

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
MINUTES OF THE REGULAR MEETING
JUNE 27, 2022**

The Indianapolis-Marion County Public Library Board met in person at the Library Services Center, 2450 North Meridian Street, Indianapolis, Indiana on Monday, June 27, 2022 at 6:30 p.m., pursuant to notice given in accordance with the rules of the Board.

1. Call To Order

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

2. Roll Call

Members present in person and virtually: Mr. Biederman, Dr. Murtadha, Ms. Payne, Dr. Robinson (virtual), Judge Salinas and Ms. Tribble.

Members absent: Mr. Bigsbee.

3. Public Comment and Communications

a. Public Comment

The Public was invited to the Board Meeting.

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

At this time, Michael Torres, IndyPL staff member and President of AFSCME Local 3395, made the following statement to the Board:

Good evening Board,

I am Michael Torres, president of AFSCME Local 3395 representing our frontline, support and non-Supervisory or Management workers here this evening to ask you to further review the Pay Adjustments and Reclassifications in Resolution 39-2022 which is up for a vote tonight.

When staff learned of a proposed 20% increase, which amounts to a \$15,000.00 increase to these categories we were shocked. No one can recall anyone receiving such a large increase at once and we asked our members “What would a 20% raise or \$15,000.00 raise do for you”?

- *“A 20% pay increase would greatly affect me. I live paycheck to paycheck. I have problems with my car that need to be fixed. I have student loans. It would be nice not to feel anxiety every time I check my bank account”.*

- *“Allow me to add to my retirement which will affect me the rest of my remaining life once I leave IndyPL”.*

- *“With a raise that large I might be able to stop trying to sell things out of my garage, to make ends meet and have even a modest savings for retirement”.*

So, I emailed Library leadership with questions I hoped would help staff understand the reason for these increases. This morning we received feedback from Library leadership and learned these were remaining issues from the 2019 compensation study. We thought these positions’ salary structure remained stagnant but since 2019 this group saw two salary structure increases.

Another issue that was raised in our exchange is the group of staff that have been with IndyPL for over 10+ years who in the past two comp studies did not receive a compression increase nor when the bottoms of the group was raised did they receive any increase. Many in this group are close to retirement, including myself, so once we leave IndyPL we cannot add to our PERF and those figures will carry us for whatever remaining years we have, this is not a good feeling.

In addition, we learned HR said they were taking a different approach by examining individual positions instead of a blanket group and that review and implementation don’t have to be done at the same time so this calls into question why now, why not when everyone else gets earned increases and not mid-year.

When our members tell us how they are struggling to make ends meet then giving a \$15,000.00 raise to a position that is already making 70k, they’re struggling to find the fairness. We’re not here to take away someone’s raise but it would be easier to swallow if we knew others are going to get that same attention.

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

At this time, Judge Salinas requested the consent of the Board to move Agenda Item 8 – “Library Foundation Update,” up on the Agenda due to the fact that Dr. Robinson, who is giving the Update, has some time constraints this evening.

All Board members consented to moving the Update up on the Agenda.

8. Library Foundation Update

Dr. Robinson reviewed the information contained in the June 2022 Update.

News

The Foundation thanks all IndyPL staff for their hard work during the Summer Reading Program. This Friday before the Program launched, the Decatur Branch shared this story about a family that came in to register early:

“Today we had a mother come into the library with three of her children. The oldest one, an eight year-old girl, was very excited because she was going to get a library card and sign up for summer reading. The mother told us she had been asking all week and Mom had promised to bring her in on Friday (today). But the mother also stumbled over some of the information she was giving us and finally laughed and said she was very tired because the girl had woken her up at 6 a.m. wanting to know if it was time to come to the library yet. Needless to say, they were our first patrons that day.”

The Foundation would also like to congratulate all staff involved in the Juneteenth Book Fest for a successful and inspiring program.

Donors

The Foundation thanks 162 donors who made gifts last month. The following are our top corporate and Foundation donors:

- Eli Lilly and Company Foundation, Inc.
- Lilly Endowment Inc.
- Stifel Nicolaus & Company, Inc.
- TCU Foundation
- The Glick Family Foundation

Program Support

This month, the Library Foundation is proud to provide more than \$650,000 to the Library. Examples of major initiatives supported include the Marion County Internet Library and Glowing Global Citizens.

It was necessary for Dr. Robinson to leave the meeting at this time.

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

a. Regular Meeting, May 23, 2022

The minutes from the Regular Meeting held May 23, 2022 had been distributed to the Board.

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

Mr. Biederman – Aye	Judge Salinas - Aye
Dr. Murtadha - Aye	Ms. Tribble - Aye
Ms. Payne – Aye	

COMMITTEE REPORTS

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

a. Report of the Treasurer – May 2022

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

Ms. Adams shared that the Library is five months into the year and there are no real surprises. Our Revenues year-to-date are coming in at \$5.6 million. Our Expenditures going out are \$17.6 million. She reminded everyone that for the first part of the year we are using our cash balances to help fund items until we get our June settlement, which we should be getting this week.

Ms. Payne made the motion, which was seconded by Ms. Tribble, 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	Judge Salinas - Aye
Dr. Murtadha - Aye	Ms. Tribble - Aye
Ms. Payne – Aye	

b. Resolution 33 – 2022 (Approval of Logicalis, Inc. Quote)

Ms. Adams discussed the information contained in Resolution 33 – 2022.

She explained that there is a need for the Library to purchase new phones for the Library. The Library acquired the current phone system over 20 years ago and it has surpassed its life expectancy. The Library wishes to purchase Cisco IP Phones

8841. These phones will offer high fidelity, reliability, security and scalable voice communication for the Library. The system will be purchased through our IT Department at a cost of \$72,222. This amount is already accounted for in the 2022 Budget and will be funded from the Operating Account.

After full discussion and careful consideration of Resolution 33 – 2022, the resolution was adopted on the motion of Mr. Biederman and seconded by Ms. Payne, to approve Resolution 33 – 2022, the Approval of Logicalis, Inc. Quote.

Resolution 33 – 2022 was approved on the following roll call vote:

Mr. Biederman – Aye	Judge Salinas - Aye
Dr. Murtadha - Aye	Ms. Tribble - Aye
Ms. Payne – Aye	

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

c. **Resolution 34 – 2022** (Approval of EBSCO Quote)

Ms. Adams then discussed the information contained in Resolution 34 – 2022.

The Library uses a service that provides a monthly newsletter in the Library's catalog that patrons can sign up for on our website. There are many different subjects on the database that patrons can access and use such as home improvement, small engine repair, etc. It is being recommended that the Library contract with EBSCO for a total of \$57,118 for the subscription period August 1, 2022 through July 31, 2023. The cost is accounted for in the 2022 Operating Budget.

Dr. Murtadha asked if the Library has data on which of these particular databases are most frequently used and what that rate is like.

Ms. Adams replied that she doesn't have that information right now but can get it and send it to Dr. Murtadha.

After full discussion and careful consideration of Resolution 34 – 2022, the resolution was adopted on the motion of Ms. Payne and seconded by Ms. Tribble, to approve Resolution 34 – 2022, the Approval of EBSCO Quote.

Resolution 34 – 2022 was approved on the following roll call vote:

Mr. Biederman – Aye	Judge Salinas - Aye
Dr. Murtadha - Aye	Ms. Tribble - Aye
Ms. Payne – Aye	

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

d. **Resolution 35 – 2022** (Approval of Indianapolis Foundation Library Fund Grant for Marion County Internet Library Databases)

The information contained in Resolution 35 – 2022 was discussed by Ms. Adams.

The Library is seeking approval of the Indianapolis Foundation Library Fund Grant for the Marion County Internet Library (“MCIL”) Databases. These are a set of databases shared by eligible high school, university and public libraries and they are grant funded by the Library Fund of the Indianapolis Foundation. Since 1999, the Indianapolis Public Library Foundation and the Indianapolis Public Library have been the grant and database administrators for all the referenced databases. The Library assists participating libraries with authentication and set up and technical support. Database selection is conducted by the MCIL Advisory Committee consisting of representatives from participating high school libraries and IndyPL staff. The Indianapolis Foundation Library Fund Grant was awarded in May 2022 in the amount of \$560,200. The Library’s Foundation administers the distribution of funds.

Ms. Adams also explained that there is an administrative fee the Library Foundation retains in the amount of \$5,000 but the remainder of \$555,200 will be dispersed to the Library, along with \$50,000 that’s being rolled forward from the prior year, and will allow the Library to purchase the MCIL databases. The Library will pay the appropriate vendors a total of \$605,482 for the subscription period.

Both Judge Salinas and Dr. Murtadha inquired if we know how often the databases are used. They would like to know if readership has dropped off or changed over the years.

Dr. Murtadha noted that she needs to see some data before she can approve the resolution.

Ms. Adams will conduct that research and report back to the Board.

After full discussion and careful consideration of Resolution 35 – 2022, the resolution was adopted on the motion of Ms. Payne and seconded by Mr. Biederman, to approve Resolution 35 – 2022, the Approval of Indianapolis Foundation Library Fund Grant for Marion County Internet Library Databases.

Resolution 35 – 2022 was approved on the following roll call vote:

Mr. Biederman – Aye	Judge Salinas - Aye
Dr. Murtadha - Abstain	Ms. Tribble - Aye
Ms. Payne – Aye	

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

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

Tisha Galarce, Interim HR Director, advised that the Library has selected a candidate for the CFO position. She is currently undergoing a background check and we’re expecting her to start in August. The CEO posting closed on June 26, 2022. We received info on 13 candidates. The Library will be able to see all those applications this coming Wednesday.

a. **Presentation of the Reporting Outline – Video**

Ms. Galarce then shared a video produced by BKD on anonymous incident reporting for Library staff members.

Dr. Murtadha inquired what the Library will use this for.

Ms. Galarce replied that incidents that violate the Library’s policies or state laws, management behavior, fraud, a hostile work environment, etc. should be reported.

Dr. Murtadha advised that she was concerned about the hierarchical reporting process. What happens when management might be behaving in an unethical manner?

Ms. Galarce noted that multiple people will be receiving information on the incidents. So no one single manager would receive the complaint. We have created a flowchart to say where it goes and who would receive the complaint.

Judge Salinas commented that it is imperative the staff knows that the report of their incident isn’t going to just one person. Staff may then feel more comfortable to use the incident database.

Ms. Galarce offered that once everything is set up and ready to go she will present that to the Board.

Ms. Tribble requested that Ms. Galarce tell the Board other ways that staff may bring their concerns to HR.

It was noted that staff may bring it to their manager or to HR directly but it would be best if staff use the database so we have all the information in one place.

b. **Resolution 36 – 2022 (Amendment of Policy 288 – Leave Donation)**

Ms. Galarce discussed the information contained in Resolution 36– 2022.

She advised that the purpose of Policy 288 is a leave donation program for medical emergencies. It is to allow qualifying employees with certain medical situations to access a bank of PTO or have time donated by other employees. She would like to amend Policy 288 to expand the use of donated leave to medical emergencies related to serious health conditions of an employee’s spouse, child or parents. And, she wants to also amend the waiting period. Right now there is ten days of unpaid waiting period to cover the leave. We would like to remove the ten days condition.

Judge Salinas asked if the leave has been used in the past and if the changes are being made so it would be used more.

Ms. Galarce responded that it’s being used but it is very limited because most of the leave is between four and six weeks. So, the employee uses their PTO. They have to go two weeks with no pay. We want to reduce the unpaid time and allow them to use donated leave once they run out of PTO.

After full discussion and careful consideration of Resolution 36 – 2022, the resolution was adopted on the motion of Dr. Murtadha and seconded by Ms. Payne, to approve Resolution 36 – 2022, the Amendment of Policy 288 – Leave Donation.

Resolution 36 – 2022 was approved on the following roll call vote:

Mr. Biederman – Aye	Judge Salinas - Aye
Dr. Murtadha - Aye	Ms. Tribble - Aye
Ms. Payne – Aye	

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

c. **Resolution 37 – 2022 (Policy 205 Reporting Hotline)**

Ms. Galarce then reviewed the information contained in Resolution 37 – 2022.

She noted that the reporting hotline is to improve the reporting accountability process in the furtherance of the recommendation of the 2022 Climate Study. The hotline may be used by employees who wish to report a suspected violation of library policies, a violation of local, state or federal laws, suspected discriminatory conduct, bullying, hostile work environment, fraud, accounting issues or misuse of Library property. The reports may be made anonymously and confidentially to the extent confidentially can be maintained given the nature of the circumstances reported.

Judge Salinas requested that staff should be made aware of who is involved in the process and that it is not just one person.

After full discussion and careful consideration of Resolution 37 – 2022, the resolution was adopted on the motion of Dr. Murtadha and seconded by Ms. Payne, to approve Resolution 37 – 2022, the Policy 205 Reporting Hotline.

Resolution 37– 2022 was approved on the following roll call vote:

Mr. Biederman – Aye	Judge Salinas - Aye
Dr. Murtadha - Aye	Ms. Tribble - Aye
Ms. Payne – Aye	

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

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

Adam Parsons, Facilities Director, began his report by apologizing for the situation of the locked gates at the parking lot entrances this evening. He commented that recently two Library vehicles had had their catalytic converters stolen while in the parking lot and management is trying to be more diligent about securing the Library’s property.

- a. **Resolution 38 – 2022** (Approval to Award a Services Contract for a System-Wide Facility Condition Assessment)

Mr. Parsons then reviewed the information contained in Resolution 38 – 2022.

He explained the need for a contract for a facility condition assessment. There are three layers of maintenance. Day-to-day maintenance. For example, toilets overflowing, etc. You've got the high level, which buildings we're replacing, renovating, etc. Then the mid-level. Asset level capital asset level but not building level that what we're analyzing.

A facility condition assessment is multiple things. An engineering company comes in and does a floor to ceiling analysis of the building. They barcode everything and input all the information into computer software and then they feed it into their system. We then have a report stating how much does it cost, how much did it cost us to buy, what it's current salvage value, what it's estimated time for replacement and how much will it cost in the future. Now we have a multi-year asset level plan for capital planning.

We are recommending Brightly Software, our current software vendor, who will then use Alpha Facilities Solutions of San Antonio, Texas as their vendor to provide the Facility Condition Assessment. The total cost will be \$154,124.49.

After full discussion and careful consideration of Resolution 38 – 2022, the resolution was adopted on the motion of Dr. Murtadha, and seconded by Mr. Biederman, to approve Resolution 30 – 2022 for the Approval to Award a Services Contract for a System-Wide Facility Condition.

Resolution 38 – 2022 was approved on the following roll call vote:

Mr. Biederman – Aye	Judge Salinas - Aye
Dr. Murtadha - Aye	Ms. Tribble - Aye
Ms. Payne – Aye	

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

9. Report of the Interim Chief Executive Officer

- a. **Confirming Resolutions**

Nichelle M Hayes, Interim Chief Executive Officer, recommended that the Board approve Resolution 39 - 2022 Regarding Finances, Personnel and Travel.

- 1) **Resolution Regarding Finances, Personnel and Travel (39– 2022)**

At this time, Judge Salinas mentioned that the Board had questions regarding one component of the resolution. It is about the amount of the increases and the timing of the increases contained in the Personnel section of the resolution, as was already brought up in the Public Comment of the meeting.

Ms. Hayes commented that there has been discussion with members of the

union, herself, the Interim CFO and the Interim HR Director. For a long time our salaries have been very low and they've not kept up with market, even with some adjustments that have been made in the last three years or so. It's going to take multiple steps to order to find an ultimate solution. We are looking at completing the recommendations from the 2019 compensation study. Some would be done now and some we going to have to do over time. We are looking for extra funds from the City-County Council. We are also trying to obtain ARPA funds that could be used for bonuses for staff. And, we're trying to move money around that is in surplus and put it in an area where we can use it for salaries.

We're hoping to have things decided by November or December and enacted in January. If we can do it sooner we will. But we're trying to be deliberate so that we're not making mistakes. There are a lot of unknowns right now.

Ms. Tribble inquired if the changes in the 2019 study have been implemented with the exception of what is here today.

Ms. Hayes confirmed that. We are also looking at a new compensation study in the future, perhaps in 2023.

Judge Salinas asked how many individuals this phase affected that's in the resolution.

Ms. Hayes requested that Angie Gilbert, Executive Assistant, review the resolution and provide the number of Reclassifications and Pay Adjustments.

Dr. Murtadha commented that the Board had received a comment earlier about individuals nearing retirement and what happens with their compensation as well. What thinking has gone into that in terms of the proposed recommendation?

Ms. Hayes replied that we don't have all the funds needed to do everything so that's why we're trying to do it in stages.

At this time, Ms, Gilbert advised that there were nine Reclassifications and two Pay Adjustments contained in the resolution.

Ms. Payne advised that her concern is that there are people who are so far behind when it comes to pay grade rates and so forth.

Ms. Hayes replied that we're concerned about that also.

Ms, Tribble commented that the Library has already made adjustments to the lowest grades and the IT positions last year. Is that correct? So, this is the last piece of the 2019 recommendations before we move on to do another review because we're still behind the market and comparable organizations?

Ms. Hayes stated that is correct.

Judge Salinas noted that we need to pay people a living wage and something that is competitive with other libraries of similar size. Right now, our

situation in the county is different financially than it was even last year. He commented that he wants to do what is right. He's 1,000% in favor of re-evaluating everyone's salary and making sure we're paying them what they deserve and what is competitive because we can't even find people in certain area. He understands that Board members want additional information. Do the members want an amendment to the resolution? If so, we should make it retroactive to when it would have started if it's approved next month.

Mr. Biederman asked if inflation would be taken into account on the 2019 numbers.

Ms. Hayes requested that Ms. Galarce step up to speak.

Ms. Galarce provided a document for the Board to review and advised that we got a new certification on the numbers in 2021. For instance, it has the Area Resource Managers at \$93,000.

Dr. Murtadha shared that she would like to propose an amendment to the resolution so that we can more carefully study the information, find out the exact kind of adjustments that have been made in terms of the inflation adjustments in terms of the pay adjustments, who received 2019 increases, then what groups did, and which ones did not have.

Mr. Biederman then confirmed that the amendment would be to remove the Pay Adjustments and Reclassifications items under the Personnel schedule.

Dr. Murtadha responded, "Exactly."

Ms. Tribble said that she thinks we should move forward with this, trusting the staff, and asking them to bring back to us the timeline and to understand also, within the constraints of the Budget and funding that's available, what we can do. She thinks the team has been working on that and we should support their efforts.

Dr. Murtadha advised that she agreed 100% but she thinks we need to make sure that these adjustments occur. We need to make sure that those who are nearing retirement get the funds that they need to get, those who are the bottom scale get it, and that those who got raises and increases in 2019 aren't the same ones who are getting money when the others have not. Our staff is underpaid. We don't want to procrastinate. It needs to happen. We need to do it in fairness and in the right way.

Dr. Murtadha made the motion, which was seconded by Mr. Biederman, that the Reclassification and Pay Adjustments sections of Resolution 39 -2022 be removed for consideration/approval from the Resolution at tonight's meeting.

The proposed amendment was approved on the following roll call vote:

Mr. Biederman – Aye	Judge Salinas - Aye
Dr. Murtadha - Aye	Ms. Tribble - Nay
Ms. Payne – Aye	

Judge Salinas also asked the members to accept a friendly amendment to make those items retroactive if and when they are approved.

A majority of the Board members consented to this friendly amendment.

Dr. Murtadha made the motion, which was seconded by Ms. Payne, to approve Resolution 39 – 2022, the Resolution Regarding Finances, Personnel and Travel, as amended.

Resolution 39 – 2022 was approved, as amended, on the following roll call vote:

Mr. Biederman – Aye	Judge Salinas - Aye
Dr. Murtadha - Aye	Ms. Tribble - Abstain
Ms. Payne – Aye	

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

b. Interim CEO June 2022 Update

Ms. Hayes shared that the staff of the Library continue to work hard to support lifelong learning in the community. The Accounting Department is finishing the audit and when it's complete we will share the results. Conversations with public facing and closed departments continue in order to answer questions and communicate our focal points. Our focal points are increased compensation across the board and increased capacity, meaning adding staff to all of the departments in phases. The last focal point is wellness. We're encouraging staff to stay hydrated, take their vitamins, access their health providers and take advantage of lunch and learn offerings including meditation, yoga, etc., as well as the employee assistance program.

We're also working to advance the recommendations from the Climate Study. We're working on a dashboard that will reside online to illustrate our progress in those areas. We're also working on the BKD Integra harassment tool. We think this will have a very positive impact for the staff. We are going to utilize a structured interview method which will be the same format and standardized questions for open positions. We hope that will be fair and equitable and will get us the best possible employees based on knowledge, skills and abilities.

I have also instituted an open email policy. Open email because most people are not in my building. I am also doing an open door policy as well.

We are also implementing the Office of Ombuds, but that is still in progress.

c. Report on Public Comment: Public PCs

The Report was included in the packet for the Board members to review.

d. **Update on Social Work at IndyPL**

Yanna McGraw, the Social Worker at Central Library provided the following update on her work:

Good evening, I wanted to take this opportunity to provide you some updates on the progression of the social work program. Since starting almost a year ago, I have spent a lot of time researching other libraries and looking at how to start a program at Indianapolis Public Library. Tonight, I will talk about the population I will focus on regarding programming, my 2022 goals that I have been working on, and my plans for the 2023 calendar year. I will update you on challenges, successes, and needs of the social work program and the need for a 5-year strategic Plan for the role and incorporating it more into the library system.

Indianapolis Public Library system has great programs but often miss reaching those that are the most vulnerable. For this reason, I have focused my work this last year on addressing these disadvantaged populations. Those with housing insecurities, substance abuse, mental health, employment, individuals, and families experiencing poverty often do not participate in the great programming the library has to offer as they are worried about food, housing, employment and meeting their basic needs.

In 2022 I have established regular hours that patrons can visit me in my office at Central and I remain available to staff and patrons by phone and email. We have interns from Ball State, University of Indianapolis and IUPUI-Indianapolis providing assistance, and addressing all the needs in my job description. Some of the work they have completed are: a Community Resource Fair at Central.

There is a Needs Assessment of East 38th Street, updated community resource list, help work on planning a system wide community resource fair, looking at library policy and comparing it to libraries that were used in the climate study, developing trainings for staff and security, the need for a social work strategic plan, and providing face to face interaction with patrons. There is so much more they have been helpful with to move the program forward.

I have continued to build relationships with community providers and Central has had Marion County Health Department and Damien Center to provide education and testing and education for HIV. We look forward to bringing other community partners in to connect patrons to resources, and you will see what I have in mind when I talk about my 2023 goals.

Prior to my hiring, the Board approved the Homeless Resource Committee, and we are currently working on developing a yearly event that addresses the Strategic Plans Health and Wellness priorities of delivering a system health and wellness goal. Before I talk more on that I want to mention the committee members that have been working hard. From Central we have Deandra Williams, Bryanna Barnes CBLC, Alexis Simms- Barnes, Michelle Sharp, PDA ARM, Jordan Hunt, Connie Scott, ARM for Central, Shellie Rich, and me. From the Branches we have Massada Sparrow from Martindale - Brightwood, Josh Crain, East Washington, Morgan Coder from West Indianapolis, Liz Schoettle, ARM for West Region

branches. As I mentioned before we will be addressing one of the Strategic Plan Initiatives for Health and Wellness. We will be having a system wide Community Resource Fair, that will honor a patron who passed away earlier this year. Maurice Young was an individual who chose to live amongst those experiencing homelessness and would come to Central every Wednesday and connect those that did not have housing with employment, food, and resources in the community. Mr. Young has done several TED talks, spoke at conferences, classrooms, and students prior to his death this year. Shortly after his death, the Library was asked to preserve his works and we are in the process of working with the Foundation and others to do this. The committee will be having a meeting with the family to share our ideas and get their blessing next week. The focus and community resources we want to bring to the system annually will focus on Mental Health, Substance Abuse, Housing Insecurity, Family and Children, Employment and Health. CBLC will have displays, kiosk of Mr. Young's work. The main resource fair will happen at Central and those branches that choose to participate will have display cases centered around the pillars I mentioned before displayed of community resources in that branch's catchment area. The hope for the following year is to expand to other branches. We are asking the Board to save Tuesday, November 15, 2022, from 1:00 – 7:00 p.m. on your calendar.

Rounding up my 2022 goals I will be speaking at the Indiana State Library "Difference in You" Conference on work related stress while also providing tools to use to relieve stress. The final conference this year will be at ILF conference where I will be presenting with Dr. Beth Whaler who worked on the needs assessment for my position, and Brianna Gates Assistance Clinical Professor of Field Education at IUPUI. Dr. Whaler will give the background of how Indianapolis Public Library came to hiring a social worker, Brianna will talk about using students in a practicum placement and I will talk about developing a program and the do's and don'ts, challenges, and successes.

- Here is a list of areas for focus for 2023 and I will have more details to share in the future as I continue to grow and develop my ideas for 2023. Coffee & Conversation
- Support Groups (NA/AA/ Emotional Support Groups, Telle Health etc.)
- Bus Tickets
- Community Homeless Resource Fair
- Monthly (TANF, Work One, HIV Testing,)
- Partnership with re-entry programs
- Social Work Task Force – ALA/PLA
- Professional Development – Attend a Social Work Conference, Clinical Supervision, Liability Insurance
- Trainings for Staff
- 5 Year Strategic Plan

This year I have had challenges, successes and there are further needs that are critical to continue to grow this program. Challenges with staff involved understanding the copibilities of a social worker and what all I can and cannot do. Understanding that I have a code of ethics that I need to follow and that patrons have the right to self-determination and that sometimes does not align with what I can and cannot do. It has been a pleasure having students since January of this year,

but I have had to work and develop a process that at times was met with obstacles. I believe we are headed in the right direction with trying to figure out technology challenges, space to house and learning how to use them effectively for what IndyPL needs are and their academic needs. The final big challenge is there are many, but I am one social worker trying to implement a program for one system that has twenty plus branches when some other cities with similar size and fewer branches have four or five full time dedicated social professionals and interns doing all the necessary programming needs for disadvantage populations. For example, Kansas City library has nine branches and four individuals and interns doing the work to meet the needs of their disadvantage population. There will be a need for the system to look at bringing others to assist with meeting the needs of patrons and utilizing interns at the same time.

There have been many successes, but I want to bring attention to two this evening for you. I have a patron in the library who is connected in the community with a permanent supportive service housing program in the city. This patron decided that he was going to go on a vacation to Louisville and did not tell anyone. I recalled that I had not seen this patron in a while and received a call from the University of Louisville Hospital that he was in Louisville on a vacation and had walked there from Indianapolis. Patron was detained and they did not want to purchase a bus ticket for him as they could not verify with his housing provider that he had stable housing. Because they were unsuccessful in reaching the housing provider the patron remembers me and gave the social worker my name who contacted me to verify his housing placement. I was not able to do this without making a connection to the COC and the housing provider who were able to connect to the social worker in Louisville to verify that patron had adequate housing to return to.

Through communication with those all connected to this patron the patron is back in the city, housed, and connected to the services that he needs to be connected to. Lastly, for my success it has been humbling and an honor to have other communities who have decided to have a social work in their library, and they have reached out to me for guidance and direction on how to start a program in their library. I have been contacted by West Palm Beach Library, Boise Idaho, Atlantic City, Spokane Washington, and others.

We are working on the technology needs of the interns and my hope is that this will be completed by the next time I am asked to present to you all. With the help of so many and the interns we have done some great work in a year but there is so much more to do. It will be helpful to grow my role and add supports and create a strategic plan that aligns with the library system. I have a great volunteer who helps me with administrative work and is the reason I have been able to do all that I have been able to do but more of me is needed to meet the system's needs. As a licensed social worker maintaining my license is a must and this last year for conferences and trainings, I have attended some free opportunities but have had to pay out of pocket as well. The library's focus is on LEU's that are not transferable for my profession and moving forward this needs to be addressed.

As you can see, we have made great strides and the work will continue.

e. **Report of Connie Scott, Area Resource Manager of Central Library**

Ms. Scott reported on an email received from a Library patron about this person's concern about the safety of Central Library. The patron had advised that they are people sleeping, there are homeless people, etc. and that makes them uncomfortable.

It was noted that Central has security guards and they also have what we call "persons in charge," such as myself, and the management team that always survey Central throughout the day.

Ms. Scott commented that you have to remember that Central is used as a cooling center in the Summer and a warming center in the Winter. The homeless are a part of our community and we have a Social Worker that is doing a great job in providing resources for these individuals. We are trying to have all the resources needed but we cannot adequately deal with some of the mental health issues and substance abuse issues that come up. And, we always try to adhere to the guidelines we have about appropriate behavior.

She advised that Central will be hiring their own security team so they can learn how to de-escalate any issues that arise at the building.

At this time, Board members expressed their appreciation for the ongoing work being done by both Ms. McGraw and Ms. Scott.

UNFINISHED BUSINESS

10. Ms. Tribble wanted to know about the plan for getting the Board Meetings back out to the branches.

Judge Salinas responded that as soon as the Library's IT Department can get us those locations that facilitate what we need as a Board. Since we have changed our policy to allow Board members to be here virtually for meetings, not every branch has that capacity. He noted that he wants to get back out there also. He has been told by the Interim CEO and the IT personnel that they are working on it. Possibly early Fall.

Ms. Tribble wanted to confirm if the Library Services Center was the only location in the library system that would allow us to hold the Board meetings right now.

Ms. Hayes replied that would be correct. There was special equipment placed here at LSC in order to have the two-way communications needed. At this time, the capability does not exist in any of the other branches. It might be easier to update newer branches like West Perry but that's something that we're working on investigating right now.

Judge Salinas noted that we could always just say we're going to do the meeting in person and if you can't be there, you can't be there. But, as a reminder, we changed the policy for a reason, namely, to allow everyone to be here (in person and virtually). It was a health reason and now it's also a health/convenience reason because Covid has not gone away.

He continued by saying that when our staff, who's overworked, tells us that they can make it happen, we'll do it.

NEW BUSINESS

11. None.

AGENDA BUILDING

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

Items suggested for upcoming Board Agendas are as follows:

July 2022 - None

INFORMATION

13. **Materials**

- a. **Notes of June 14, 2022 Finance Committee Meeting**

14. **Board Meeting Schedule for 2022 (Notice and Place of Meeting) and Upcoming Events/Information**

- a. **Board Meetings for 2022 Schedule** will be updated throughout the year as necessary.
 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, July 25, 2022, at the Library Services Center, 2450 North Meridian Street,
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 7:35 p.m.

Ray Biederman, Secretary to the Board

