

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
MINUTES OF THE REGULAR MEETING
JANUARY 23, 2023**

The Indianapolis-Marion County Public Library Board met in person at the Library Services Center, 2450 North Meridian Street, Indianapolis, Indiana on Monday, January 23, 2023 at 6:30 p.m. pursuant to notice given in accordance with the rules of the Board.

1. Call To Order

President Tribble called the meeting to order. Mr. Biederman acted as Secretary.

2. Roll Call

Members present: Mr. Biederman, Mr. Bigsbee, Mr. Lane, Dr. Murtadha, Dr. Payne and Ms. Tribble.

Members absent: None.

At this time, Ms. Tribble made the following statement:

Good evening. I want to welcome all of the members of the community who are here this evening. Your presence illustrates your care for the Indianapolis Public Library. Thank you for coming and for being engaged community members. I also want to say thanks and welcome to the members of our wonderful Library staff who are in attendance tonight, and to continue to express the Board's deep appreciation for your dedication to our Library, to its patrons, and to this community. Thank you to all of our Board Members for your presence tonight and a special welcome to our newest member, Mr. Stephen Lane.

Mr. Lane is familiar to the Board in many ways, including as a former employee and as a frequent contributor to our Public Comments section of the meeting. We're glad to have you at the table, Mr. Lane, and I look forward to working with you to move the Library forward, not only to address the matters in front of us today, but as we work on shaping the Library over the long haul.

One of the things that I found useful as a new member was the opportunity to meet with staff and with the other Board Members especially, and in fact, getting to know the other Board Members is the first priority that's set out in the Library Trustee manual, called "In the Public Trust." And I look forward to meeting with you and finding out more about your interests and concerns as a Board Member and I encourage all the other Board Members to do the same. So welcome again and welcome to all of our Trustees tonight.

Finally, I want to welcome someone who has known me all of my life and that is my

mother, Hazel Tribble. I wanted to thank her for coming out tonight with support for me and I thought my Dad was going to be here, but sometimes Tribbles run late, so we'll look for him.

Okay, this is our first Regular Meeting of the year and in my new role as President, I would like to suggest a way forward for this Board, as we set about doing the five tasks that are assigned to a Library Board under state law and also prescribed In the Public Trust. Those five tasks are: Setting board governance policies, hiring a director to manage the Library; planning for the future of the Library; monitoring and evaluating Library effectiveness; and advocating for the Library. With those tasks in mind, I would like to highlight what I see as 2023 priorities, which I've also shared with the Trustees in an earlier email.

Over the coming years, as we work to improve overall Board governance and the Board's impact on the Library climate and culture, my hope is that we will work collaboratively to improve our communication and operations as a Board. In that vein, and using the climate improvement recommendations as a guide, I've identified three areas for the Board's attention this year.

Board governance and operations is the first one, re-unifying the Board under an agreed upon protocol to create and support a healthy, functional culture that keeps us mission focused, even and especially when we disagree. This is a key to our ability to create the right governance for the organization and to increase staff confidence in the Board. The second is climate and culture. Supporting the implementation of recommendations of the 2022 Climate Study report with a relentless commitment to accountability and measurement of our progress toward improving the climate and culture of the organization. One of the things that showed up in the climate recommendation is that staff has low confidence in the Board and improving that confidence can be helpful for improving the entire organization's climate and culture.

Third is Library leadership. Identifying and installing and supporting a creative, engaged, proactive Library leadership to lead the Library in our strategic goals as we strive to reach the highest potential for our library system and service to the residents of Marion County. And further our work under goals number one and two, needed to make it more conducive to finding the person for the role who will lead the Library forward.

Our differences notwithstanding, this Board as a group is dynamic. Some of us are outspoken, a few of us have strong opinions about how things should go, and every once in a while we clash, but the strength and the diversity of our team is evident. We are diverse professionally as well as personally. In aggregate, we bring expertise in law enforcement, education, law, library science, public policy, government, and business, just to name a few.

We are all committed to public service. If proven only by the time and the energy that we devote to this institution as unpaid volunteers. If we combine these strengths with our individual and collective commitment to move forward in a constructive, healthy way, keeping the mission and the health of the organization always in front of us, I know we can confront and navigate the change required of us as leaders of this institution.

As our Acting CEO said last week, it is never easy to confront change. To do so effectively, we will need strong collaborative relationships that are resilient in the face of conflict and

we certainly have an opportunity there. I am committed to developing a relationship with each of you and I invite you to join me in the work of building strong relationships with each other. I can tell you that I serve this Board because I love this institution and what it stands for.

I searched card catalogs, if anybody remembers what those are, at the Eagledale Branch for my first speech about gorillas in the fifth grade. Our teachers used to call those speeches “Morning Talks”, and any proper Morning Talk had to have visual aids. It was a three to five minute speech. I will never forget it. I was so excited to find out that I could not only check out books, but also photos mounted on cardboard, which was big stuff back then, of gorillas to use as visual aids during my speech.

So, the Library has been part of my history and I'm grateful for the resources it's provided to me well before the age of now when we can Google and print photos directly from the Internet. And even with these advances, the Library is still a source of opportunity and resource for our community. I accepted the invitation to serve on this Board as a way to give back to the institution and to help it continue to be a place of wonder and learning for our community. I am sure that other Board members have memories and reasons for their service on this Board, and I invite all of us to think of those reasons and to use them as the impetus for us to move forward.

I will continue to push for all of us to be able to disagree with each other without disrespecting each other. Disagreements are inevitable. Disrespect is a choice from which we as Trustees have a duty to refrain. I look forward to working with you to support the realization of the vision, the mission, and the values of the Indianapolis Public Library. As I wrap up, I want to remind us what they are as set out in the Library's Strategic Plan 2021-2023. Our Mission – The Indianapolis Public Library enriches everyone and strengthens communities by inspiring lifelong learning. Our vision is to be a center of knowledge, community life, and innovation for everyone in Indianapolis. Our values are racial equity, adaptability, communication diversity and inclusiveness.

Thank you for your attention to my opening remarks. In a few moments, we will invite those who have signed up to give comment to come before the Board and share their thoughts. I encourage all participants to endeavor to express any points of disagreement without disrespecting the members of this Board, or your fellow library staff, or patrons, and to receive others' ideas and comments with the same level of respect. This has been a challenge in several of the Board's recent meetings, but I believe we can set a new precedent tonight. Under Indiana's Open Door and Public Access Laws, community members have the right to attend and to observe these meetings, but not to disrupt them. The Board and staff dedicates significant time in these meetings for the public to share their thoughts and feedback. But this participation does not extend to discussion between the Board and members during the meeting.

In accordance with Indiana Code, if there are attendees who cause disruptions that prevent the Board from proceeding through our Agenda in a reasonably efficient manner, they will be warned by the chair to cease the disruptive behavior. If they persist in disrupting the meeting, they will be removed from the room. For everyone's safety, attendees are not permitted to approach the Trustees' table, unless invited to do so. And we ask that everyone refrain from using vulgar or profane language during the comments. We're a Library folks. I'm hopeful that there will be no need to enforce this Code tonight, but I will take the steps

necessary to ensure everyone's safety, and to ensure that we can do the business we're responsible for handling here tonight. Thank you for your cooperation and your understanding.

I think that our Communications Director described that we have a little bit of a new setup tonight. So Angie Gilbert, who is Executive Assistant to the Board and the CEO, will read the names of those who have signed up to speak. Each person should come forward and be seated at the table. There's a five-minute time limit, which has always been the case, and we have a clock here that will assist you with the countdown. So we ask that you observe that time limit, when you come forward. And with that, Ms. Gilbert., would you please call for the first public comment?

3. a. Public Comment

The Public was invited to the Board Meeting.

Speakers -

Sandra Parker - I live in Pike Township. I really didn't want to come, but I've been fighting with myself. I'm a retired educator. I like leaning back in my recliner, with my husband, just watching TV. Although, that's not all I do. I participate in a lot of organizations. I still work with youth, even though I'm retired. And I never came to the downtown library so much, until Nichelle Hayes became a part of it. I was so excited about the section (CBLC) that I know that she helped to establish.

I came down, because it showed that African-Americans have done so much, which being a social studies teacher, I already do, but not everybody knows. And I was just real excited about that, but my excitement didn't just go away with that one time visit. I came back several other times, because of programs that were here. And each time, I was really proud of those programs. I invited my oldest cousin to ride and come along with me, and we had a great time. And also, one of my organizations, we brought our youth. And our youth came down, and they enjoyed it. A lot of young people don't use the Library as much as we did. They have their cell phones, they have their computers, they have other way. But when you have young people and older people that are encouraging this, they can get that excitement, too.

I looked at the art program, during Black History Month. I looked at a lot of things, because I also still involve young people in competitions. I retired... I started in IPS, but... This will tell you how old I am. I got a pink slip, not because I wasn't capable, but because I taught social studies, and most social studies teachers were also coaches. So they let some of us that had more seniority go and kept the coaches/social studies teachers. I ended up being a home-school advisor, where I did a lot of CPS reports. Because I'm a trusted employee, that I would do the right thing, whether it involved a parent, or a teacher, or somebody in the community. They know I believe in doing the right thing, and that's why I'm here tonight.

I could no longer stay at home and suffer in silence of what I saw going on. And I kept saying, "Hmm, it must be deeper than her knowledge. She must have upset somebody, personally. What did she do?" I kept asking myself, because I knew she had the knowledge, she had the degree, she had everything. And I'm thinking, I've

been hurt by people before, and boy, I wanted to get back at them. But I remember, as a Christian woman, vengeance belongs to Him. And I didn't want that to be the reason, and I said, "If that's the reason, you need to pray over it. And you need to let God handle it, because He will handle it." Because professionally, all I've seen... And I'm not her best friend. We don't hang out together. I might want to in the future, but that is not the case. We don't even belong to a certain organization... I belong in one organization, she belongs in the other one. I just put it like that, in one of the areas.

But I have seen her on so many levels, and I'm the type of person... I'm shaking now, because I'm an emotional person. Because I love people, even those they disagree with what I'm saying right now. I still love you. We are just going to be disagreeing, but I'm not going to hate on anybody. But I'm shaking right now, because I hate to see anybody put through what I've seen this woman put through, and still be strong. I recently heard her, where all her credentials and everything, and she's up here speaking. I'm thinking, "How can she even do that, being attacked the way she's been attacked?" And I don't mean by physically. I'm talking about emotionally. That has to hurt, because it hurts me, and I'm not the one being attacked. I hate to see anybody mistreated, and it's not all about color, either. Because a young girl, I saw a couple of black guys beating up on a white guy, and I wanted to go rescue him. That's just me. I love people.

And I'm just saying that this young woman, if it's a financial problem, then why are we spending so much money trying to find somebody, when we got somebody right here staring us in the face, that can do the job? I just celebrated... And I speak in parables sometimes. Sometimes my sons say, "What does that have to do with anything?" But I just celebrated 48 years of marriage to a man that I knew in grade school, and in high school, and lived a few blocks away from me. Surely, I went off to school and had other boyfriends. He had other girlfriends. What I'm saying for sometimes, we can search all over, can't find nothing no better. So, we need to look at what we have. And how many more minutes, because I want to be respectful, do I have?

I'm just want to express myself, because there's that old saying is, "They came after this group, and I didn't stand up. And they came after that group, and I didn't stand up. They came after me, and there was no one left." And I just don't want to be that person, that in my heart, I wanted to support this young woman that has shown me, the students I brought, and a lot of people in the community. Somebody wanted to hand me a sign. I said, "I don't need a sign. I'll let my words speak my heart, of what I'm feeling." And I'm not here to attack any of you, but I'm telling you, I've had young women that got in my way in certain areas. It could have been with a boyfriend or something else, but when they came up for something, I would not mistreat them.

My heart is not like that. I still be kind to them. I would still give them water and if they needed to be on something, and they could do a good job, go ahead and let them do it. I might step aside and help from afar, so I don't have to mingle with them. But at the same point, I don't believe in mistreating anybody. And I'm not saying you got to take somebody in, just so you don't mistreat them. She's qualified. She has the paperwork. And if she wasn't qualified, why in the world would you want someone unqualified person even as an interim? That makes no sense, to me. I wouldn't want somebody as interim for me on anything that I didn't feel comfortable with. She

would not be there in the first place. Why would somebody come in and set up a whole section on diversity?

And I see you have a diverse group, in the way you look. But what's in your heart? And I'm asking you, if you have any animosity toward this young woman, pray about it. If she didn't speak one day to you, or she had a crossword, maybe she was going through something.

There was a man on my job. I was one of the people that stood up for the teachers, go to the meetings, and all this. He was in the other organization. And he said, "Teachers shouldn't strike. Teachers shouldn't do this." I said, "Okay. I do what I got to do, and you just hope." But I spoke to him every morning, and when he didn't speak, I thought he didn't like me. Well, I didn't want that. I kept on speaking. Somebody said, "Sandy, it's not you. He has a daughter that's in the hospital with leukemia, and he's probably got his mind on his child." So from that point on, I realized everything ain't about me. Sometimes people don't speak, sometimes people are not nice, but if they're doing their job and doing it well, that might just have been a bad day. So if that is a problem, erase all that. Look at her qualifications, look at her work, look at the people that are supporting her. Please do the right thing. Do the right thing.

Kyle Reeser – Hello. So yes, my name is Kyle Reeser. And, like the previous speaker, I'm a resident of Pike Township. I'm also the Circulation Supervisor at the InfoZone Branch of the Library. First of all, I'd like to thank Hope Tribble, Curtis Bigsbee, Raymond Biederman, and Jose Salinas for their letter to the City-County Council, explaining why Nichelle Hayes was not selected as the CEO, after Gabriel Morley declined the position. It was enlightening, and it answered a lot of questions that I had. But portions of the letter raised further questions, so I'd like to ask them here.

"The trustees made no promises or guarantees that the person assuming the interim position would advance or be promoted to the permanent role." Did anyone really claim that such promises or guarantees had been made? While many people, myself included, thought that Ms. Hayes was a shoo-in for the position, that belief was based on what we saw as her superior qualifications, rather than some implicit or explicit promise the trustees had made. Perhaps some in the community did believe that such promises have been made, in which case I can see the necessity for that statement by the signees.

That section of the letter also noted that, "At the time Ms. Hayes agreed to serve as Interim CEO, she stated that she was undecided about whether she would participate in the CEO search process." How is that relevant? There could have been any number of factors preventing Ms. Hayes from making a decision at that time, and her reasons were her own. Nevertheless, she did decide to participate in the search process, and she did so with a will and a passion that I can only admire.

"It is also important to note that the level of experience and skills required to serve as the Interim CEO are quite different from those who trustees sought in a permanent CEO. While many have assumed that having the capacity to act as Interim CEO is a defacto illustration of having the necessary skills and experience to act as a

permanent CEO, this is not the case. The trustees were willing to accept an Interim CEO with far less managerial, leadership, and fiscal oversight skill, and experience, than expected of a permanent CEO, at an institution as large as the Library." Now, that doesn't name Ms. Hayes directly, but given the context, it makes it clear that most of the trustees didn't think that she had what it took, didn't have the skill and experience needed to be the CEO. And that's fair enough, but that level of skill and experience should have been factored into the minimum requirements of the job.

Later on, we get this quote, "The Library's past practice and precedent have been to allow internal candidates to interview when they apply for internal positions, provided they meet the minimum qualifications. That practice did not change for the CEO search process." Again, it doesn't name Ms. Hayes directly, but it does imply that she did at least meet the minimum requirements. And true, it was the CEO Search Committee, rather than the trustees, that made that determination. But the fact that it was mentioned in the letter, that it brought up the Library's past practice precedent in this manner, is sort of a tacit acknowledgement, I think, that the authors felt that Ms. Hayes was an adequate candidate, but not quite as experienced as they would've liked.

"The fact that Ms. Hayes was one of the three final candidates should not be construed as an indication that the majority of the trustees believed Ms. Hayes, or any of the other final candidates, to be a viable option to be selected as the permanent CEO." I may be splitting hairs, but the addition of "any of the other final candidates" here, implies the majority of the trustees didn't really believe that Mr. Morley was a viable option, either. But they still selected him, rather than deciding then and there to restart the CEO Search Process, a possibility the writers of the letter acknowledged, when they wrote, "In fact, many public institutions, even some in the city, have failed on leadership searches, and restarted processes multiple times, because they did not determine any of the candidates to be viable." Granted, the trustees would've received a lot of pushback from staff and the public, had they done that from the get-go, but not nearly the pushback the trustees received by selecting Mr. Morley over Ms. Hayes.

And why was Gabriel Morley selected? There's information to which I'm not privy, but there were a number of red flags. Former employees accused him of mismanagement during the COVID pandemic, and misleading voters, regarding a bill that would've slashed library revenue by 50%. When serving as the Director of the New Orleans Public Library, it was pointed out that he seemingly didn't meet a residency requirement. And then within hours, he'd resigned as director, with no real explanation. But the CEO candidate presentations on December 7th, he claimed that four years was "a long time" to serve as Director of the library, all but guaranteeing that by selecting Morley, we'd need to have another CEO search in just a few years.

Knowing those things, the majority of the trustees still voted to offer him the position. My concern, and I hope it's unfounded, but is that the Board just wanted another Linda Mielke, someone to come in, make a lot of unpopular decisions, and vanish into the night, leaving everyone else to clean up the mess. I don't know what exactly the trustees are looking for in a CEO. For my part, I want someone who can lead the entire system, and who serves as the public face of the Library. I've worked for IndyPL for over 20 years, and a number of CEOs have come and gone.

And in eight months, Nchelle Hayes did more to lift up staff and build community trust than any of those others did over the course of years. Thank you.

Mashariki Jywanzon - Greetings and thank you for this opportunity. My name is Queen Mother Mashariki Jywanzon. I represent several different organizations here in the community. I have been before you before, not because I wanted to be, and not that I want to be here tonight. But this is a matter that is very critical. I attended a Dr. Martin Luther King Jr. Program in Lexington, Kentucky. I was asked by some of the leadership in Lexington, "What is going on in Indianapolis, in the public school?" There were people there from Cincinnati, that asked, "What is going on in Indianapolis?" This has really become a national embarrassment, in terms of how this Board has handled this situation, which is why we have called for the resignation of those, Tribble, Bigsbee, and Biederman. Because we have no confidence in your decision-making.

I have stated that the last time I was here, and since then, you continue to make bad decisions. You continue to ignore the community. I, like so many others, were at that last presentation that Nichelle presented, along with the gentleman. There was only two of them left. Someone dropped out, which was of no fault of Nichelle's or anyone. And then, when the gentleman dropped out, anybody who's ever been in any type of human resources and hiring people, would know that she should be next. Now, why she wasn't, I have no idea. And all the excuses that you all are making, make no sense. Because how did she get to be number two?

So again, I believe, because we have no confidence in your ability to make good decisions for this community and for this Library, that you could do us all a favor, and just resign. I was very appalled when I came to the special meeting, and you had hired someone for over \$100,000, to work with the interim that you had brought in, to do the work that Nichelle has done by herself. Again, a waste of taxpayers' money, and I don't take that lightly. I'm retired and I'm on fixed income, and I watch where my tax dollars go. I don't know if any of you have any political ambition, but I'm just here to tell you personally, I would never vote for you.

So, thank you for listening to me. And again, our position is that Nichelle Hayes should be seated, and those three board members should resign. Thank you very much.

Adam Stant - Hello, my name is Adam Stant. I'm a Pike Township resident, and regular Library user. Oh, okay, I have to speak into the mic. My name is Adam Stant. I am a Pike Township resident, and a regular Library user. I am here to speak on behalf of myself, as a homeowner and a voter in this city. And there are many moral issues that surround this decision. I don't know if I can appeal to your morals. But I would ask to appeal to your financial responsibility, your fiduciary duty, as members of this Board, to not create another contract that will use money that could be used to purchase books, to educate this community, to grant a contract to a company that will come in here... And I tell you what, the public knows. The public has told you what they want. And I would ask that any of the members of this Board who work for an institution that contracts with the City of Indianapolis, or any other public institutions, recuse themselves from this decision. And I would ask you, don't spend the money on telling you again, what the public has already said. Thank you.

Barbara Ann O'Leary - All right. My name is Barbara Ann O'Leary. I care passionately about our community, and the Library workers, who show up every day to meet their diverse needs. It's time for a new era of thoughtful, engaged, sustainable leadership at IndyPL. Stephen Lane joining the Board offers a glimmer of hope. Stephen has a deep commitment to the Indianapolis community, and to building a truly inclusive, equitable library system, that can support workers and patrons. His lived experience as an IndyPL library worker and union member will be of tremendous value, as he contributes to the Board's deliberations, and helps guide its actions moving into the future. I look forward to the City-County Council acting quickly to fill the remaining vacant Board position with someone who shares this commitment, so the IndyPL Board can correct course and work together as a fully functioning body, to make decisions in the public's interest.

I invite any current Board members who do not share a heartfelt commitment to working in service to the community, together with all of those on the Board, to step down and make space for someone else to do this important work at this time. I serve as a VP of AFSCME Local 3395, and I work as a Youth Multimedia Learning Specialist at Central Library's Learning Curve. Youth Multimedia Learning Specialist is the new title for what had previously been known as Activity Guide. I joined the Learning Curve team almost 18 months ago, filling the space opened up after Bree Flannelly left, and subsequently went public with her concerns about systemic racism within the library. I take seriously the responsibility to dismantle systemic racism, and to help create a culture where workers and community members can thrive. Each day, I commit myself to taking actions that will open up possibilities for transformation.

I have worked tirelessly to seek ways for IndyPL to better serve kids, teens, and families, and to dismantle patterns that hold us trapped in the past. I know that there are many other Library workers within the system who are dedicated to this, as well. But, without strong visionary leadership, we will not attain our goals. The same month I joined the Learning Curve, Jackie Nytes vacated her position as CEO, in the wake of Flannelly's allegations. Since then, we have been without permanent leadership, not only in the CEO position, but in many other roles throughout the system. At that time, the Board insisted that a CEO could not be hired until a climate study was conducted. The CEO search process has been a debacle. The latest example of this is the Board's recent decision to push back the hiring of the CEO for perhaps another 12 months or more, while creating a completely new Chief Administrative Officer, a consultant position, and filling it with someone with no library experience, who freely admitted to the press, she had not even read the climate study report.

This new CEO envisions yet another round of listening sessions. Library workers have shared their experiences over and over again. We want responsive leadership, and we want it now. Library workers are drawn to this field by a deep desire to help people thrive. We are resilient and tenacious. But every day, I encounter coworkers, frontline workers, as well as managers, who express dread at the thought of coming to work, given the upheaval in leadership and the lack of clarity about whether this organization has the resolve to tackle the issues laid out in the climate study report. And what is perhaps most saying is that we had the kind of leadership we need, in Nichelle M. Hayes. The mishandling of the CEO search has disrupted the progress we were making. In April of last year, shortly after the publication of the climate

study report, Hayes replaced John Helling as Interim CEO.

During her eight plus months as Interim CEO, Hayes showed great skill, and made dramatic headway in beginning to address the climate study recommendations. Staff regularly commented that they appreciated her transparency, her resolve, her skill and her vision. We all know we have a long way to go, but we were feeling confident that we were heading in a favorable direction. Hayes is a highly educated, experienced librarian and community organizer, who is a leader in librarianship at the national level. And she is a change agent. Her vision is clear, grounded, community and worker focused, and her commitment to diversity, equity, inclusion, as well as intellectual freedom is unchallenged. So she is fiscally responsible, practical. She listens, she takes actions. She's the kind of leader we need. Any organization attempting to dismantle systemic racism within its policies and practices will find resistance among those who have benefited from the structures that have been in place during their tenure.

We must not allow ourselves to be held back by those who are fearful of change, or who are out of step with IndyPL's stated intention to move beyond the patterns of the past, to forge a bold new path forward. Indianapolis deserves a Library Board that actively seeks to engage with members of the community, and is able to recognize the kind of CEO we need at this time. Please take action to set us on a viable course forward. Indianapolis will thrive, if we are able to meet this moment. Thank you.

Wildstyle Paschall - Hello, I live in Center Township. Let me start by at least trying to be classy. Thank you, Dr. Payne and Dr. Murtadha, for your leadership and grace throughout this. Congratulations to Stephen Lane. To Tribble, Bigsbee, and Biederman, y'all have truly united the community. You brought blacks, whites, Latinos, gays, straight people, and everything in between, Democrats, Republicans, socialists, communists, you've brought them all together, and have probably boosted the attendance at these meetings, by at least 400%. So, through your actions, congratulations.

We're going to have to talk about ethics, though. In the opening remarks, we talk about respect and everything, but we haven't talked about ethics. I haven't heard the word "ethics" said. And respect is not lying to the community. So when I have to FOIA request about what's really going on, and I discovered that at least several of you Board members have had the website changed, to reflect inaccuracies about the resolution you passed. That's lying to the community. And how do you demand respect from the community, but you won't give it back? It's incredible. We talk about DEI, diversity, equity, and inclusion, and accessibility, because I did read the climate study report and then we create, we rig a system to get a CEO that by weighing DEI in the category out of 10, four times lower than some of the other categories, and then perpetrate to the community that we care about DEI and perpetrate to the library workers too. You've maligned Nichelle in so many ways with that letter. It was embarrassing. Y'all should be ashamed of y'all selves and y'all should resign. Absolutely, but I don't understand. I think that you made it a point of saying that y'all are unpaid volunteers. What are you gaining out of this? Is it legacy? Is it a hope that you'll be able to leverage other political positions for this later? Because I can tell you that there's enough people here, we're not going to vote for you and we might protest your next appointment.

I know we did with Mr. Bigsbee there, at City-Council, and this may go on. But if it's legacy, if it's legacy that you're doing this for, just understand that this room, and the protests, and the comments, and the petitions have been filled with historians, authors, writers, musicians, culture leaders, educators from grade school, to high school, to college professors and in large numbers. We will write your legacy, your great-grandkids will be hearing about what you did in this moment from us. And so if you care about your legacy, please resign now. Don't drag this out, don't continue to hold the Library hostage, resign. Try to take a road to redemption.

I'm sure the community may forgive you, I probably won't, but the community may forgive you for your crimes and that are crimes. You violated ethics, that meeting that you had last week, knowing that another appointee was on the way and you rushed to spend \$190,000 of my money. \$190,000 for somebody with no library experience when you wrote a letter of maligning the woman's, saying that she didn't have enough experience for your taste. It's hypocritical. You've gaslighted the community, you've disrespected us, and then you have a whole police, you have a whole military force waiting out there and you tell us how much you're going to have us removed and you talk about respect, but you haven't given it. Just go home and look in the mirror, look at yourselves and what you've become, and please resign when you get done.

Michael Torres - Good evening. My name is Michael Torres. I'm a Public Service Associate at Central Library, and I am president of AFSCME Local 3395. My comments and questions tonight come from the feedback pertaining to the Board from the climate improvement process since last April. Trust and transparency are just two issues the data the CPI revealed. In the past year you've had a few special board meetings and denied public comment at every one of those meetings. I'd like for you, or the attorney, to tell the public what code or by-law allows you to exclude public comment at any board meeting special or not. Also, for several months there have been no public comments that were sent to the website, read aloud nor has the Board President asked if there are any. Normally, those comments sent through the website were read after in-person public comment at each meeting and were always included in the board meeting notes the following month.

I inquired about not seeing any of those comments submitted to the online link, and I was informed by the director of communications, who said he believed that the decision was made to stop having those read aloud during the meeting several months ago by Judge Salinas in April or May. At that time, we updated the contact form to just say that it would be send a message to the library board. The decision at the time was to include them in the meeting minutes. So I am not aware of what happened or what changed. The staff of the public were not aware of those changes and had I not inquired, who knows how long we would've been in the dark.

Why didn't you tell the public or staff of these changes? It's not fair nor transparent to the person submitting comments that they will not be read aloud at the meeting or that their comments will not be included in the meeting minutes like they used to be. The meeting notes are public domain and document the business of the board and should include all business that occurred in person or virtual. Will you publish those comments sent to the board? If not, will you tell those who cannot make it to the meeting, how their comments they submit online can be read out loud or published in the meeting minutes? Thank you.

Tony Davis - I'm going to chew this gum in no disrespect, it's because I produce no saliva, because after my chemo and therapy radiation treatments, I don't produce it. So it's no disrespect. So if you can excuse me for that. I came here today to basically echo everything that this community has spoken about. First, I want to say congratulations to Stephen Lane.

I really do mean it, as a community activist, seeing you on this Board is very refreshing. It says there is a way, there is a way to turn around what we've so often see go on through not just this area, institution, but across the city, across the nation. The blind sides of this institutionalized racism that we see going on and the way it plays out in our daily lives is something that some people just don't get, no matter how you begging to the better angels of their hearts. No matter how much you sit there and give them evidence time and time and time again, it just falls on deaf ears and you all will continue to do the same thing that historically people have done generation through generation, through generation. This isn't an attack on any individual. Even though Nichelle Hayes was attacked.

She wasn't given that due respect unfortunately, which maligned her name and discredited her publicly, that put a harsh echo on her name. Did you all even take into consideration in that when that letter was put out? I have not heard anyone come out to rectify that situation neither. So that would be number one thing that I would ask that this Board would rectify to truly mean. Those words that was said tonight is to rectify that disrespect that Nichelle Hayes was publicly embarrassed about.

Secondly, I'm going to play to a different aspect on what we need to do as a community. These are appointed people, by elected officials who also will not listen to the community. They have it messed up out here. They get into these positions because they were elected. Now, they have forgotten who got them there. It is the people. And it's quite ironic that for the City-County Council, which is basically the last appointing body as well as the County Commissioners are the last people left as far as the Board here that appoint these people to the positions. We went to the Council meeting and voiced our opinion. We were told it's not the time. But the time is coming, election time is coming.

And I'm organizing to get everyone, I don't care what personal connections you all have that have promised you whatever things for the future. You better be aware that I'm going to do everything within my power to organize people, to get them moved out the way until we can get someone on them doggone City-County Council to speak for the people and not for themselves. And then we'll see where the chips fall then. We got to stop doing the same thing over and over again begging to the better hearts of angels of these people who do not see people. We got to become more organized in the way that we do things in this community and beyond. We have to learn the corruption of only getting the majority of people on these boards in these areas in order to push through what they want. That's really what's going on. It doesn't matter that Stephen is on there.

If he was the only one, excluding Dr. Murtadha and Dr. Payne, that you have recognized, have you not. And that's the unfortunate thing. We're talking about working with each other, it should have been done when you all sat in them seats to begin with. So I beg you all to look at a different way, elected officials that are

coming up. We need to organize in a way to remove these people out of their seats once and for all. These grifting folks that get in there and only are concerned about themselves and their little clique to get what they want and they've forgotten where they've come from. So, let's get them out the way people, that's what I implore to you, not only in this crowd but also who may look at this online and those that may hear the words. Go back and listen to Nicole Carey from the IPS, what she said when she installed Stephen Lane. Thank you all for your time.

Jim Mulholland - My name is Jim Mulholland. I'm from Wayne Township and let me be clear that I have no inside information about the workings of the Search Ccommittee, or the deliberations of the Board, or the interactions of the Board with Nichelle Hayes. Since this process began Nichelle and I have not spoken and I'm not here today because she asked me, but I do know Nichelle Hayes. In 2017, when Jackie Nytes, the then CEO of the Library hired Nichelle Hayes as the director of the Center for Black Literature and Culture, Jackie called me and asked me to come and meet with Nichelle. Jackie was aware of my work in Indianapolis on racial equity and reconciliation and thought Nichelle could benefit from my support. At the end of that long and very productive conversation, Jackie said something which seems rather ironic and prophetic now. She said, "We both know Nichelle is going to face racist resistance and opposition to building and promoting the Center, and I hope you'll help her."

Those were prophetic words. Sadly, in the summer of 2021, we discovered that some of the racist resistance was internal and systemic to the Library. And that summer I stood before this Board and asked for new leadership, leadership that would help the Library resolve its inequities and create a more inclusive culture, and I was not alone in this request. In April 2022 when the Board appointed Nichelle Hayes as the Interim CEO, I and many others were encouraged. This past fall when Nichelle was selected as one of two finalists in a national search we were excited. In December when this Board voted four to two to hire a white man, Gabriel Morley, instead of a Black woman, Nichelle Hayes, to help the Library address inequities and create a more inclusive culture, we were flabbergasted. I'm an old white man and even I can see that's a problem.

Even Gabriel Morley quickly realized that was a horrible decision and refused the offer. Now in response to county resolution, recommending the hiring of Nichelle Hayes, three present members of this board decided to defend their decision by disparaging the qualifications and capabilities of Nichelle Hayes. But let me be clear, Nichelle Hayes holds absolutely no responsibility for the fiasco of this CEO search, it is those three members. If we should question the qualifications and capabilities of anyone, we should question those of those three board members.

And if we are to take the claim seriously that Nichelle Hayes was unqualified, then the Board chose an unqualified person as Interim CEO during a time of difficult transition. If we are to take your claim seriously that Nichelle Hayes was unqualified, the Board created a search process that allowed two unqualified persons to be finalists in a national search. Nichelle, who you say was unqualified, and Mr. Morley, who disqualified himself. If we take your claim seriously that Nichelle Hayes was unqualified you're also claiming whether you admitted that your national search could not find a single person of color in the entire United States who was qualified for this job, that is disturbing. But you and not Nichelle Hayes are responsible for

this mess. You failed to anticipate or prepare for the pushback that you would clearly receive for hiring a white man from outside the system over a Black female from within the system. Mr. Morley obviously felt ambushed and decided rightly that working for all of you was a bad decision.

You have failed to take any responsibility for this fiasco in your resolutions or responses. I came last week to the special session hoping to hear the Board admit to some fault in these events and I heard none. And finally, you failed to respond positively to the resolution by the City County Council to hire Nichelle Hayes for the position and instead you chose to publicly disparage Nichelle Hayes and open the library system to future legal suits for hiring discrimination. There is only one statement in your recent response to the City-County Council resolution with which I agree, we need a fresh start. And that fresh start begins with the resignation of the members of the Board who voted for Mr. Morley. Without that fresh start, there's no reason for the employees, patrons, and community members to have any faith in this Board's ability to repair the mess that you have created.

Eli Morey - Hi, my name is Eli Morey. I'm a member of the Indianapolis branch of the party for Socialism and Liberation, and I've been in this struggle since we first worked to fire Jackie Nytes back in 2021. Before I say anything else, I'd just like to say shame on this Board for bringing four armed police in here to try to intimidate us. We haven't threatened or intimidated anyone. Nothing we've done was threatening or intimidating. How do community members getting passionate about making the Library a better place, how does that warrant bringing armed police officers into the meeting, bringing men with guns into the meeting to intimidate us? So, I'll just say shame on you one, and two, we won't be intimidated.

So, on paper, I'm addressing the Board here, but my comment is really mostly addressed to all the beautiful people in this room and in the audience on the livestream. I actually just want to talk briefly about an important lesson that we've learned over the past year and a half of hard work. The most important lesson that all of us have learned in this struggle, especially the workers at the Library, the patrons, and the masses of working poor and oppressed people in this city, is that when we struggle, we win. One of the biggest challenges before any working class organization in the United States today, be it political, labor, et cetera, is to teach our class that we truly do have power and that we have the right and the duty to exercise it in our own interests. Before this struggle kicked off, nobody knew that we would be able to take it this far.

There were certainly those who doubted that we'd be able to fire Nytes in 2021, but we did it. It was far from certain that she'd be replaced with an interim like Nichelle Hayes, a real community member who rose up through the ranks of the Library workers, but she was. What seemed like a major defeat at first was the decision of the Board to hire Morley, ultimately became a victory when he was forced to decline the offer because of the struggle of the people. Without the struggle of the people, it was not inevitable that Board members would resign as they have, or that someone like Stephen Lane who really fights for the community would be appointed in the vacant seat of Salinas, but that happened too. So, time and time again, we've learned the value of struggle and we've been rewarded for our boldness and for our effort and there's still a long way to go before this struggle is over. We all know that.

But seeing this community activated and interested in seeing this through, I do believe that a brighter future is ahead for the IndyPL. I can see it on the horizon, as long as the workers, and the patrons, and everyone else in the community keeps showing up and keeps fighting, which we will, we will. Lastly, I'd just like to say to the members of the Board who insist on standing in the way of the appointment of Nichelle Hayes, I have one thing to say to you, which is one way or another the will of the people of this community is going to be respected. Hope Tribble, Curtis Bigsbee, Raymond Biederman, we demand that you stop mismanaging the IndyPL and resign immediately. Thank you to Stephen Lane, Dr. Payne and Dr. Murtadha for standing on the side of the people this whole time. All power to the people.

Mahasin Ameen - Good evening members of the Board. Mr. Lane, congratulations. Thank you Dr. Murtadha and Dr. Payne for your continued work with the Library. I'd like to actually go back in time to before the climate study took place, because I would like to know how you can have an open and transparent climate study when you have a gag order on your staff. I'm going to be reading section 311.1, Loyalty of the Employee from the handbook for Indianapolis Public Library employees. Loyalty to the Library, an active interest in its improvement and development as an integral part of the community is expected from each employee. Library employees will not publicly criticize the Library, its administrative policies or administrators. Constructive suggestions, complaints, or criticisms should be appropriately directed through the employee's chain of command, first to their manager or the appropriate services area director, and a position to act upon them, and should not be directed at a patron or the public. At the employee's request, such criticism will remain confidential. Anonymous complaint or criticism will not be considered.

You want to talk about openness and transparency, but there is a gag order on current staff. I was asked to speak on this because y'all can't fire me. I quit. I gave this institution almost 14 years of my life and Mr. Scott, can you remember how much police presence in all the time we were at board meetings together we had, because rolling up here to four unmarked police cars does not make a welcoming environment. And you can smirk and make snide comments all you want, the reason you thought you could get away with this is because it's a library. The only thing that happens here is people read books. Little did you know that libraries have long been the bastion of civil engagement.

There should not be armed police officers outside of a Library Board Meeting. The only reason this much police presence is needed is because you are afraid of us exposing you. You are afraid of us making you be held accountable, that is what you are afraid of, that is why the police are here. We don't need constables, or sheriffs, to tell us how to run a Library. We need librarians and educators and people who are invested in this community to tell us how to run the library. To appoint a CAO with no library experience is asinine. And I mean that in the dictionary definition. So please don't have me removed for language.

This Library deserves competent leadership, it does. And that starts at the Board. You shouldn't show up to Board Meeting looking unkept, looking unprofessional. You shouldn't show up to Library Board meetings without having read the documentation. Especially, I will give acceptance to those of you who did not receive the notifications beforehand to read beforehand. I personally was responsible for making sure that the board packets were loaded up on iPads for several years. Mr.

Scott can attest, he remembers he was there. So, I know what goes into making those documents available. How many of you did the pre-reading? How many of you cared to do the pre-reading? Or how many of you are sitting there smirking, because you have better political aspirations that you will not be able to achieve, because we are watching. We are wise. Owls are symbols of wisdom for good reason, because they are watching. And we're going to ask who's in your pocket?

Doris Jones - Good evening. My name is Doris Jones. I first and foremost would like to say that I am a past member of the Party for Socialism and Liberation. I have much respect for Dr. Payne and Dr. Murtadha, and also show some respect to the comrade Stephen Lane. All right. To the three of you on this Board I'm talking to you, you can smirk all you want because I'm talking to you, ma'am. You can smirk all you want, because don't forget, I'm from Chicago. We hold people accountable. We kick butt, and take names, and ask questions later. So, the fact that you can smirk all you want, because you think you get away with what you did, believe me, we going to come back bigger and better, and we going to fight harder. Don't get it twisted ma'am. And you can take that smirk out of your face, seriously. On everything I love, because the fact of the matter is the way that y'all had ignored these two doctors is ridiculous.

The ridiculousness, even from the last meeting that wasted \$190,000. Wasted our money for what? What are you afraid of, huh? What you afraid of? Why you keep on asking the police to come on and protect you? Police ain't going to protect you. Sorry butts anyway. What's it going to do? Nothing. And the reason why I bring my kids here as a former substitute teacher for Headstart, is to teach my kids to stand up against bullies like you, Ms. Tribble. You, Mr. Biederman, and the other gentleman as well. All three of you got to go, and I mean all three of y'all, on everything I love, y'all got to go. For Dr. Murtadha, Dr. Payne, Stephen, continue to fight for us. We going to support you. We going to come back bigger and stronger. Believe that and don't get it twisted. We will be back.

Susan Preble - Good evening. My name is Susan Preble and I, unlike most people here, I actually know Hope personally. We've known each other for about 15 years and I can honestly say that she is someone of great personal and professional integrity. I know her only agenda here is to do what's best for the Library. She's already had an amazing career. I'm pretty sure she doesn't want to run for elected office. And the idea that she would have any role in supporting institutional racism is just bananas to me. The rhetoric I'm hearing is so completely opposed to what I know about Hope that I just have to say that I really respect Hope. I think she's doing a good job. I know what she wants is the best for the Library, it's staff and the community at large. Thank you.

Dr. Murtadha then made the following comments:

I like to always, at the end of the Public Comment section, to just give a note of thanks as you were getting ready to do Hope. Thank you. Sandra Parker, when you were talking about what's in your heart. Thank you, Sandra. That's it. It's so critical. It's so very important. And Kyle, when you were talking about what are those minimum requirements that we require, how very much we have to look at those minimum requirements and representing community organizations, we cannot

ignore the community. We have to pay attention to the tax dollars. Adam, when you spoke about the financial responsibility, it was right on point, we have to be responsible. That's part of the charge that we must have. Barbara Ann O'Leary, when you started talking about and giving a heads-up for Stephen, we thank Stephen for his coming onboard, in the right course.

We need a bold path forward. And the way that you said it, Barbara, was right on point. We have to have a bold path forward. There was talk about the importance of being ethical and how powerful ethics are. In our last meeting, I read about ethics and how invaluable they are. Michael, you talked about online communication and how important public comments are, and we have to do the right thing to make sure those public comments are made public in this forum, as they used to be. That's critical. Tony Davis, you asked the Board to rectify the wrong, and this is significant, because when we harm someone, we need to understand that it is harmful to someone's character. Jim, you talked about questioning qualifications and we are clearly questioning qualifications, and we clearly know that there are people who were responsible and qualified who came before this Board and we have to pay attention to that and we failed to respond. We need a fresh start.

Eli, you talked about how you won't be intimidated, and you're right, there's no need for any kind of intimidation. I don't know why I did not vote to have four armed police guards here. That was not in the decision that I was a part of, but I see that we have to keep strong and keep up the fight to do what is right.

Mahasin, thank you. The gag order on staff for the Library is unethical and we cannot move forward with it. And again, you really edify it. We don't need an armed police force.

Doris, we will keep up the fight to do what is right and good and advocating for the community just as you've pointed out. And, Susan, you know Hope and you respect Hope. Thank you for sharing your beliefs. Thank you to all of you who have come and shared and understand that we have to be a responsible Board..

At this time, Mr. Lane commented as follows:

Point of order. I would also like to respond to the Public Comments. I want to thank everyone from the community for coming out tonight. I disagree with President Tribble's assessment of public libraries. Public libraries are not about decorum, they're about human expression. They're about community and communication. We have a lot of stories in the Library that we collect, a lot of those stories about our hopes, our love, our joy, our fears, our nightmares, and sometimes those stories make us uncomfortable. But in those stories, we see the greatest change and we're going to have change on this Board. We're going to have change in this community. So thank you all for being here. Thank you.

- b. **Dear CEO Letters and Responses** were distributed for the Board's information.
- c. **Correspondence** for the Board's general information was distributed.

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

a. **Special Meeting, December 8, 2022**

Mr. Lane shared that he wished to bring up the statement for the Diversity, Policy and Human Resources Committee. It mentioned that it was not reflected in the notes the Dr. Payne had not received prior communication of a document that was read that night. So, he wanted this information to be noted.

Dr. Murtadha noted she had said the same thing that she had not received prior notification when it was presented at the Board Meeting. She did note that she was unsure if it was within this meeting or in the next one.

Mr. Bigsbee advised that he believed that was only a statement by the Chair at the Board Meeting and not an action item that was put on the meeting minutes.

Mr. Lane confirmed that this was something that was discussed during a Board Meeting so it should be reflected in the notes.

The minutes from the Special Meeting held December 8, 2022 had been distributed to the Board.

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

Mr. Biederman – Aye	Dr. Murtadha – Aye
Mr. Bigsbee – Aye	Dr. Payne – Aye
Mr. Lane – Aye	Ms. Tribble – Aye

b. **Regular Meeting, December 19, 2022**

The minutes from the Regular Meeting held December 19, 2022 had been distributed to the Board.

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

Mr. Biederman – Aye	Dr. Murtadha – Aye
Mr. Bigsbee – Aye	Dr. Payne – Aye
Mr. Lane – Aye	Ms. Tribble – Aye

COMMITTEE REPORTS

5. **Finance Committee (Patricia A. Payne, Chair; Curtis Bigsbee, Dr. Khaula Murtadha)**

a. **Report of the Treasurer – December 2022**

Lolita Campbell, the Library's Chief Financial Officer, reviewed the Report of the Treasurer that had been distributed to the Board.

Ms. Campbell noted that beginning on Page 39 of the document it reflects the Table of Contents. Let's start with Page 40. This is for the month end, year-end December 31, 2022.

On Page 40 are the Operating Fund Revenue and Expenditures for month-end December 31, 2022. Our Annual Budget for 2022 was \$48,015,971 and we ended the year at \$49,288,438. This is 3% over Budget, which is favorable for us. The Expenditures of the Annual Budget was \$53,833,126. We ended with a year-to-date amount at \$45,101,800. We're 16% under Budget, which is favorable for us. This is unaudited because we still have to have an audit that sometimes have year-end journals that will change.

Page 42. This is the month ended December 31, 2022 detailed Income Statement. It reflects the Revenue, and Pages 43 through 44 are the Expenditures line items. Page 45 is the Cash Flow. It reflects the year-end cash flow amounts which balance back to the first page on Page 40 of the ending balance of the Revenue. Page 46 is the Receipt Disbursement report. Page 47 is the Investment Report.

Page 48 is the Bond and Interest Fund report, Page 49 is the Rainy Day Fund report. Page 50 is the Library Improvement Reserve Fund report.

Pages 51 through 54 are the Gift and Grants reports for the year end. Page 55 is the Parking Garage report, and Page 56 is the summary of Construction Fund cash balance.

Page 58 is the Shared System report.

Dr. Murtadha made the motion, which was seconded by Dr. Payne, 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	Dr. Murtadha – Aye
Mr. Bigsbee – Aye	Dr. Payne – Aye
Mr. Lane – Aye	Ms. Tribble – Aye

b. **Resolution 2 – 2023** (Disclosure of Waived Fines and Fees for 2022)

Ms. Campbell commented that this resolution did not go through our Finance Committee this past month. So, it needs to be approved this evening. This is for Disclosure of Waived Fines and Fees.

She reminded everyone that state guidelines require the Board to disclose the amount of fines and fees waived on patrons' accounts. These are fines and fees and miscellaneous charges that the Library has deemed uncollectible during the year. For the year ended December 31, 2022, uncollectable fines and fees totaled \$100,228. This amount was due to fines and fees waived at branches. The fiscal impact is a reduction in the Accounts Receivable reported on the Library's Financial Statement.

After full discussion and careful consideration of Resolution 2 – 2023, the resolution was adopted on the motion of Dr. Payne and seconded by Dr. Murtadha, to approve Resolution 2 – 2023, Disclosure of Waived Fines and Fees for 2022.

Resolution 2 – 2023 was approved on the following roll call vote:

Mr. Biederman – Aye	Dr. Murtadha – Aye
Mr. Bigsbee – Aye	Dr. Payne – Aye
Mr. Lane – Aye	Ms. Tribble – Aye

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

b. **Resolution 3 – 2023** (Outstanding Purchase Orders 2022)

Ms. Campbell advised that this resolution addresses the outstanding purchase orders for 2022. The state guidelines require the Board to authorize the outstanding purchase orders at year-end. These outstanding purchase orders were not paid prior to December 31, 2022. Therefore, it will be necessary to carry them forward into the next fiscal year, 2023. The appropriation to cover the purchase orders once expensed will come from the 2022 Budget. There's no fiscal impact on the 2023 Budget as these appropriations were provided for the purchase orders in the 2022 Budget.

Dr. Murtadha commented that a great deal goes to the Regions Bank Purchasing Card. She asked what that card is used for.

Ms. Campbell replied that is used for expenses that require payments with a credit card. Because a lot of expenses are going from ACH to credit card instead of utilizing checks to pay for expenses. It's a quick payment.

Mr. Lane then asked who has access to the credit card.

Ms. Campbell advised that there is one that's locked up. HR has one and Purchasing has one.

He also noted that on Page 65 there is a line item where Ice Miller's listed for an amount to be paid of over \$38,000 for the Climate Assessment Services. He asked if that amount was on top of the \$100,000 they were paid to do the Climate Study.

Ms. Campbell advised that it is an open purchase order which means that the original purchase order was created for the higher amount. So, this is the amount that's still open, that if they wanted to bill for something that we haven't received for 2022, they can still do that within the first 60 days.

Mr. Lane asked what would they want to bill for if they've already completed their work?

Ms. Campbell responded that right now there shouldn't be an invoice, but it's called an open invoice. So, just in case that we missed something that we were unaware, those invoices can come. It goes through an approval process before it's even paid.

Dr. Payne then wondered if they can really get \$130,000 if they choose to use that \$30,000?

Ms. Campbell noted that only if it's for services rendered.

There was then a discussion and Ms. Tribble asked Ms. Campbell to provide what the initial agreement was for the services and the amount that's been paid to date on that agreement, because usually you open a P.O. for the amount of the contract. She requested that this information be sent to the Board

After full discussion and careful consideration of Resolution 3 – 2023, the resolution was adopted on the motion of Dr. Payne and seconded by Mr. Bigsbee, to approve Resolution 3 – 2023, Outstanding Purchase Orders 2022.

Resolution 3 – 2023 was approved on the following roll call vote:

Mr. Biederman – Aye	Dr. Murtadha – Aye
Mr. Bigsbee – Aye	Dr. Payne – Aye
Mr. Lane – Aye	Ms. Tribble – Aye

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

Dr. Payne then asked about the \$190,000 that had been approved for the Chief Administrative Officer. Where does that money come from?

Ms. Campbell responded that she had not received a signed contract yet but the funds will come from Consulting Services.

Ms. Tribble noted that the contract is still under negotiation.

c. **Resolution 4 – 2023** (Confirm Marion County Board of Finance)

Ms. Campbell shared that this resolution is pursuant to Indiana Code 5-13-7-2B. The Indianapolis Public Library fiscal body may designate the Marion County Board of Finance to serve as the Library's local Board of Finance. It has been the practice of the Library to designate the Marion County Board of Finance to serve in this capacity in the past. Library management recommends that the Library continues with this relationship for 2023. By designating the Marion County Board of Finance to serve in this capacity, it allows the Library to benefit from the investment practices implemented by other government entities. In 2023, the Board of Finance meeting has been scheduled for January 31, 2023. Time and location has not yet been determined.

After full discussion and careful consideration of Resolution 4 – 2023, the resolution was adopted on the motion of Dr. Payne and seconded by Dr. Murtadha, to approve Resolution 4 – 2023, Confirm Marion County Board of Finance.

Resolution 4 – 2023 was approved on the following roll call vote:

Mr. Biederman – Aye

Dr. Murtadha – Aye

Mr. Bigsbee – Aye

Dr. Payne – Aye

Mr. Lane – Aye

Ms. Tribble – Aye

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

d. **Resolution 5 – 2023** (Revised Capital Assets Policy and Lease Accounting)

Ms. Campbell advised that Resolution 5 – 2023 addresses the following: Capital Asset Policy amended Policy 121-20, 121-21, and 121-22 and 121-26. In addition, there is the policy section 121-37, which is lease accounting. Lease accounting has changed the accounting requirement for leases. Conforming changes as required by the Capital Asset Policy, a new policy section is added to provide the accounting requirements.

Additionally, the Library's current Capital Asset Policy provides thresholds for assets that are capitalized. In the past version of the Library Policy, language has been included to guide staff when determining whether assets below the capitalization threshold were considered supplies or non-capital furniture and equipment. The Library would like to add the language back into the Capital Asset Policy 121-22 to provide clarity and ensure consistency when categorizing assets. The Policy revision has no impact in the total budget for 2023. The revision of the Policy is on Pages 74 through 76. So, this revision clearly outlines what is capitalized and what is non-capitalized assets. It's adding the language back into the policy.

Ms. Campbell also confirmed that it serves to safeguard the investments of the citizens.

Dr. Murtadha requested, for the purpose of the public, that it's important to note what the definition of capital assets are because they do include that of land, includes buildings, improvements, constructions in progress, and quite a bit of that.

Ms. Campbell confirmed that it was also leased equipment and everything.

Dr. Murtadha went on to say that we should be reading the info into the record so that the larger public knows that you've been on top of making sure that we have the policy in place to protect those assets for the public.

Ms. Campbell thanked Dr. Murtadha.

Mr. Lane had a question about the Special Collection stated on here, which provides so much of our history. That was a collection he worked on when he worked for the public library. There was a piece in here that mentioned that there would be periodic appraisals of that collection.

He wanted to know how often those appraisals happen. Because he doesn't remember ever having to do an appraisal, but he knows there are appraisal records, but he didn't think there was a timeline for when those appraisals happen.

Ms. Campbell advised that she can research it and send an email to the Board when the last appraisal was done and also address getting it on a regular timeline.

After full discussion and careful consideration of Resolution 5 – 2023, the resolution was adopted on the motion of Dr. Payne and seconded by Dr. Murtadha, to approve Resolution 5 – 2023, Revised Capital Assets Policy and Lease Accounting.

Resolution 5 – 2023 was approved on the following roll call vote:

Mr. Biederman – Aye	Dr. Murtadha – Aye
Mr. Bigsbee – Aye	Dr. Payne – Aye
Mr. Lane – Aye	Ms. Tribble – Aye

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

e. **Resolution 6 – 2023** (Basic Maintenance of Existing Network Infrastructure)

At this time, Ms. Campbell advised that Shanika Heyward, the Library’s IT Director, would discuss the resolution.

Ms. Heyward advised that she is seeking approval for the Library’s annual basic maintenance of our existing networking infrastructure. She is asking the Board to approve and award a contract to Logicalis in the amount of \$165,000. She explained that they are our current vendor that we utilize for our maintenance service, for our network equipment and our firewall. There is no financial impact to our Budget because we actually budget for it, it's an annual expense.

Dr. Murtadha thanked Ms. Heyward for making sure that the Library’s technology is up to speed.

Mr. Lane then mentioned that he had a question about Page 81. There are two things on here that look like duplications. Why is that on there twice and it has the same charge? Can you explain that one?

Ms. Heyward explained that it's on here twice because it's our software to maintain our network for Central and LSC. So, we have two different locations.

After full discussion and careful consideration of Resolution 6 – 2023, the resolution was adopted on the motion of Dr. Payne and seconded by Dr. Murtadha, to approve Resolution 6 – 2023, Basic Maintenance of Existing Network Infrastructure.

Resolution 6 – 2023 was approved on the following roll call vote:

Mr. Biederman – Aye	Dr. Murtadha – Aye
Mr. Bigsbee – Aye	Dr. Payne – Aye
Mr. Lane – Aye	Ms. Tribble – Aye

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

6. Diversity, Policy and Human Resources Committee (Raymond J. Biederman, Chair; Stephen Lane, Dr. Patricia A. Payne)

- a. **Resolution 7 – 2023** (Approval of Resolution for Annual Review of IMCPL Acceptable Use Policy)

Mr, Biederman explained that the resolution addresses the Annual Review of the IMCPL Acceptable Use Policy. Every year we look at Indiana Code Section 36-12-1-12, which covers the policy for internet and computer network usage for libraries. It's required to be reviewed annually. There are no suggested changes for this year. We are basically just changing 2022 to 2023.

Dr. Murtadha commented that it's important that we protect the children in our community and that this speaks to that protection. The idea that it requires libraries to have an internet safety policy adopted by the Board to be eligible is critically important. Young people are being exposed to so many different things, and so your work and attentiveness to the protection of our young is very important. So, thank you.

After full discussion and careful consideration of Resolution 7 – 2023, the resolution was adopted on the motion of Dr. Payne and seconded by Dr. Murtadha, to approve Resolution 7 – 2023, Approval of Resolution for Annual Review of IMCPL Acceptable Use Policy.

Resolution 7 – 2023 was approved on the following roll call vote:

Mr. Biederman – Aye	Dr. Murtadha – Aye
Mr. Bigsbee – Aye	Dr. Payne – Aye
Mr. Lane – Aye	Ms. Tribble – Aye

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

7. Facilities Committee (Curtis W. Bigsbee, Chair; Stephen Lane, Dr. Khaula Murtadha)

- a. **Resolution 8 – 2023** (Second Addendum to Irvington Parking Lot Lease)

Mr, Bigsbee noted that the Facilities Committee had met on January, 10, 2023 to discuss the one resolution that we have tonight. We had a lengthy discussion, not only about Resolution 8 - 2023, the approval for the leased parking space at Irvington, but we also discussed the housekeeping and janitorial services contract. We also reviewed and received updates about some of the other branches that are having work done to them and the new facilities at Fort Ben Harrison and Glendale Branch are still staying on track, as well as discussing things with the Curve at Central Library.

Adam Parsons, Facilities Director, explained that when the Irvington Branch was built, there were no parking lots available, so we decided to lease the parking lot from Irvington Presbyterian Church nearby. This was for a 30-year lease with two

subsequent terms for 15 years each, so this could go out to 2059. The initial term was \$10,000 per year for the first 10 years, followed by two 10% increases for the subsequent 10 years. And this started in October of 1999. So, the increases were supposed to happen in October 2009 and October 2019.

The first increase did occur. However, it did not occur at a flat 10%. It occurred at a variable rate starting at 6%, working its way up through 12.5% in 2019. We should have had a flat 10% increase to \$12,100 per year in October 2019. He doesn't know what happened because he wasn't there but that never got completed. Then, less than six months later, we were in the middle of a pandemic, so it dropped to the bottom of everybody's priority list. We're catching up on that now.

In this resolution, there are two items, one to rectify a small accounting discrepancy that was under \$800 over the 13 years of payments. And number two is to change the responsibility for snowplowing the parking lot. Initially, the church was responsible for snowplowing and landscaping and the Library would reimburse them. Over time, the Library became responsible and had our snow plow contractors plow the parking lot. And we want that accurately reflected for both payment and for liability.

Lastly, Mr. Parsons welcomed Mr. Lane to the Board.

After full discussion and careful consideration of Resolution 8 – 2023, the resolution was adopted on the motion of Mr. Bigsbee and seconded by Dr. Murtadha, to approve Resolution 8 – 2023, Second Addendum to Irvington Parking Lot Lease.

Resolution 8 – 2023 was approved on the following roll call vote:

Mr. Biederman – Aye	Dr. Murtadha – Aye
Mr. Bigsbee – Aye	Dr. Payne – Aye
Mr. Lane – Abstain	Ms. Tribble – Aye

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

8. Library Foundation Updates

Ms. Tribble announced that Roberta Jagers, President, IndyPL Foundation, could not attend the meeting this evening so she would provide the Updates for December 2022 and January 2023 to the Board.

For the December 2022 Update -

News

The Library has the Library Foundation's full support during this challenging time. We are grateful to Nichelle M. Hayes for her work with us as Interim Library CEO. We will continue to fund the Library programs and services while keeping donors informed about the Library's direction.

It is an honor to partner with our donors and the Library to provide engaging cultural and lifelong learning opportunities at no cost for the community.

For example, the Library's holiday concert series is a beloved annual tradition. Beech Grove Branch hosted a performance for the first time and it was a resounding success as one staff member shared, "This was the first time at Beech Grove and they decided to hold the concert in the open area next to their circulation desk where people walked through to come and go. They had about a dozen chairs set up and those quickly filled. It's exactly the purpose of having concerts out at branches. And we ended up with about 50 people over the hour."

Donors

We thank 220 donors who made gifts last month. The following are our top corporate and Foundation donors: Blue & Company, Meridian Investment Advisors, Inc. and Old National Bank Foundation.

Program Support

This month, we are proud to provide more than \$138,000 to the Library. Examples of major initiatives supported include the Digital Encyclopedia of Indianapolis digitization efforts and Fall Fest.

For the January 2023 Update -

News

Circulate Night at the Library, the annual fundraiser, is Saturday, March 4th at Central Library. This year's theme is Escape. Activities will include escape rooms led by Library staff, music and art activities, and a live animal show. We are proud to offer Library staff discount tickets. You can learn more about the events and buy tickets online at <https://indyplfoundation.org/circulate>. We hope to see you there.

Early next month, we will begin a search for a new Director of Development. This position oversees development, communications, and our investments in Library programs and services. We will share the posting with you in early February and would appreciate any referrals you may have.

Many thanks to Dr. TD Robinson for serving on the Library Foundation's Board of Directors.

Donors

We thank the 313 donors who made gifts last month. The following are our top corporate and foundation donors: Ayres Foundation, Citizens Energy Group, FORVIS, Harris Center, Hulman & Company Foundation, Indiana Education Savings Authority, JD Finish Line Foundation, McAllister Machinery Company, RB Annis Educational Foundation, Sycamore School, Tanglewood Publishing, the Swisher Foundation, Woodley Farra Manion Portfolio Management.

Program Support

This month we are proud to provide more than \$130,000 to the Library. Examples of major initiatives supported include 2023 Meet the Artist XXXV #Masters Exhibit, Concert Series, Seed Library, International Festivals and Celebrations, On the Road to Reading, Teen Community, Book Clubs, and the McFadden Lecture.

9. Report of the Acting CEO

a. Confirming Resolutions

1) Resolution Regarding Finances, Personnel and Travel (9 - 2023)

Gregory A. Hill, Interim Chief Public Services Officer and Acting CEO, made a recommendation that the Board approve Resolution 9 - 2023 Regarding Finances, Personnel and Travel. He reminded everyone that this is a routine, procedural action. It approves new hires, compensation changes, resignations, travel and financial-related claims and warrants.

Mr. Lane advised he had noticed in the Separations section of the resolution that there were a lot of PSA-2's, LA-2's who have been here a short amount of time. One person zero months, another four months, another seven months. And then the longest LA-2 is from Nora branch who was here one year and three months. Is there an explanation of why a lot of the separations are PSA-2's or LA-2's, low level library staff?

Mr. Hill noted that he did not have an answer for that. He offered to check and obtain some information.

Mr. Lane mentioned that he is concerned with retention here. If the Library is losing a lot of the lower level employees, he believes we should know what the reasons are that they're leaving.

Ms. Tribble asked Mr. Hill to explain what PSA and LA stands for.

Mr. Hill noted that there is a Public Service Associate II and a Library Assistant II. Those are assistants to the librarians. They do a lot of the duties as assigned. That can be anything from computer help to even reference. He agreed that it would be great to see why they're not staying so long and how that's being addressed.

Ms. Tribble suggested reaching out to the Human Resources Department. We could look at the turnover rate with regard to those levels and maybe even organization-wide and historically to get a sense if that's something that's happening at an accelerated rate now or if that's the norm, which sometimes can happen at entry level positions.

Mr. Bigsbee made the motion, which was seconded by Dr. Payne, to approve Resolution 9 – 2023, the Resolution Regarding Finances, Personnel and Travel.

Resolution 9 – 2023 was approved on the following roll call vote:

Mr. Biederman – Aye	Dr. Murtadha – Aye
Mr. Bigsbee – Aye	Dr. Payne – Aye
Mr. Lane – Aye	Ms. Tribble – Aye

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

b. **Acting CEO December 2022 Update**

Mr. Hill shared the following letter with the Board at the meeting:

Good evening,

The Staff of the Indianapolis Public Library continue to focus on **“Supporting Lifelong Learning in the City of Indianapolis.”**

System Wide Communication

We continue to hold meetings with staff at branch locations as well as departments. In December the Executive Committee held meetings at the Pike Branch, and West Perry Branch.

The Area Resource Managers held it’s meeting at The InfoZone

Programming

Adult - English Conversation Circles has had 278 in attendance through October 2022 at Michigan Road, Nora, Pike, Southport and Online. Conversation Circles provides a safe place for English Language Learners to practice speaking English and to ask questions with trained TESOL instructors.

The IndyPL Seed Library circulated 25,500 packets of seeds in 2022. As of 12/5/22 we have packed 7,225 envelopes of seeds with a goal of 70,000 packets by March 2023. There are 32 core seeds and 11 niche seeds planned for 2023.

In 2022 we hosted the annual Meet An Author, Be An Author (aka IndyPL Author Fair).

- 87 authors applied, invited 51 to attend, 39 were in attendance
- 4 workshops (10-16 attendees each)
- 30 books donated to library by authors for inclusion in the collection
- 263 attendees

Northstar Digital Literacy platform – first quarter of launch.

- 106 Assessments delivered – each provides targeted advice on skills a patron should learn.
- 87 “Learning Hours” engaged in (this is self-directed learning on the platform)
- 61 Users registered

Most popular topics...

- Computer Basics
- Internet Basics
- Windows 10
- Email

Over time, the assessments and outcomes will provide us with data on which topics patrons are most interested in learning AND which ones they need the most support/training on at a branch or branch level. The hope is that this data will allow us to provide targeted digital literacy classes, so we offer the right topic at the right branch.

Climate Improve Process

The Executive Committee has been working diligently on the Climate Improvement Study Recommendations. We have submitted the progress summary to board members for review. The plan is to update the library’s website with information and progress the week of January 23, 2023. The specific items under each of the recommendations from the CIP report are a culmination of information from the Ice Miller report as well as input from and discussions with the DICE committee and members of senior leadership. IndyPL will continuously strive to be an inclusive and equitable place for both library patrons and staff.

Recent Highlights at IndyPL

This information was distributed to the Board.

Sincerely,

Gregory A. Hill, Sr., MLS, MSM

Acting CEO / Chief Public Services Officer (Interim)

Indianapolis Public Library

UNFINISHED BUSINESS

10. None.

NEW BUSINESS

11.

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:

February 2023 - See below for items suggested --

Dr. Murtadha advised that she had three items, not necessarily in this order:

What's happening now is the need for us to start thinking about our public Strategic Plan and how does it really get developed? Dr. Terri Jett in the past worked with Garrett Mason and myself to start thinking about and planning for that Strategic Plan. The latest edition of the *Public Libraries* talks about a very comprehensive way of thinking about the Strategic Plan, including advocacy and awareness, organizational excellence, transformation, and professional growth.

Right now, many libraries, and another trend that is occurring, is that there's an escalating intensity in attacking the books and the circulation and the types of books that are available in our libraries. And so I'm hoping that, as we think about the Strategic Plan for the Library, we are very much attuned to the national and the local issues that are surfacing in regards to those attacks on the types of books that we have, the individuals that come to speak, and the ways that we address that, especially when we think about the advocacy and awareness that our public library builds and the awareness that the books that we have are often under attack now.

The second thing has to do with our Library's social worker. She's working as a singular individual with the executive team, from what I understand, to move things forward. And there are lots of issues, including homelessness issues, that are so important for the social worker, Yanna McGraw, to address. And if we could ask her to come and speak with us again, it's been a long time since she last spoke to us. And I think if the Board is willing to accept that, we should consider having her come back and speak.

And the last has to do with the escalation of some of the things that are happening with our young people. Thankfully, Mr. Bigsbee has responded to what Adam has asked in terms of our security and planning of our sites. But our young people need to be attended to because they come to after school programs a great deal in our branches and I believe here at Central, as well. And so, how do we attend to the needs for our young people so that they can get the kind of opportunities they need to further their learning and opportunities, but also see themselves as supported and not necessarily ones that are just causing trouble? How do we put the best foot forward for that?

So, I think if we could have the appropriate individuals speak to that, that would be great. Is that all right, Chair?

Ms. Tribble responded that she thought those were great suggestions and wondered if they all would be at next month's meeting.

Dr. Murtadha noted that they should be spaced out but she commented that they are all needed but preparing for the Strategic Plan takes time and if we start now, we can probably have a really strong Strategic Plan going forward.

She went on to say that the issue that is pressing all right now is the attack on libraries, its contents, the circulation, the books, and whoever comes to speak. The Library's Communication Department did a great job of making sure that the Board knew that a person whose politics might not be everyone else's politics had rented a room at Central Library. How do we take on this whole challenge of the increasing intensity of and escalating intensity of individuals who say that we can and cannot have certain books and materials and speakers in our libraries?

Ms. Tribble shared that the Acting CEO, Mr. Hill, had already started talking about the Strategic Plan because the current Plan runs out at the end of this year. He's already poised to start thinking about how that process works and excited to get started on that.

Dr. Payne then commented about the problems that occurred at Pike and Warren a couple of years ago and it dealt with police being called on young people. How is that going now? Are there any reports of the same thing happening?

Mr. Hill responded that Pike is much better and we don't use the police nearly as much as we have in the past. So, it's gotten much better at both locations. He noted that there is a new manager at Pike that's been there for three or four months and he has had a lot of experience with teens, working with teens and being a coach and that kind of stuff. So, that may have some effect on what was going on there. And then at Warren, maybe it's just the cycle of how it goes. Things are going pretty well, so far.

Dr. Murtadha mentioned that she thought that stepping up the teen support program will make a big difference. And as noted by Mr. Hill, having the right individuals in place who are intentional about that make a big difference. So, thank you.

Ms. Tribble then inquired if there were any other future Agenda items.

Mr. Lane shared that he is hearing from a few patrons about book purchase requests being very much delayed or they're not getting any kind of communication when they put in a book purchase request. These are books that have not been added to the catalog quite yet. And so, you can go online and fill out a form to get books purchased. He was wondering if maybe we could have the CMSA Director, Deb Lambert, come to a future meeting and give us an update on how long they usually takes to get through a book purchase and what is the typical process and what to do if a patron hadn't heard from CMSA or Collection Management.

Dr. Murtadha suggested that perhaps this could be tied to the other issue.

Ms. Tribble responded that's what she was thinking also but we don't have to wait for another meeting to find out about that. We can get some information about the operations of it in the interim. But to hear from Ms. Lambert about how the collections area works, is a fascinating process anyway. So, it'll be good for the Board to get an update on that, too.

Dr. Murtadha then inquired about the report the Board had previously received about the incidents happening at the different branches. She said that perhaps that's tied to that other comment about what do we do in terms of things that are going on. If we could have some of that report come back to us, that would be helpful.

Mr. Hill acknowledged Dr. Murtadha's request.

INFORMATION

13. Materials

- a. **Notes of the January 10, 2023 Facilities Committee Meeting**

14. Board Meeting Schedule for 2023 (Notice and Place of Meeting) and Upcoming Events/Information

- a. **Board Meetings Schedule** for March – December 2023 is being finalized.
- 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, February 27, 2023, at the Martindale-Brightwood Branch, 2434 North Sherman Drive, at 6:30 p.m.

17. Other Business

None.

18. Adjournment

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

The Chairman then declared the meeting adjourned at 8:45 p.m.

Raymond Biederman, Secretary to the Board



