

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY  
MINUTES OF THE REGULAR MEETING  
JUNE 28, 2021**

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The Indianapolis-Marion County Public Library Board met in person at the Library Services Center, 2450 North Meridian Street, and electronically via Zoom on Monday, June 28, 2021 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. In the absence of Mr. Biederman, Ms. Payne acted as Secretary.

Before we get started I would like to take a moment to let the staff and public know that the Board will be participating in racial equity training as well as offering full support of the Library's Climate Improvement Process which will be detailed more during the meeting.

Additionally, if I may take a bit more time to once again offer my apology to the Library Board, Library staff and the public for my handling of the public comment section of the May Board Meeting. To the degree that it was perceived as me trying to not allow Bree Flannelly to talk, that was certainly not my intent. A different approach is needed when it comes to the monthly Board meetings here at the Library. I understand that.

Those who truly know me know that I value diversity in my professional and personal life. It is not only a core value that I have but also one that I practice in my daily life. I have lived and worked in the Indianapolis community since 1994 and have worked for the betterment of the Latino community specifically and the Indianapolis community as a whole. And, I will continue to do so.

Again, my apologies for any unintentional perceptions my actions may have caused.

**2. Roll Call**

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

Members absent: Mr. Biederman

**3. Public Comment and Communications**

Judge Salinas shared that at every Library Board meeting we open with a time for public

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

At this time, Renita Maul, addressed the Board. She shared that she was a judicial officer who has worked with Judge Salinas for more than 20 years. She commented that the workplace in which she and Judge work supports individuals recovering from drug use and domestic violence and that Judge Salinas was always fair and helped to create a positive, family-like environment.

Amy MacNeil, on behalf of the Glendale Branch's Resource Group, shared a letter with the Board as follows:

*I am here to represent a new group at the Glendale Branch Library. We recently began meeting to recognize our white privilege, our implicit biases, and how we can better listen to and raise BIPOC voices. Our plan is to meet regularly and learn and take action when needed to support our colleagues.*

*The first thing I would like to say is thank you to the people who have been brave enough to publicly speak out and share their experiences with the Indianapolis Public Library including Michael Torres and Stephen Lane. Also, thank you to Dr. Murtadha and Ms. Payne for taking quick action based upon what we've recently heard. Thank you also to Dr. Jett and Bree Flannelly who brought these issues to light. I also want to acknowledge those unnamed people who are also speaking out behind the scenes, working within the library system to affect change.*

*We stand to acknowledge our colleagues who continue to endure discrimination on the basis of race, gender identity and sexual orientation among others. They have not been heard and are scared to speak out. We hear them and want to be sure that they are heard by the Library Board.*

*The Library needs a better reporting system so that marginalized employees and those who stand with them can make their concerns known. If there were more People of Color receiving these reports, there would be greater trust in the system and the issues could more effectively be resolved. In addition, this would also make the complainant more comfortable and more willing to share.*

*The Indianapolis Public Library personnel system needs a guarantee that there will not be any retaliation for speaking out. This includes not just protection from being fired, demoted, or transferred, but also protections from being discredited or facing a work environment that is so hostile that the employee wants to resign.*

*We need transparency in investigations and what specific discrimination people are experiencing so we can be part of the solution. We understand there is a level of confidentiality needed, but it is possible for information to be shared so we know what steps are being taken to address these discriminatory problems.*

*Those who speak at the Library Board meetings are required to give their full name and address. This is a problem. People who wish to speak publicly about discrimination they have experienced at the Indianapolis Public Library are forced to put themselves at risk of receiving threats from others who now know their name and where they live.*

*The library work environment is increasingly stressful for all of us. Although many of us are not personally facing discrimination, we all feel the heaviness of our colleagues' pain on our shoulders. We cannot imagine what they are experiencing. We are listening. We hear them. We want to do better. We can do better. We want change, policy change. We want them to feel safe and welcomed and valued. They deserve not to have to wait any longer for that which we all deserve.*

*Thank you.*

Mollie Beaumont, Chair of the Library's LGBTQ+ Committee, came before the Board. She provided the members with a presentation which addressed several points of concern that the Committee wanted to share with the Board. Ms. Beaumont then discussed the presentation in further detail. She discussed policies the Library has in place regarding our collection, pointing out recalled books and unfit materials. She said terms like free speech, devil's advocacy, and multiple perspectives can be used to grant acceptance of racism, homophobia, transphobia, sexism and other harmful practices.

Leon Bates, a resident of Indianapolis, spoke to the Board. He mentioned that he is a longtime patron of the Library and that he has spoken with Library employees who have expressed their stress and frustration. He asked that the Board take the upcoming diversity training seriously and he hopes that those in power make certain that those below them take these issues seriously.

Patron Jim Mulholland advised that years ago the Library Board had worked to protect smaller branches that people of color utilized. Today, most of those branches are still open due to the Board's responsiveness when those issues came up. Mr. Mulholland noted that he wants to express his support of all the staff of color at the Library and encouraged the Board to take all concerns expressly seriously. He mentioned that to be anti-racist you must be proactive.

At this time, former Library employee, Margarett Webb, addressed the Board. She began by thanking former staff member, Bree Flannelly and former Board member, Dr. Terri Jett, for previously speaking up about issues at the Library. She shared her experiences while working at IndyPL. Ms. Webb advised that the branch where she worked, namely, Martindale-Brightwood, had been understaffed and staff was overworked. It should be recognized that communities with smaller branches such as East Washington, have great needs. She commented that she had reported her negative experiences to the Library's Human Resources Department but did not receive any resolution. She feels IndyPL should hold employees accountable for the things they say.

Dr. Murtadha thanked each speaker for coming to the meeting tonight. She advised that the Board will take the time to recognize that policies and procedures are taken seriously. They will recognize the pain they're hearing. The Board has work to do.

Ms. Payne and Judge Salinas both echoed Dr. Murtadha's comments.

Judge Salinas then announced that there were no comments received from patrons via the Library's website to be read at tonight's meeting.

*It was noted that Mr. Biederman joined the meeting at this time.*

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

##### **a. Regular Meeting, May 24, 2021**

The minutes from the Regular Meeting held May 24, 2021 had been distributed to the Board.

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

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

##### **b. Executive Session, June 14, 2021**

The minutes from the Regular Meeting held June 14, 2021 had been distributed to the Board.

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

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

### **COMMITTEE REPORTS**

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

##### **a. Report of the Treasurer – May 2021**

Ije Dike-Young, Chief Financial Officer, reviewed the Report of the Treasurer that had been distributed to the Board.

She noted that both expenditures and revenue totals were as expected. As of May 31, 2021, our revenue is \$6,088,305 and our total expenditures are \$17,048,121.

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

b. **Resolution 23 – 2021 (Transfers Between Classifications and Accounts)**

Ms. Dike-Young explained that the transfers outlined in the resolution were due to changes in purchasing, repairing and moving a public art installation to Central Library and increasing the amount due for the Communications Department to purchase supplies to facilitate hybrid Board meetings. She advised that we will transfer \$33,000 from Other Services and Charges to Supplies and Capital Outlay.

After full discussion and careful consideration of Resolution 23 – 2021, the resolution was adopted on the motion of Ms. Payne, seconded by Dr. Murtadha, to approve Resolution 23 – 2021, the Transfers Between Classifications and Accounts.

Resolution 23 – 2021 was approved on the following roll call vote:

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

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

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

a. **Update on the Library Board’s Launch of a Climate Improvement Process** as proposed by Dr. Murtadha.

Mr. Bigsbee, as Chair of the Committee, invited Dr. Murtadha to discuss her proposal to conduct a Climate Study at the Library.

She commented that we need to look at past, existing, and emerging challenges to inclusion, diversity, and racial and social justice while focusing on staff morale, power, and communication. She noted that we need to be responsive and open to ideas to ensure that both IndyPL workers and external team members collaborate

on this process. Dr. Murtadha said we will develop ways to collect confidential data. They plan to begin this process within the new next two weeks.

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

Dr. Murtadha respectfully requested that she no longer chair the Facilities Committee. She mentioned that she needs to focus on the Climate Study for the Library that will be conducted over the next several months.

Judge Salinas will determine who will serve at the new Chair of the Committee.

- a. **Resolution 24 – 2021** (Approval to Establish a Conditional Guaranteed Maximum Price with Powers & Sons Serving as the Construction Manager as Constructor for the Glendale Branch Replacement Project)

Sharon Smith, Facilities Director, discussed the resolution that had been presented to the Board. She noted that the Conditional Guaranteed Maximum Price Proposal is for the Structural Steel subcontract required for the project. Indiana Steel Fabricating will be a Tier 2 contractor while Powers & Sons is the Tier 1 contractor for the project. The amount identified for this work is \$752,000. It is anticipated that the project will be completed by the Fall of 2022.

After full discussion and careful consideration of Resolution 24 – 2021, the resolution was adopted on the motion of Dr. Murtadha, and seconded by Mr. Bigsbee, to approve Resolution 24 – 2021, the Approval to Establish a Conditional Guaranteed Maximum Price with Powers & Sons Serving as a Construction Manager as Constructor for the Glendale Branch Replacement Project.

Resolution 24 – 2021 was approved on the following roll call vote:

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

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

At this time, Ms. Payne acknowledged Brandon Cosby, who was in the audience. She mentioned that Mr. Cosby had been at Flanner House when she joined the Library Board approximately six years ago.

**8. Library Foundation Update**

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

**News**

Many thanks to all who made possible the CBLC Book Fest & Juneteenth Celebration program held on June 18, 2021. We were also proud to see our colleague Nichelle Hayes

recognized as a Library Journal “Mover and Shaker.”

To celebrate the grand opening of the West Perry Branch, ceramic book tiles will be offered at that location for reduced prices, starting at \$50.00, through September 17, 2021. This is a great opportunity to permanently commemorate your support or honor a friend of loved one. To order your ceramic book tile, please complete the necessary form and return to the Foundation.

Congratulations to everyone who is part of the 2021 Summer Reading Program and workshops! You are inspiring children, teens and adults to expand their horizons through reading and dynamic lifelong learning experiences. We would like to thank our major sponsors, namely:

The Indianapolis Foundation Library Fund  
 Indianapolis Indians  
 Tracy L. Haddad Foundation, a fund of Central Indiana Community Foundation  
 Nina Mason Pulliam Charitable Trust  
 Mary Frances Rubly & Jerry Hummer  
 BKD CPAs & Advisors  
 Citizens Energy Group  
 CollegeChoice CD 529 Savings Plan  
 Indiana Pacers  
 Indianapolis Colts  
 Indy Eleven  
 Louise Lage Kirtland and Hugh C. Kirtland Endowment Fund, a fund of the  
 Indianapolis Foundation  
 Lilly Endowment Inc.  
 Meijer  
 Office of Lawrence Township Trustee Steve Talley  
 OneAmerica  
 G. Marlyne Sexton  
 The Swisher Foundation, Inc., in memory of Glenn M. Swisher

### **Donors**

The Foundation thanks 76 donors who made gifts last month. The following are our top corporate and foundation contributors:

CD-COM Systems Midwest, Inc.  
 College Savings Bank  
 First Merchants Bank  
 Indianapolis Indians  
 Lewis Wagner, LLP  
 Meijer  
 Schmidt Associations  
 Teachers Credit Union

### **Program Support**

This month, the Library Foundation is proud to provide more than \$350,000 for Library programs and initiatives. Examples of major initiatives supported include:

1,000 Books Before Kindergarten  
 Center for Black Literature & Culture

IPS and Charter Schools Library Card Program  
 On the Road to Reading  
 McFadden Lecture  
 The Teen Zone

## 9. Report of the Chief Executive Officer

### a. Confirming Resolutions:

#### 1) Resolution Regarding Finances, Personnel and Travel (25 – 2021)

Jackie Nytes, Chief Executive Officer, explained that, among other things, such as the new hires and transfers for the new West Perry Branch, there are several job title changes on this month's resolution.

She pointed out that the job title of "Activity Guide" at Central will change to "Youth Multimedia Learning Specialist." Employees with the title of "Public Services Associate II" in the Outreach Department, will now be known as "Program Associate – Outreach." The "Building Ambassador" title will change to "Library Security Assistant." The title of "Computer Lab Assistant – Central" will become "Technology Learning Specialist – Public Services."

Ms. Payne noted that she was still concerned about the training being received by the G4S security staff that work at several library locations.

Ms. Nytes advised that we are phasing out the contracted security personnel and replacing them with IndyPL staff.

Ms. Payne asked to see the training information that G4S staff is currently receiving.

Mr. Bigsbee mentioned that executives from G4S had recently attended a Facilities Committee meeting and discussed the training being provided to their employees. This information will be provided to Ms. Payne;

Ms. Tribble pointed out a couple of items in the resolution that needed correction.

Ms. Nytes asked the Board to approve the resolution reflecting the referenced revisions.

Ms. Tribble made the motion, which was seconded by Mr. Bigsbee, to approve Resolution 25 – 2021, the Resolution Regarding Finances, Personnel and Travel.

Resolution 25 – 2021 was approved on the following roll call vote:



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

Rev. Robinson – Aye  
Judge Salinas – Aye  
Ms. Tribble – Aye

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

#### **UNFINISHED BUSINESS**

10. None.

#### **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 2021** -

#### **INFORMATION**

13. **Materials**

There were no materials available to distribute to the Board.

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

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

15. **Notice of Special Meetings**

None.

**16. Notice of Next Regular Meeting**

Monday, July 26, 2021, at the Library Services Center, 2450 North Meridian Street,  
at 6:30 p.m.

**17. Other Business**

Dr. Murtadha thanked everyone again for holding us accountable now and in the future. .

**18. Adjournment**

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

The Chairman then declared the meeting adjourned at 7:55 p.m.

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Patricia Payne, Acting Secretary to the Board

