

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
MINUTES OF THE REGULAR MEETING
MARCH 28, 2022**

The Indianapolis-Marion County Public Library Board met in person at the Library Services Center, 2450 North Meridian Street, Indianapolis, Indiana on Monday, March 28, 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: Mr. Biederman, Mr. Bigsbee, Dr. Murtadha, Ms. Payne, Rev. Robinson, Judge Salinas and Ms. Tribble.

Members absent: None.

3. Public Comment and Communications

a. Public Comment

The Public was invited to the Board Meeting.

Judge Salinas shared that at every Library Board meeting we open with a time for public comment. We welcome feedback from the public about our Indianapolis Libraries, and this is a time when the public may address the Library Board. If there are several of you representing the same group, please select a spokesperson. Please do not repeat the same comments someone else has offered. Please note also that this public comment time is not the appropriate forum for commenting on matters related to alleged employee misconduct. Any such matters should be brought promptly to the attention of the Library'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, an IndyPL staff member made the following statement:

Good Evening,

I am Julie Fore, a staff member at the Warren Branch of the Indianapolis Public Library. I am here tonight to speak on the behalf of the Library's Union about the 2022 Climate Study Report issued by the Ice Miller Racial Equity Solutions Team last week.

First of all, the Union would like to thank all of the Library workers who took the time to complete the survey. We'd also like to thank those who participated in the focus groups and interviews. The Union values the commitment this show towards transforming the Library's culture. Thank you.

The Union membership is still reading and processing the report. We will have further recommendations to put forward, at a later date.

The Union will continue to fight for positive change so that library workers can do what we love—help the people of Indianapolis. We are eager to work with all of those who will be involved in this process of change.

Thank you for your time tonight.

Julie Fore
Warren Branch
Indianapolis Public Libraries

Additionally, another employee of IndyPL made the following statement at this time:

Good evening.

My name is Michael Torres. I am a resident of Brookside Park North.

“Winning our union means a voice in our workplace and a chance to improve working conditions for ourselves, our colleagues and those who will follow us for generations to come,” museum archivist and union member Anna Feuer said in a news release.

While the unionization process varies depending on the unionizing body and institution, worker demands remain consistent across the board: They want equity—monetary, social, and cultural—and the ability for frontline workers to participate in decision making.

In Maryland, Baltimore County Public Library workers have joined the International Association of Machinists and Aerospace Workers.

In Colorado, Denver Public Library (DPL) staffers formed Denver Public Library Workers United, a unit of the Communications Workers of America Local 7799. Curators at University of Michigan teamed up with an existing campus union, the Lecturers' Employee Organization (LEO), American Federation of Teachers Local 6244, in 2021. LEO is a union for non-tenure-track faculty on all three University of Michigan campuses.

Employees at the Art Institute of Chicago voted to form a union, formally recognizing the Art Institute of Chicago Workers United. The first major museum union in Chicago will represent 266 Art Institute employees including art installers, curators, custodians, librarians and retail workers.

A unionization vote at the associated School of the Art Institute is being tabulated, if successful, 249 academic advisers, administrative assistants, mailroom workers and other school employees would join the nascent union under a separate bargaining agreement.

These comments and words are from two articles one, in the March 2022 American Libraries Magazine titled; Getting Organized: More library staffers are turning to unions for security and social equity by Cazz Bazler and a January 2022 article from the Chicago Tribune by Robert Channick that summarizes that Library unionization efforts are blooming around the county, taking place in the public, private and academic institutions of all sizes.

I am a Public Service Associate at Central library with twenty-five years at IndyPL. Some of my duties are Quick reference, Customer Service, minor collection duties, but mostly all things that come to the Atrium Information desk at Central. My years at IndyPL, so far, have been under four CEO's, soon to be five and two Interims.

My role as elected president of our union is to respond and support our members,

their grievances, *their* concerns, and *their* overall representation. I don't create issues. Rarely can any union claim to speak for all its members, but those who choose to participate and do the work are the core of our Local, as in most

organizations. Extending our outreach to all our members is a work in progress as with most organizations. I will always have the best interests of the community through service and its best assets, those who make it all happen.

Thank you.

b. **Dear CEO Letters and Responses**

Judge Salinas made the following announcement:

As we intend to focus this evening's conversation primarily on the climate study results, the Library Board has decided to forego the reading of electronically-submitted public comments and instead place them in the publicly-available meeting minutes. Additionally, these comments have been circulated to all Board members for consideration.

We started offering online public comments due to the pandemic, when meetings were being held as totally virtual. With the Governor's emergency executive order now expired, we are shifting back to some of our pre-Covid procedures. In consultation with our legal counsel, we will examine going back to "in person only" public comments, which is what is articulated in our Library By-Laws.

The electronically-submitted public comments for the month of March are set out below:



Formstack Submission For: [Contact Us](#)

Submitted at 03/25/22 6:12 PM

Topic: Public Comment for Next IndyPL Board Meeting

Contact Name: Jayne Walters

**Organization
You Represent:**

West Indianapolis Branch

Comment:

I am writing this public comment rather than being in person to read it myself because I am currently working in the West Indianapolis Branch library. While the board meeting is being held and my staff are there to speak up on behalf of the needs of the community and the branch, I and one other staff person are taking care of the patrons. We're taking care of our patrons as this branch has done for decades. We're taking care of them in a building that needs work. We're providing them the best service we can with what we have.

But what we have isn't enough. This community deserves more. In a community where people come in and talk about the mural that has their hand prints on it from when they were kids... a mural that they point out to their own children. A mural that parents before them took part in. It's now preserved because over a decade ago the community came together to create this piece that was in danger of being lost to the elements.

Like that mural, this community has risen up and tried to do its best. It has weathered the elements, the loss of income, the loss of businesses, and nearly the loss of this branch when finances got tight not that long ago. The West Indy branch, like the Brightwood branch, was on the chopping block. As much as this system calls it a branch of the Indianapolis Public Library system... this is their library. It's West Indy's library and they deserve more.

When they walk through the doors, because they do in fact walk to the library, we shouldn't have to send them to another branch to have a quiet space to meet with a counselor, case worker, or tutor. When our patrons walk through the doors of any library in the system, they should be able to get the same service as the richest neighborhood branch. It's the small neighborhood branches that tend to be overlooked and ignored. For the entirety of my time working as the Manager of this branch, I have pushed to get this community the staff to provide the services that they deserve just as much as the communities that have more money. In many cases they need those services even more.

We finally have that staff. Now it's time to give us the space to provide that service in the best possible way. We're not asking for an entire new branch. We're just asking for a remodel. One that can offer quiet rooms for studying, storage space so we aren't forced to use the community room for some of it, and the room to allow our collection to grow as the diversity of our collection grows as well.

I've voiced the need repeatedly since being here and every year I was told "Once the next round of renovations are done." I'm letting my staff speak for themselves and on behalf of the community now. While I will simply leave you with this...

When we have a service call for the doors in our branch, the man who comes out to work on those is the son of the man who installed these same windows 36 years ago.



Formstack Submission For: [Contact Us](#)

Submitted at 03/26/22 3:13 PM

| | |
|------------------------------------|--|
| Topic: | Public Comment for Next IndyPL Board Meeting |
| Contact Name: | Valerie Cobb |
| Organization You Represent: | West Indianapolis Library |
| Comment: | <p>Dear Board Members,</p> <p>I am Valerie Cobb, a Library Assistant at the West Indianapolis Library. I have been working at this branch for almost 2 years now (previously at another branch for 5 years). I am writing to you to tell you a little about the West Indianapolis Branch. Our branch is a beloved by all who come to it. We have dedicated regulars in the neighborhood who love to visit us almost daily. We have a diverse mix of patrons. Mostly poor white folks and a growing Latinx and African American population. Most of our patrons who come to us are those experiencing homelessness or battling some sort of addiction. The West Indianapolis Branch has done a lot to help its little community.</p> <p>Some of the things that has helped our community is having Ms. Yanna McGraw our library's social worker. She has helped our patrons get the resources they need, be it food stamps, housing assistance, or redirect them to legal representatives. We have a great partnership with Indy Parks. Indy Parks come in 4 days week to bring meals in for not just children: but for adults too. This has greatly helped our neighborhood since the COVID pandemic made things worse for many people. Another way our branch has helped our community is we have a Career Center. Our Computer Lab Assistant is almost daily asked for his help. Our Career Center is probably a little different than the other branches because many of our patrons as I stated before are</p> |

experiencing homelessness. These folks often do not have an ID, Birth Certificate, or a Social Security Card because either they were robbed, or they are just now released from being incarcerated and have absolutely nothing.

We here at West Indy have really gotten to know our patrons and many of them by first name. We know their stories, their lives, even our homeless population we have gotten to know. We have an amazing staff who all feel like one big happy family. This library is one that has really gotten to know its patrons and community which we can tell by a few comments we get from our patrons. When we have our patrons who are experiencing homeless, they let us know how they appreciate that they feel welcomed (and sometimes not welcomed by other libraries). Our branch cares a lot about people in this neighborhood and it shows to them. Our patrons don't feel as frightened to ask us for help or just to talk about how their days are going. We have many things donated to our branch to help these folks. We have had local churches and extended family members of staff donate things like, hats, gloves, sanitary kits, sanitary napkins, and handwarmers. We are often told how much we are appreciated in this neighborhood. Somedays we get patrons who used to live in our neighborhood and come back to visit. They tell us about how they remember the "The Old Branch that was across the street" (a former Carnegie branch). They often say that "This one doesn't look like it has changed at all since I was a kid!" Which brings me to this...

This model of the West Indianapolis Library was built in 1986. West Indianapolis has NOT seen a remodel since it was built. We got don't understand how some branches have seen multiple renovations over the years, but West Indianapolis has not seen anything in over 35 years!

We have many members in our community need to speak confidentially to Yanna, or their own case workers, they have nowhere to go to for privacy. Our branch does not have study rooms where they can go to not be overheard by other patrons. We often get phone calls about reserving them, but we must send them to other branches. West Indy also does not have adequate space for storage of things. As a result, we must store many things in our Community Room. West Indianapolis does not have privacy in general. As staff members, we eat right by our staff restroom and any of us could hear our branch manager and circulation supervisor in their meetings unless they have headphones. We are a growing branch of 8 staff members now. We only have 3 staff computers (excluding our branch manager and our circulation supervisors' computers) it makes hard if someone needs to use a computer to help check out another patron, or our Library Security Assistant needs to watch cameras to see if anything may be going on outside while she can't make her rounds.

Valerie Cobb
Library Assistant II
West Indianapolis Branch
1216 S. Kappes Street
Indianapolis, IN 46221



Formstack Submission For: [Contact Us](#)

Submitted at 03/26/22 4:22 PM

Topic:

Public Comment for Next IndyPL Board Meeting

| | |
|--|---|
| Contact Name: | Daniel Chapman |
| <hr/> | |
| Organization You Represent: | IndyPL |
| Comment: | <p>Hello, my name is Daniel Chapman and I am a Computer Lab Assistant at West Indianapolis Library.</p> <p>First, I would like to express my appreciation for having been offered the position last Fall. It has been a pleasure and an honor to work with such incredible people as the staff in place at West Indy. After 30 years as an IT “bureaucrat” it has been extremely gratifying to be able to be part of a team that so fully embraces the neighborhood and the lives of our Patrons. I am often touched by the interaction between staff and patrons.</p> <p>I would second, third, or fourth the idea that it is far past time to remodel the West Indianapolis Library. As the token IT person here, I am frequently assisting Patrons who are having to verbalize very sensitive parts of their life stories, without a private place to take them to do so. I come from the Healthcare IT sector, so I am very aware of the need to protect the privacy of the people that we are honored to serve. Without any private place to take them, they must express to the room at large many things that would make me extremely uncomfortable, were I them. It embarrasses me that they are subject to this rather demeaning exercise. As to the rest of the needed remodel, I will defer to my estimable colleagues as to the aesthetics.</p> <p>This library is a credit to this community and should be treated as such.</p> <p>Thanks!</p> <p>Daniel Chapman</p> |



Formstack Submission For: [Contact Us](#)

Submitted at 03/27/22 4:31 PM

Topic: Public Comment for Next IndyPL Board Meeting

Contact Name: Stephen Lane

Comment:

My name is Stephen Lane and I am a former employee at IndyPL.

I am writing to the board to renew my call for Judge Jose Salinas to step down as board president. Now, as a concerned community member and former employee who had to leave a toxic work environment that Salinas works to maintain through his dysfunctional leadership on the board that has lead the board to operate through dysfunction. He helped to select Ice Miller to conduct the IndyPL climate study. Reading through the results of the study, I can see that Ice Miller did not do enough to protect the people who are being most harmed by the toxic work environment. If nothing else, the report attempts to frame the toxic work environment as a race issue divide between Black and White employees. When in fact, IndyPL and Judge Jose Salinas uphold a white supremacist system that makes it hard for marginalized people to thrive at IndyPL without participating in upholding that toxic system to the detriment of Black and White employees alike as well as other marginalized library workers concentrated at the bottom of the organization. There aren't that

many openly transgender employees at IndyPL either, so publishing some of the “anonymous” comments about the grievances transgender employees experience at IndyPL opens them up to further attacks within the work environment. That is NOT good practice on the part of Ice Miller! They should be ashamed for the added harm they have done to library workers.

Ice Miller has an anti-union agenda. The anonymous comments made by anti-union managers and executives are made clear in the report. To be honest, the union was the only organization that would do anything beyond performance to actually address workplace discrimination. The union is made up of lower-level library workers who want the best possible system for other library workers and they actually put their brilliant minds together to problem solve, advocate for staff, advocate for better wages and holidays. Yet, Ice Miller wants to take that away. On their website they state: “We work with employers of all shapes and sizes to help create a workplace where outside representation of their employees is unnecessary. For employers who wish to remain union-free, we help them minimize the possibility of union organizing through effective communications and union awareness training and audits. We also represent employers faced with union organization campaigns, representation elections, and charges of unfair labor practices before the NLRB.” They also have union avoidance training for businesses. And I thought Salinas wanted an objective organization to look at the problems at IndyPL objectively?

Let me also explain as to why this toxic system that Salinas leads is a detriment to the public as well. Did you know that up until the end of 2021, Central Library’s security office had a sign called “The Wall of Shame” that had pictures of all the patrons who had been banned from Central Library? And the majority of those pictures of banned patrons who can no longer access vital

public library services were Black men. They have since removed the wall of shame but haven't removed the white supremacy that makes it hard for marginalized patrons to access the full benefits of a public library system. Judge Salinas is ill-equipped to address IndyPL's white supremacy which is a systemic issue. He is too ego-driven and causing more harm to the public library by staying at this point when the writing on the wall is clear: Judge Salinas you need to step down and give the library a chance to address the toxic work environment.

As a community member who loves libraries and the power of informal education, I will always advocate for a better public library system. I will not let up, I will continue to tarnish the supposed legacy of Salinas in the press and to all who listen within the city until this man is removed from his position. He cannot silence me as I no longer work at IndyPL. I pray for all of the people who have also been harmed in his courtrooms because if he runs the court as he runs the library, then all of his cases should be reviewed. If I were Salinas I would feel nothing but shame and embarrassment as a member of a minority group to participate in the harm experienced by so many minorities within this organization and the public! We deserve better leadership! Step down Salinas now!

- c. **Correspondence** for the Board's general information was distributed.
4. **Approval Of Minutes: Executive Session, Regular and Special Meetings**
- a. **Regular Meeting, February 28, 2022**
- The minutes from the Regular Meeting held February 28, 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 | Rev. Robinson – Aye |
| Mr. Bigsbee – Aye | Judge Salinas – Aye |
| Dr. Murtadha – Aye | Ms. Tribble – Aye |
| Ms. Payne – Aye | |

b. **Executive Session, March 18, 2022**

The minutes from the Executive Session held March 18, 2022 had been distributed to the Board.

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

Mr. Bigsbee explained that he was abstaining from the vote on the referenced minutes because he did not attend the meeting.

| | |
|-----------------------|---------------------|
| Mr. Biederman – Aye | Rev. Robinson – Aye |
| Mr. Bigsbee – Abstain | 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 – February 2022**

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

She mentioned that we are two months into the year. Nothing unusual to date. Revenues are lower than Expenditures. As a reminder, the December 2021 tax settlement carries us through the first months of 2022.

Ms. Tribble made the motion, which was seconded by Mr. Biederman, 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 14 – 2022 (Approval of Digital Encyclopedia of Indianapolis “DEOI” Task Order Two)**

Ms. Adams reviewed the information contained in Resolution 14 – 2022. She advised that this expense will be funded from grants, etc. She requested that the Board read over Exhibit A that was attached to the resolution which provides details and information about deliverables.

Dr. Murtadha expressed her desire to obtain more information.

Deb Lambert, Director, Collection Management Services Area, reviewed how this would work.

The DEOI staff includes the various staff members who are listed on this resolution and who now work for the Library as of January 1, 2022. They will work with community members. They also work with an editorial team and advisors from across the county. We will work with a lot of people and tell the story.

Dr. Murtadha thought it would be appropriate for the Library's Diversity, Equity and Inclusion Officer, Keesha Hughes, to work with the team as well.

After full discussion and careful consideration of Resolution 14 – 2022, the resolution was adopted on the motion of Ms. Payne and seconded by Mr. Bigsbee, to approve Resolution 14 – 2022, the Approval of Digital Encyclopedia of Indianapolis "DEOI" Task Order Two.

Resolution 14 – 2022 was approved on the following roll call vote:

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

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

c. **Resolution 15 – 2022** (Approval of Digital Encyclopedia of Indianapolis "DEOI" Consulting Agreement with David Bodenhamer)

Ms. Adams reviewed Resolution 15 – 2022 that had been distributed to the Board. She noted that Mr. Bodenhamer would be the Editor-in-Chief on a consulting basis for the DEOI. Following his retirement from IUPUI and the Polis Center, he will perform duties to assist in the continued development of the project over the period of January 2022 through December 2023.

Ms. Payne offered that Ms. Lambert should provide follow-up to Dr. Murtadha regarding her participation in this project.

After full discussion and careful consideration of Resolution 15 – 2022, the resolution was adopted on the motion of Ms. Payne, and seconded by Mr. Biederman, to approve Resolution 15 – 2022, the Approval of Digital Encyclopedia of Indianapolis "DEOI" Consulting Agreement with David Bodenhamer.

Resolution 15 – 2022 was approved on the following roll call vote:

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

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

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

- a. **Resolution 12 – 2022** (Approval of Resolution 12 – 2022 – Amendment to Section 23.3 of the Currently Effective Joint CBA Recommendations)

Kimberly Brown-Harden, Manager, Organizational Learning and Development, described Resolution 12 – 2022. It was noted that this resolution had been previously presented at the February 28, 2022 Board Meeting.

She also mentioned that the Library’s Staff Association is in the process of approving a similar agreement.

After full discussion and careful consideration of Resolution 12 – 2022, the resolution was adopted on the motion of Dr. Murtadha, and seconded by Mr. Biederman, to approve Resolution 12 – 2022, the Approval of Resolution 12 – 2022 – Amendment to Section 23.3 of the Currently Effective Joint CBA Recommendations.

Resolution 12 – 2022 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.

Ms. Tribble then provided an update on the status of the CEO search. The Diversity, Policy and Human Resources Committee received a briefing from the search firm last week. We are still confirming the proposed preliminary timeline since there are some specific dates set out for reviewing applications and setting up interviews. The timeline for the active search process will begin the week of April 11, 2022 and we are looking at advertisement approval for the position in the first part of May. We are hoping to have final interviews in August. We are on track for pulling together a representative and diverse Search Committee. We will have Board members, Foundation representatives, Library staff and Library patrons participating.

Ms. Payne commented that she had been concerned that it was not a diverse search firm but that she looks forward to them presenting to us a diverse candidate pool to consider.

Ms. Tribble noted that we were very intentional with the contract in terms of the search firm providing us a diverse slate and also to describe their methodology for reaching out for that and making sure we understand how the final slate came about.

At this time, Ms. Tribble advised that we will now continue with the conversation about the Climate Study that was presented by Ice Miller last Wednesday, March 23, 2022. We asked our Board members to take that information in and take some time to review it and come back tonight with questions and discuss how we start implementing their recommendations.

She again thanked the Library employees for their input and hopes that they'll take some time to continue to review it. This is a 90+ page document so there is a lot there to look at. A lot of it is inclusive of specific comments by our employees and others who have been interviewed. She hopes that everyone will take the time to use this report as a basis to make meaningful change.

She acknowledged that a lot of work has happened so far and also to quote someone famous, "We have miles to go before we sleep." There is significant work to be done.

Ms. Tribble advised that Library employees will have the opportunity to ask questions on March 31, 2022 at 9:00 a.m. at a meeting via a Town Hall format.

With that, Myra Selby and her team from Ice Miller are here to take questions from the Board.

Myra Selby, Partner, Ice Miller, began by addressing the Board as follows:

Thank you Board members for allowing us to be with you again today to hear your questions, further discuss any concerns that you may have that we can talk over with you about our report and any of the work that we've done. Thank you to the entire Library community – the Board, employees, constituents and patrons for allowing us to be on this important journey. It is a long journey but one that we met the Library on as you were already on the journey. We came along on the pathway when you invited us in. Employees especially were important as they participated with us in surveys and focus groups. They were willing to share their experiences, and in some cases, their pain. We are deeply appreciative of that because that is what matters. That is what all of this work is about at the end of the day. In our Focus Groups, every single one of them, we ask this question, "Why do you stay at the Library?" We asked how long everyone had been at the Library. They heard from months to decades and again and again and again they replied, "I love the Library," "I love my job" or "The Library is essential to the community." Comments like that rang out again and again. I know that the Board is aware of this but I wanted you to know that we heard it over and over again.

We'd like to begin this evening by addressing some questions that have reached us since our presentation last week.

First – Why focus on race?

Well, we know that when we examine race and racism that that lens allows exposure and site lines to intersected identities and it allows visibility to other marginalized communities. So, it allows us to see all.

Another question that came up was about the way in which we compared race. White to black on certain questions and how we aggregated the data in order to do so.

Ice Miller noted that the decision to aggregate the data based on race and based on experiences of those who self-identified as black employees versus a white employee it was to be able to assess where experiences and perceptions of the Library's climate diverged. We know that the inequitable climate and the concerns raised by employees harms all, regardless of race. We thought it was important to show where that divergence

existed based on the survey data that was reported.

Ice Miller also reminded everyone that we grouped the data for directional purposes. We will provide the full dataset to the Library for additional analysis. They can use self-identify information that employees provided, for example, by gender, by workgroup or by tenure.

Ice Miller was made aware of a concern about a survey comment from an employee during the presentation concerning transgender identity. We'd like to give you more information about that this evening as well.

Ice Miller noted that the comment, as it related to employees asking this individual private information regarding their gender transition, we included that in the Climate Study but it did not include any identifying information related to that individual. The conduct described in the comment is also a common micro-aggression. That trans employees experience within the workplace was important to include that as reflection of the IndyPL climate and an area that requires focus and additional education given the nature of that comment and how inappropriate it was.

What is next?

Ms. Selby mentioned that Ice Miller is here with you tonight for your questions, considerations and deliberation. In terms of the role of Ice Miller's Group, we consider this to be the implementation phase as we have provided the report and we are now into the phase of considering discussing with you the report and with the employees at the all staff meeting this week. We also point to next steps which include reactivating the Go Team, which is the internal Library team identified for this work, as well as activating other internal groups that the Library already has in place such as the Equity Council and various affinity groups within the Library that are committed to this work and of course you heard tonight from the Union being committed to equity in the Library.

So, of course, we will continue to provide consultation as we have been working with the DEI Officer, Ms. Hughes. We have already had those conversations to make sure that we kick off the Go Team going forward. We are at that phase now where much of the work depends on the next steps decided by Library leadership as far as going forward and I know that Ms. Hughes is also ready to begin the work. The recommendations that are in our report are offered as a guide for going forward. They are recommendations and specifics are attached to the extent that we had that information and data. There will be more that the Library will want to provide.

She then offered to take any questions.

Ms. Payne asked Ms. Selby why Ice Miller felt it was necessary to explain the comment on trans. Did someone speak to you about that or was it something to give additional information?

Ms. Selby responded that we were given information about there being a concern about the comment.

Judge Salinas commented that he was surprised about the wide range of comments that Ice Miller was able to get from our staff. He feels it's important that we get buy-in from all our staff as we move forward on this approach that we're taking. He did notice some strong comments. Any ideas or suggestions on how to approach that?

Ms. Selby confirmed that Judge Salinas was speaking about the comments regarding resisting racial equity.

She advised that Ice Miller was not surprised by those comments because there are individuals/employees that are not on board with the idea of a fair and equitable workplace. Certainly, we encounter that in our work every single day in our own workplace and we work against it so that notion does not prevail. She believes that many on the Ice Miller team would say that therein lies the rub because there are going to be individuals who either don't believe that there is any lack of equity or just simply refuse to participate in the work going forward.

Ice Miller also commented that as the Library continues to pursue the transformational change from a culture standpoint, making it so folks who are bought in and are supporting this work that is the culture they are experiencing and so it becomes a silent minority of folks who are in opposition and that culture is not a space where they can flourish or where they can present opposition to the transformational change that the Library is seeking.

Ice Miller noted that it starts at the top and if there is buy-in from leadership then the small minority of folks that are resisting won't last or their resistance won't have an impact. So, if there is buy-in from leadership shown you should be able to move forward.

Rev. T.D. Robinson asked Ice Miller if there were two or three reoccurring themes that stood out when compiling the data?

Ms. Selby commented that one thing that did stand out to us was that there were certain employee groups by job classification that felt marginalized and they were the employees who work in Shipping and Receiving and Pages. Those kinds of classifications that labeled themselves as "we're the unseen and the unappreciated." Those concerns came through in the Focus Groups and in the employee survey.

It was also noted that racially diverse candidates who are being promoted are not being given credit for their work and their ability. They are being seen as a token hire and that is especially pernicious in terms of changing the culture and those folks' success being taken away from them. It's important that those hiring practices be resolved immediately and that transparency and accountability prevails to ensure that folks aren't tokenized in that way or seen as just a diversity hire. That will continue to erode any progress that the Library seeks to make until that is fixed.

Ms. Tribble said she was struck by the Board score and the idea that there is so little trust in the Board that we will do what's right for the Library and to govern well. She wanted Ice Miller to talk about how to approach those recommendations for the Board in terms of "we've been operating outside of the Strategic Policy role and gotten into day-to-day managing."

Ice Miller noted the comment came from reviewing the “In The Public Trust” manual so we would prefer the Board to go back and re-visit the manual where it talks about specific roles for the CEO versus the Board as a whole. It is recommended that the Board adhere to a chain of command. The Director is the only employee that should be reporting to the Board and all other employees report to the CEO. Individual complaints should go through the Library’s grievance procedure or to direct supervisors. Ice Miller has drafted some language the Board might use if they get individual complaints as follows: Thank you for contacting us regarding your concerns. Pursuant to the Board duties described in the “In The Public Trust Manual,” the Board may not resolve individual complaints which should be handled through the Library’s grievance procedures or your direct supervisor. The Board is responsible for carrying out strategic and policy decisions that impact the entire Library system. As you know, Board meetings are open to public comment and we encourage you to bring any concerns to our attention. The Board might consider agreeing to such comment during the public meetings and thank you for your continued service to the Library.

Ms. Tribble also commented on the staffing disparity. The difference in the staffing at IndyPL as is compared to other libraries of similar size serving similar populations. She asked Ice Miller if they had any more to expand on that. Also, she was looking at training. Training was mentioned on two things. One, the DEI training and how it is implemented within the system. Secondly, technical training for doing your job and this idea of “go get em tiger.” You’ve got the position now – go get em tiger. This idea of a training to get people familiar with the policies and procedures. If Ice Miller has any additional things that would be useful for us as we continue to think about how to do this, she would like to hear that.

Ice Miller responded. As mentioned last week, as it relates to any recommendation, that is going to be left up to Human Resources but it was noted that Dr. Murtadha brought up the point about investing in diverse candidate pools and there is a way to be intentional about that. In the study, we not only had numbers but also had a number of resources that other libraries are using that may be helpful and beneficial.

With regard to training, Ice Miller also commented that you can train people all day but if your systems are inequitable, training isn’t going to lead to the outcomes that you are seeking. You need to think about the various HR systems that were discussed in the report. How do you re-design those in a way to ensure equity and to mitigate how bias could surface in addition to the training. So, focusing on changing systems you hope that you can change people but there are going to be folks that are resistant. If we can make the systems and processes more bias-proof, it will lead to better outcomes.

Ms. Selby also added that the Library should equip the DEI officer, who will be key in moving forward in this work, with the appropriate ability to focus on the work to make sure that her role is clear and that she has the resources to do the work.

Ms. Payne mentioned that we should listen to what she needs to do the job.

Ms. Selby responded that that is one of the ways in which we sometimes allow people to be segmented into roles where they get siloed. For example, if it is helpful for the DEI officer to actually have an eye to a special effort that’s happening on the collection side, there could be room for that and it could be important for the DEI efforts but it would also be important that that be coming from the DEI officer clarifying what she needs and

what would be helpful for her role. Too many times we see organizations that don't listen.

Then, Ms. Tribble mentioned that one of the recommendations is that we do internal focus. We know that we're going to have a new Interim CEO. Could you please talk about how to use this over these next several months while we're in the process of searching for the new CEO -- how do we start to prepare to improve the climate and the culture while we're doing that search?

Dr. Murtadha then commented that there is a difference between climate and culture. They have been used inter-changeably here and she has been trying her best not to speak to it but you're raising such an important point. The words keep referring to climate, climate, climate. The climate can be a toxic climate and the words from the Union and so many people have come and presented on that matter. There was nothing new that was presented about the toxicity of the climate. The culture of an organization is very different. It speaks to the values, beliefs and systems and there is no bias-proof system. There is none. When you speak to the climate, you're talking about the way that staff feel about it, much like the weather. You feel a particular way about the conditions and the environment and so our Union and our staff representatives have said to us again and again that this doesn't feel right. It is a place which does not feel right in terms at the administrative level, executive level, Board level, and the honoring of staff. All those things that have been carefully brought out by this report. But that notion of culture speaks to a very different thing. So, thank you for making that distinction.

Ms. Tribble continued with her inquiry with regard to following Ice Miller's recommendation for an internal focus. How we can optimize that, especially during this next period of time where we will have another Interim CEO who is going to be managing the climate and the culture over these next several months until we've identified the permanent CEO?

Ms. Selby responded that it is important that you move forward and not set it on the shelf awaiting the new CEO. Of course, that's a challenge but recognizing that the time is now and taking advantage of the energy that exists no, she feels there are some ways in which you can begin that internal focus. There are several findings, as well as recommendations that focus on the HR area and people practices and that would be a useful way in which to begin that internal focus. That really is critical to the success of the change regardless of the particular CEO at the time. It's also work that would continue on into and under a new CEO. It would be a good investment of energy and resources.

Mr. Tribble asked one more question. How do we leverage this best during the CEO search?

Ms. Selby advised that she would first hope and imagine that a viable candidate would be very interested in not the report itself but the effort that went into the report from the Library, including employees and Board members and from constituents. That would be the way in which you can leverage it. You can also expect that a viable candidate would have his or her own ideas about moving forward and leading the change process.

At this time, Judge Salinas thanked Ice Miller for their presentation at tonight's meeting,

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

Mr. Bigsbee announced that there were no items from the Facilities Committee this month.

8. Library Foundation Update

Rev. Robinson reviewed the information contained in the March 2022 Update.

News

The Foundation launched its inaugural annual fundraiser, Circulate: Night at the Library, on Saturday, March 12, 2022. More than 300 guests attended and over \$85,000 was raised through sponsorships, ticket sales, a silent auction and donations. Many thanks to all Library Trustees and staff who supported the event.

Donors

The Foundation thanks 148 donors who made gifts last month. The following are our top corporate and Foundation donors:

BKD, LLP
 Harrison Center
 JPMorgan Chase Foundation
 Lilly Endowment, Inc.
 Mattingly Burke Cohen & Biederman LLP
 Meijer
 Meridian Investment Advisors, Inc.
 Schmidt Associates

Program Support

This month, the Library Foundation is proud to provide more than \$85,000 to the Library. Examples of major initiatives supported include On the Road to Reading, Central Author Engravings, Bilingual Storytime and Career Center.

9. Report of the Interim Chief Executive Officer

a. Confirming Resolutions

Mr. Helling requested that the Board approve Resolution 16 - 2022 Regarding Finances, Personnel and Travel. He commented that it is the standard resolution.

1) Resolution Regarding Finances, Personnel and Travel (16– 2022)

Mr. Bigsbee made the motion, which was seconded by Rev. Robinson, to approve Resolution 16 – 2022, the Resolution Regarding Finances, Personnel and Travel.

Resolution 16 – 2022 was approved on the following roll call vote:

| | |
|--|---------------------|
| Mr. Biederman – Aye but Abstained from Line Item 75716 | |
| Mr. Bigsbee – Aye | Rev. Robinson – Aye |
| Dr. Murtadha – Aye | Judge Salinas – Aye |
| Ms. Payne – Aye | Ms. Tribble – Aye |

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

UNFINISHED BUSINESS

10. None.

NEW BUSINESS

11. At this time, Judge Salinas announced that John Helling’s last day as Interim CEO will be April 1, 2022. The Board will move forward tonight on a resolution to name a replacement for the position of Interim CEO. The resolution that the Board will consider this evening is for the Interim CEO position, not the permanent position as was stated earlier by Ms. Tribble. That opening is being handled and vetted through a different process. It is his hope that moving forward with our new Interim CEO, the Board and all our staff will come together and continue to work for the good of the Library and the community it serves.

The Board was then provided with a hard copy of Resolution 17 – 2022 to Name Nichelle M. Hayes as the new Interim CEO for the Library beginning on April 2, 2022.

After full discussion and careful consideration of Resolution 17 – 2022, the resolution was adopted on the motion of Dr. Murtadha and seconded by Ms. Payne, to approve Resolution 17 – 2022, to name Nichelle M. Hayes as the new Interim CEO for the Library beginning on April 2, 2022.

Resolution 17 – 2022 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.

Ms. Hayes was invited to step forward to say a few words.

Ms. Hayes commented that she appreciates the Board giving her their confidence that she can help to lead and motivate and shepherd and hopefully to start the healing process for our system. We have amazing staff members across the board, up and down, people that came last week and people that have been here for decades. She’s hoping that we can move all of us forward. She concluded by thanking the Board for the honor.

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:

April 2022 - None

INFORMATION

13. Materials

- a. **Notes of March 14, 2022 Facilities Committee Meeting**
- b. **Notes of March 15, 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, April 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 7:50 p.m.

Ray Biederman, Secretary to the Board

