by the Committee to assist in comparing information about the five firms.

All the vendors were highly recommended for their expertise in equity and inclusion and as organizational development practitioners. All of the presentations were impressive.

She then shared why the Committee selected Ice Miller. If you look at the chart, you'll see the Deliverables that they included in their proposal. The recommended firm, Ice Miller, provided a more comprehensive plan overall. Ice Miller also set itself apart by aligning its plan with the Library's Strategic Plan priority around racial equity. Ice Miller also proposed to use the Government Alliance and Racial Equity framework (GARE) that the Library is using in its racial equity work. The Committee also sought the insight of staff when evaluating the proposals. Staff also supported the selection of Ice Miller.

She mentioned that, even though Ice Miller is not a minority firm, their team is comprised of people of underrepresented groups. The team will be run by Myra Selby, who is a Partner in Charge of the Diversity and Inclusion Committee at Ice Miller. She is a former Justice on the Indiana Supreme Court. She is the first woman and the first African American to serve as the Associate Justice on the State's Supreme Court. She was also appointed by the Court to Chair the Commission on Race and Gender Fairness and she is trained and experienced in Commercial Mediation and Arbitration.

Ice Miller's Project Team is diverse in terms of subject matter expertise and spans multiple generations. The Team is made up of three attorneys who practice

substantially different areas of the law as well as an attorney who does not practice law but has focused her career on diversity and inclusion, as well as operations. The Team also includes the Director of Public Affairs for Ice Miller who's work includes representing clients in a wide range of policy matters at the State and local level and provides strategic advice. Most importantly, turning problems into opportunities. Two people on the team have specific experience with the Library and everyone on the Team identifies as a member of a diverse community. Finally, Ice Miller will engage with stakeholders at the Library by working on the Racial Equity Climate Study Action Team which will be comprised of IndyPL stakeholders and external community stakeholders to provide guidance during the process.

After full discussion and careful consideration of Resolution 47 – 2021, a motion was made by Mr. Bigsbee and seconded by Rev. Robinson, to approve Resolution 47 – 2021, the Approval to Award a Services Contract for a Climate Assessment and Improvement Process for Indianapolis-Marion County Public Library.

Before the full vote was taken, Ms. Payne noted that she objected to the choice of Ice Miller due to the high cost compared to the other vendors. She also pointed out that Ice Miller does not do training. She then moved to amend the motion and offer to award the contract to another vendor, namely, Performance 3. There was no second on the motion and the motion failed.

During the lengthy discussion process that followed, Dr. Murtadha asked many questions. She requested that the Committee conduct further due diligence on this matter and come back and ask questions about demonstrating track record working with climate improvement processes within 90 – 120 days. There is no way that you can get an adequate assessment with Focus Groups, with the kinds of instruments that are used and then turn around and say it's aligned with the Library's Strategic Plan, that the staff support it and that this process would improve the climate of the Library which when, back in June, we were told to act with urgency.

Mr. Bigsbee mentioned that he was one the Committee members that voted for Ice Miller to conduct the Climate Improvement Process. He took into account the organizational structure, what they wanted to do and how they wanted to improve the climate process. A lot of his decision was hinged on recruitment as the Library looks for a new CEO and the Library's compensation structure. Also, there is retention and development to consider. He understands that they had a substantially higher cost; however, they checked off a lot of the boxes that a lot of the other vendors did not. He thought that Ice Miller was one of the best suited for process. They offer to tackle everything we've been discussing over the past several months to make things better for Library staff. He thought Performance 3 was a very good choice as well. And, although Ice Miller didn't do the training component, Performance 3 was already doing training sessions with Library staff prior to the CEO leaving the organization and he felt that they might be best suited after we went through the whole process to look at the training component. He

feels that the timeline should be however long it takes. He is mindful of the budget but for the Library to encompass everything we need and have the security that we made it through the process, that's the reason he selected Ice Miller.

Dr. Murtadha commented that she fails to see anything that demonstrates a track record of experience with regard to a climate improvement process. She sees diversity, equity and inclusion discussed. That is not all that a climate improvement process entails. Back in June, Dr. Murtadha laid out very clearly a number of a different things that had to be addressed none of which have been tied to a climate improvement process which includes building capacity. What does this law firm have experience in doing that includes financial management, includes leadership development, that includes cohesiveness? All these things that have been indicated as critical so she feels that to agree to a contract and then afterwards say "Well, you didn't bid on these" is problematic. How much leeway was given to come back and say "We need to address this, this and this?" What timeframe was given for that? Dr. Murtadha feels she doesn't want to be suspicious. How were they able to check every box if they've never done a climate improvement process for an organization of this type? She doesn't see that they had that capability.

Upon further inquiry by Dr. Murtadha, Ms. Tribble confirmed that the Library staff that had supported the selection of Ice Miller was the Interim CEO, the Interim Human Resources Director and the Strategic Planning and Assessment Officer.

Judge Salinas mentioned that we need to take a good, hard look at ourselves as an organization. It was made clear that if we just go with any process without a full, comprehensive look, people might look at us and say "Well, they're just doing the same thing and just going through the motions." We cannot afford that. That's one thing this Board made clear for ourselves. We have one chance to make sure that we get a comprehensive look at ourselves. The Library has 600 employees. We need to make everyone happy. Not just one group or another. The community is looking at us. The Board members are looking at each other as well in terms of how are we going to approach this. He relies on the information received on the checkboxes and the information received. He feels confident that the recommendation from the Committee is made with their sincerest and honest opinion of how we should go forward.

Ms. Payne commented that there are three members of the Committee. She reconfirmed that she did not vote for that. She wanted to make that very clear. Even though she agrees with the rationale behind the selection, she doesn't think it has to cost \$100,000 for a firm to do this. They don't even do the training that goes with all of this. She wanted to make it clear that she does not want to pay anyone \$100,000 for this service.

Dr. Murtadha noted that early in the accountability for the Library's Climate Improvement Process, dated July 26, 2021, she was asked to not only give a timeline but to share far more information. She doesn't go by a checklist or a box.

She goes by the experiences of working with numerous school corporations and other public serving organizations to make sure we provide capacity building within the Library in order to effect change. As it is right now, our Library deserves, our staff deserves to have capacity building so that we are not dependent upon external forces in order to make a difference in terms of our climate. That capacity, within the staff and in working with community-based organizations to get to really look at how it builds capacity. She had met with Garrett Mason on more than one occasion in order to outline just what we needed. How well do the Library's strategies link? How do we effectively communicate? She decided to stop discussing the matter because she would continue to list a number of her objections to this approach

At the end of the discussion, it was determined that Ice Miller was the only vendor to match the criteria developed for the Committee and Resolution 47 – 2021 was approved on the following roll call vote:

Mr. Biederman – Abstain	Rev. Robinson – Aye
Mr. Bigsbee – Aye	Judge Salinas – Aye
Dr. Murtadha – Nay	Ms. Tribble – Aye
Ms. Payne – Nay	

The resolution is appended to, and made a part of, these minutes.

7. Facilities Committee (Curtis W. Bigsbee, Chair; Dr. Khaula Murtadha, Rev. T. D. Robinson)

President Salinas will Convene a Public Hearing

Judge Salinas announced that he was adjourning the Regular Meeting and convening a Public Hearing to consider the disposal of Real Estate located at 3325 Lowry Road, Indianapolis, Indiana.

- 1) To consider the disposal of Real Estate located at 3325 Lowry Road, Indianapolis, IN.

Mike Coghlan, Interim Facilities Director, advised that the Library wished to sell the real estate located at 3325 Lowry Road, Indianapolis, Indiana to James D. Dixon III d/b/a Dixon Memorial Chapel and Cremation Services ("James D. Dixon III"), Indianapolis, Indiana for the sum of \$200,000 consistent with the terms and conditions of the real estate purchase agreement.

Mr. Coghlan reminded the Board that there had been a previous offer on the property, however at the completion of the due diligence period, the previous proposed sale was terminated.

He also noted that by selling the property to James D. Dixon III, IndyPL divests itself of a non-library asset and receives the market value for the

property. This also means that IndyPL will no longer need to provide utilities, monitoring services, maintenance services, or insurance on the property, thereby eliminating these expenses.

2) Invite Public Comment from the Audience

President Salinas invited public comment at this time.

There were no comments.

President Salinas Will Consider a Motion to Close the Public Hearing

Mr. Bigsbee made a motion to close the Public Hearing. Mr. Biederman seconded the motion.

Motion carried.

The Public Hearing was closed at this time and the Regular Meeting was reconvened.

a. **Resolution 48 – 2021** (Authorization to Sell Real Estate Located at 3325 Lowry Road, Indianapolis, IN)

After full discussion and careful consideration of Resolution 48– 2021, the resolution was adopted on the motion of Mr. Bigsbee and seconded by Mr. Biederman, to approve Resolution 48 – 2021, the Authorization to Sell Real Estate Located at 3325 Lowry Road, Indianapolis, IN.

Resolution 48 – 2021 was approved on the following roll call vote:

Mr. Biederman – Aye	Rev. Robinson – Aye
Mr. Bigsbee – Aye	Judge Salinas – Aye
Dr. Murtadha – Aye	Ms. Tribble – Aye
Ms. Payne – Aye	

The resolution is appended to, and made a part of, these minutes.

b. **Resolution 49 – 2021** (Approval to Award a Services Contract for System-Wide Mechanical Maintenance Services)

Mr. Coghlan advised that the Facilities Committee was recommending Board approval to award a three-year contract to provide System-Wide Mechanical Services for IndyPL facilities to Ellis Mechanical, Inc., Indianapolis, Indiana.

After full discussion and careful consideration of Resolution 49– 2021, the resolution was adopted on the motion of Mr. Bigsbee and seconded by Ms.

Tribble, to approve Resolution 49 – 2021, the Approval to Award a Services Contract for System-Wide Mechanical Maintenance Services.

Resolution 49 – 2021 was approved on the following roll call vote:

Mr. Biederman – Aye	Rev. Robinson – Aye
Mr. Bigsbee – Aye	Judge Salinas – Aye
Dr. Murtadha – Aye	Ms. Tribble – Aye
Ms. Payne – Aye	

The resolution is appended to, and made a part of, these minutes.

8. Library Foundation Update

Rev. Robinson reviewed the information contained in the September 2021 Update.

News

We received a grant from the Mind Trust as part of the eLearning Funding established in the community during COVID. The extended school closures highlighted where resource gaps existed for schools. Instead of all schools having to purchase their own ebook collections, the Axis 360 school share program allows schools to collaborate to build one collection of ebooks that multiple locations can access. Through the grant, high schools will buy ebooks to add to the school-share layer of the Axis 360 ebook platform. There are currently 116 sites set up with Axis 360, up from 82 site last summer. Many thanks to all Library staff who are working to increase high school students' access to the collection.

We were honored to partner with the CBLC to host Dr. Tyrone McKinley Freeman and Ms. A'Lelia Bundles for a lecture on Dr. Freeman's book "Madam C. J. Walker's Gospel of Giving." Nearly 90 participants joined the virtual lecture. We would like to say a special thank you to staff from the CBLC, Programming Department and Communications for their partnership on this event. Dr. Freeman will meet with the Foundation's Board and staff to have more conversations about how his research could help us improve our work with Black donors.

Donors

The Foundation thanks 196 donors who made gifts last month. The following are our top corporate and foundation contributors:

Corteva
Eli Lilly and Company Foundation, Inc.
University of Indianapolis

Program Support

This month, the Library Foundation is proud to provide more than \$241,000 for Library programs and initiatives. Examples of major initiatives supported include:

McFadden Lecture
 Early Literacy Specialist
 On the Road to Reading
 High School e-Books
 Digitization

9. Report of the Interim Chief Executive Officer**a. Confirming Resolutions:****1) Resolution Regarding Finances, Personnel and Travel (50 – 2021)**

Mr. Helling commented that this was a routine resolution this month.

Mr. Bigsbee made the motion, which was seconded by Mr. Biederman, to approve Resolution 50– 2021, the Resolution Regarding Finances, Personnel and Travel.

Resolution 50 – 2021 was approved on the following roll call vote:

Mr. Biederman – Aye	Rev. Robinson – Aye
Mr. Bigsbee – Aye	Judge Salinas – Aye
Dr. Murtadha – Abstain	Ms. Tribble – Aye
Ms. Payne – Abstain	

The resolution is appended to, and made a part of, these minutes.

b. Monthly CEO Report

Mr. Helling discussed the actions that he has taken thus far and the goals he has as Interim Chief Executive Officer.

He mentioned that he has been pursuing several strategies to answer questions, gather feedback, and communicate.

His goal is to serve as a resource both to staff, patrons, stakeholders, and to the Library Board as we seek to make the transition to a permanent CEO.

He then explained the things he has been focusing on: Branch visits, Town Hall Meeting, and Stakeholder Meetings.

Mr. Helling noted that his goal is to come to the October Board Meeting with a list of action steps that he will propose to take during his time as Interim CEO which will include “lots of listening.”

UNFINISHED BUSINESS

10. None.

AGENDA BUILDING

12. **Future Agenda Items** – This time was made available for discussion of items not on the Agenda which were of interest to Library Board members and the opportunity was given to suggest items that should be included on future Library Board Meeting Agendas.

Items suggested for upcoming Board Agendas are as follows:

October, 2021 - None

INFORMATION

13. **Materials**

- a. **September 1, 2021 Diversity, Policy and Human Resources Committee Meeting Notes**
- b. **September 13, 2021 Diversity, Policy and Human Resources Committee Meeting Notes**
- c. **September 15, 2021 Facilities Committee Meeting Notes**
- d. **September 21, 2021 Diversity, Policy and Human Resources Committee Meeting Notes**

14. **Board Meeting Schedule for 2021 (Notice and Place of Meeting) and Upcoming Events/Information**

- e. **Board Meetings for 2021**– *Current calendar will be updated, as necessary, and additional information highlighted.*
- b. **Library Programs/Free Upcoming Events** may be found at attend.indypl.org.

15. **Notice of Special Meetings**

None.

16. Notice of Next Regular Meeting

Monday, October 25, 2021, at the Library Services Center, 2450 North Meridian Street, at 6:30 p.m.

17. Other Business

At this time, Ms. Payne advised that she wished to offer the following response to a media article that attributed a very negative remark about black administrative staff to her.

“I want to apologize and clear this up right now. It is hard to believe that I would ever say anything negative about this group of employees because of the honor and respect I have for who they are, what they do, and the love that they demonstrate for the Library and community on a daily basis, and you do this despite the odds that the system continues to present. This, in fact, can be said about all employees of IndyPL. The work you do is beyond the call of duty so please know how much all of you mean to us, how much you are loved, and how much you are appreciated.”

18. Adjournment

The Secretary announced that there was no further business to come before the Board.

The Chairman then declared the meeting adjourned at 7:50 p.m.

Raymond Biederman, Secretary to the Board

