

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
MINUTES OF THE REGULAR MEETING
MARCH 27, 2023**

The Indianapolis-Marion County Public Library Board met in person and virtually at the Southport Branch Library, 2630 East Stop 11 Road, Indianapolis, Indiana on Monday, March 27, 2023 at 6:30 p.m. pursuant to notice given in accordance with the rules of the Board.

1. Call To Order

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

2. Roll Call

Members present: Mr. Biederman (Virtual), Mr. Lane, Dr. Murtadha, Dr. Payne, Ms. Tribble and Dr. White. Note: At this time, there are only six members on the Board. It is anticipated that the seventh member will be appointed by the Marion County Commissioners in April.

Members absent: None.

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

Good evening to all my fellow Board Members and to the Library staff and community members in attendance tonight. I look forward to a productive and respectful discussion and am eager to hear from the speakers who are scheduled to present tonight.

Since our February meeting, the Board of Trustees and IndyPL leadership have been working diligently to move several key initiatives forward. Included in these efforts is the development of the IndyPL Climate Improvement Plan. Later tonight, acting CEO Gregory A. Hill will present the first dashboard update on this Plan. Thank you, Mr. Hill, to you and your team for hard work and effort on this, and we are excited to hear your update.

Before I continue, I'd like to give a warm welcome to the newest member of the IndyPL Board of Trustees, Dr. Eugene G. White. Dr. White brings a wealth of experience to the Board pulling from his many years in education administration, and most notably, he served as superintendent of the Indianapolis Public Schools and as President of Martin University. Also, just last week, he was appointed Interim Principal of North Central High School. Dr. White is an author, an avid golfer, and a film connoisseur. All the members of this Board are well aware that the first priority listed in the Library Board Manual is to get to know and establish relationships with other Board Members. Dr. White has already begun this process, and I encourage him to continue to deepen those connections throughout his tenure on the Board. Thank you, Dr. White, for your dedication to

Indianapolis and speaking on behalf of the entire Board, we're looking forward to working with you and to a bright future for our Library.

I would also like to recognize Curtis Bigsbee's resignation from the IndyPL Board due to his recent move of residence outside of Marion County. The Board is grateful for Curtis's years of service and for the perspective that he brought to our work. We wish him all the best. The Marion County Commissioners will soon be appointing a replacement to fill the vacant seat left on the Board. This Board and I are committed to working closely with the individual identified by the Commissioners to continue moving the Library forward.

Throughout March, the entire IndyPL system provided programming and activities to celebrate Women's History Month from highlighting female authors and trailblazers to bringing local history to life through performances, commemorating Madam C.J. Walker. Our branches set aside time to shine a light on contributions and accomplishments, to uncover untold stories and to learn how perseverance, strength, and persistence prevail in the space of discrimination. I encourage everyone in attendance tonight to take advantage of the Women's History Month resources that IndyPL has curated both online and in-person before the end of the month.

We also had an opportunity this month to support the Indianapolis Public Library Foundation through its annual fundraiser "Circulate," which was held at Central Library. Congratulations to the Foundation President, Roberta Jagers, and the Foundation for another successful event. We appreciate all the support that the Foundation provides to IndyPL. So many good things this month. And next month, celebrations will continue as the Library kicks off several months of observing its 150th Anniversary. Happy Birthday IndyPL.

Tonight, I'm excited that we are continuing our post-pandemic practice of rotating our Board Meetings through the branches to showcase the work that's being done at all of our locations. It's encouraging to see how each branch is working to meet the needs of its community and to create safe and engaging spaces for all. Thank you to the Southport Library for hosting us tonight. The pizza was good. We're warm now and everybody's here. We're glad to see you and to be able to see this branch.

3. Branch Manager's Report

Ms. Fiona Duke, Branch Manager, Southport Branch Library, addressed the Board as follows:

President Tribble, members of the Library Board and all of our guests, welcome to Southport Branch Library. Southport is a regional branch with a staff of 22 individuals and eight volunteers. Southport opened in 1974, so if you're doing the math, next year is our 50th anniversary, so we'll have to celebrate. We received an internal renovation in 2016. In fact, the room you are sitting in was formerly known as our main entrance. We are the southernmost branch and the Sunday location serving the South side. Our service area is bordered by 465 to the North, Emerson to the East, Shelby to the West, and County Line to the South.

In addition to system-wide program offerings, we have two weekly story times and once a month, we have tot art, family game day, Paws to Read, a craft program for teens, and an adult book club. We are a seed library location, which you'll find out in our marketplace, and we maintain a Little Library at the Adult and Child Center on Madison. We host Summer Servings in June and July, thanks to the support from the Perry Township School's Food Service Department.

In December 2022, we began lending 50 hotspots through a generous grant from AARP. We were chosen based on the combination of residents over 55 and broadband adoption rates. This year, we partnered with Through The Ages Fitness to offer a 12-week chair aerobics class. This has been very popular. It's funded by the Foundation. And, the weekly attendance in the first four weeks has ranged from 27 to 36. It's great numbers. We had to cut off our registration list.

According to our community profile, 17.1% of the residents in our service area were born outside the U.S. Since 2010, the Asian population, primarily Burmese, has increased by 11% to 16.5%. According to a 2020 Indianapolis Monthly article, approximately 20,000 Burmese have made the south side their home. The Perry Township school system has approximately 16,300 students. 46% of their students speak a language other than English, and that represents 73 different countries. The percentage of English learners at our three nearest elementaries is high. Mary Bryan has 42.8%, Winchester Village, 50.8%, and Southport Elementary at 55%. We recently have welcomed new neighbors from Afghanistan and the Democratic Republic of Congo.

One of our most frequent questions is related to English classes and where to find them. We direct patrons to contact Central Nine Career Center, which is in Johnson County, but a close neighbor. Or the Immigrant Welcome Center. Through a partnership with the Immigrant Welcome Center, we host a twice weekly Pathway to Literacy class. They were in here earlier today, every Monday and Wednesday from 1:00 to 3:00 p.m.. The class serves English language learners with interrupted formal schooling, usually six years or less. There are currently 19 students enrolled representing Afghanistan, Myanmar, and the DRC. We also offer English conversation circles on Monday night. That's happening right now in Study Room 2, and occasionally we partner with the teachers from Central Nine when they bring their students out for tours of the Library and we happily issue library cards. Do you have any questions for me?

Dr. Payne noted that Ms. Duke had shared some wonderful initiatives about how they are meeting the needs of their community and that their partnership with the Immigrant Welcome Center is really laudable. She thanked her for making sure that the Library meets the needs of this growing diverse population. Dr. Payne asked how they differentiate between the Afghani refugee and the one from Congolese?

Ms. Duke responded that for Afghan, she actually had the opportunity to meet several of the families. Most of the new families live over in the Greentree Apartments, where you can just walk through our parking lot and into theirs. She gave a tour for some of the Afghan residents and one of the gentleman was able to translate in Pashto for everyone, and we issued some cards.

For the DRC, she noted that she didn't have an actual contact. She doesn't question everyone who walks in, but often gets to help people at the copier with their documents and sometimes in conversation they find out where they're coming from and then from the school system knowing who is new in the area.

Mr. Lane asked if any of the Southport staff were Burmese.

Ms. Duke responded that they have one individual. We've had several Burmese staff members over the years. They've been in part-time capacities, often they're college students, and then they graduate and they move on to their next adventure, but we do have someone on staff and noted that she was actually working at the Circulation Desk

4. **Public Comment and Communications**

a. **Public Comment**

Ms. Tribble announced that next on our Agenda is this Public Comment section. We welcome feedback from the public about our Indianapolis libraries, and this is a time when the public may address the Board. If several of you are here representing the same group, please select a spokesperson. To respect everyone's time, please do not repeat the same comments someone else has offered. Please note that this Public Comment time is not the appropriate time or a forum for commenting on matters related to alleged employee misconduct. Any such matters should be brought promptly to the attention of the Library's Acting CEO or the Human Resources Department, where those issues can be properly addressed in compliance with established Library policy and procedures.

A five-minute limit will be allowed for each speaker. And because this meeting is a matter of public record, we ask that as you step forward, before you give your testimony, please provide your name and address at the beginning of your comments.

The full content of all public comments is included in the recording of the meeting posted and available on the Library website at IMCPL.org, and located in the About the Library section of the site. The general substance of each speaker's comments is included here:

Speakers:

Mahasin Ameen:

I would like to say thank you to the members of the Board here because 15 is a very important number for me. \$15 is now the minimum salary that a page can make coming into the Library, but there's another reason why 15 is important because we are spending \$15,000 a month for a CAO. At \$190,000 a year divided by 12, it's almost \$16,000 a month. What are we spending that \$15,000 a month on?

And my question remains from the January Board Meeting, how much are we spending on police presence? What are we doing with taxpayer dollars? What is

another CEO Search going to result in? Who in their right mind would want to come and work here right now? I wouldn't apply for this job. I absolutely would not. And that hurts me because I actually love this Library system.

Eli Morey:

I'm here representing the Indianapolis Liberation Center tonight. I have a few things to say. The first thing I'd like to say is that the public has not really been given a straightforward answer as to why Nichelle Hayes is not being appointed as the CEO.

There is a way to make this right. The members of the Board who have stood in the way of Hayes' appointment should resign immediately.

The last thing I want to say is, once again, why are there police officers standing in the doorway? I would like to come to a Board Meeting and not have to see people with guns standing around.

Jim Wertz:

This is a minor matter. About four or five months ago, I came and I was trying to get them to loosen up the security on just one computer in the whole system, because at Greenwood, Johnson County, IUPUI, Ivy Tech you can't run a computer program on a flash drive. You can't do it anywhere in Marion County. So, the computers are kind of dumbed down a little bit. You can't do any really serious academic stuff and I'm sorry to take those 30 seconds.

Sam James:

I was pleased to hear of Bigsbee's resignation.

There is no silent majority that is standing with the members of the Board blocking Nichelle's appointment to CEO of IndyPL.

The excuses the Board has given us on why you refused to hire Hayes as CEO have been weak, as you mentioned. Our questions have not been answered adequately.

I just have one last thing that I want to say today, which is about the cancellation of the mobile HIV testing clinics. If the Library leadership had wanted to, they would've found a way to keep the service available.

Riley Bove:

I was here last month and I'm here once again to give the support to the library workers and to Nichelle Hayes who undoubtedly should be the next CEO of this library system.

Hayes has shown time after time that she deserves the position, despite certain

Board Members' objections. She has shown her experience and should be recognized as such.

Wildstyle Paschall:

I want to talk about the HIV testing issue. That concerns me a lot. Need to bring back.

I think you know by now that the CEO search was a sham. I don't understand why we can't give Nichelle a shot.

Tony Davis:

A public library is a library that is accessible by the general public and is usually funded from public sources such as taxes. It is operated by librarians and library para-professionals who are also civil servants.

The will of what the people want is Nichelle Hayes to be CEO of our Public Library. Nichelle has proven to be a leader and well-respected member of our community even during her time as Interim CEO. Nichelle understands the institution serves the underclass of all ethnicities, across all the population. Appoint Hayes now.

Michael Torres:

As a member of the CEO Search Committee, I personally feel the Search was rigged. Several times, information was withheld from us.

I feel the Board never intended to offer Ms. Hayes the job. They picked Morley in the beginning, and created this breach by saying someone called the candidate's employer, resulting in them bowing out. This made it easier for them to select Morley, but since that didn't work out, they're spreading that she's not qualified, and there are HR issues, which they can conveniently get around, by stating that information is confidential.

Will Soharfenberger:

I want to talk to you about trauma. A therapist told me once that trauma is about powerlessness, that the intense or repeated experience of powerlessness leaves a lasting mark on us that, when left unresolved, can change our brains in the way that we experience and move through the world. Maybe you can imagine some of the sources of powerlessness that IndyPL workers have faced in the recent past.

Employees need a leader who will take a risk, embrace change, and do something that has never been done before. Employees need a leader who will advocate for them, communicate with them, and see value in connection.

Brooks Behr:

As a resident of Indianapolis and someone who cares about the future of the Library and the community that it serves, I strongly urge you to appoint Hayes as president of this Library.

Benjamin Tracy:

I want to express gratitude to the Board Members who have indicated their understanding of what their role is here which is to actuate the will of the people of Indianapolis, and the workers of the Public Library here. And, also to express my distaste for those who either don't understand that role or actively rejected.

And so, by weaponizing this and by refusing the people's will and the worker's will to appoint Nichelle Hayes as the CEO of the Library, those board members have either shown their gross incompetence or a gross disdain for the people who they supposedly represent.

Jason Jones:

I have a letter from a library employee who can't be here – Joanna Wos.

I would like to urge you to appoint Nichelle Hayes, CEO of IndyPL. We have all seen what Nichelle has been able to accomplish for the Library in eight months. Staff members not only respect her, but I honestly feel some have come to love her. She has made staff feel hopeful for the future. After the years of the bitterness and core morale I have seen, not only did we experience financial benefits, but an approachable leader as well. I feel every confidence that Nichelle can successfully accomplish any duties expected of her as they develop. She has already helped reinstate funding we had lost. She has restored respect for the library and the community. I strongly urge you to appoint Nichelle Hayes as our CEO.

Jared Thompson:

I say that what was most interesting to me at the last meeting that I attended and saw it in print, was that the community was aggressive.

I'm in support of having Nichelle Hayes be the CEO of the Public Library. She started the Center for Black Literature and Culture, which I don't know the last time that you all have been into the Central Library. My face, my brother's face, and four other of my contemporaries and colleagues are the aggressive faces of this Center for Black Literature and Culture. These aggressive community members are in your neighborhoods and surrounding neighborhoods. And so, if that is aggression to you, just let it be known.

Derek Ford:

Indianapolis residents show up repeatedly to come out and fight against the Board's history of undemocratic, and really, anti-people processes as well as decisions. And

this all started late November, and we said it then, and it's clear it's almost April, that we're not going anywhere, we haven't gone anywhere, and we won't go anywhere.

Nichelle is and has been certainly qualified to be the leader of the Public Library.

Elijah Wenger:

I'm here to support the Library workers as well. And as someone who didn't have a computer in their home until 2014, I was a big Library user all through grade school and everything. And it's important to me that not only the Library is maintained, but improved daily.

Claudine Polley:

I have emailed all the members of the Board, and I never got any feedback from my email below.

My name is Claudine Polley, and I've been on staff with the Indianapolis Public Library for 22 years. I currently work as a circulation supervisor for the West Perry branch. I have truly enjoyed the time with the Library and have watched the changes through the years, some good and others not so good. I must say that when Ms. Hayes stepped up to answer the call to be Interim CEO, I was impressed and proud of her. Our Library was in a precarious situation and we needed a very strong leader to pull us out of it. She started her time as Interim CEO with full transparency. One of her goals struck me as absolutely amazing, to make IndyPL a place that people were wanting to work instead of, they just needed a job and so they were going to apply.

I feel you didn't give Ms. Hayes a very fair shake.

Everland Wells:

I'm here to add my support for Nichelle Hayes as a CEO, as she supports the demand to get rid of the hourly system, the occurrence system, and establish a surplus of Board-appointed part-time and full-time positions.

I'm asking the Board and the administration how you could be here for 10 years and get a \$2 pay cut. I understand the rules and their rigidness, but why wasn't the pay reflecting the achievement that workers have demonstrated time and time again over a long period?

I have also come here in faith that Dr. Eugene White will also vote for Nichelle Hayes this evening and pass much needed changes.

Jesse Brown:

I'm currently running for the City-County Council in District 13 because I want accountability in our city government.

You all sit on an unelected Board. You are appointed by a number of different public bodies. Our current City-County Councillors signed a letter encouraging you to appoint Nichelle Hayes as the CEO, to which this Board shrugged and said, "Nope." My constituents are not happy about that.

If somehow there's some secret reason why Nichelle Hayes is not an appropriate CEO, then you all have drastically failed in your mission to explain that to the public.

Jessica Saenz:

I'm here on behalf of Wasting Indianapolis Neighborhood Congress and the people who live in my community. It doesn't sound like people feel heard in this room. I'm just here to ask that you please leave the mobile clinics in place. Some of our most vulnerable neighbors really need that resource. I hope you'll hear me tonight and I hope you'll hear the community.

Patrick Burke:

I'm an Episcopal priest serving at St. Paul's Episcopal Church here in Indianapolis. I represent a group of concerned clergy and community chaplains. The Library moved into a space of community care, for a lot of our vulnerable citizens, and so the lack of HIV testing is concerning. Whatever we can do to overcome those issues and bring back HIV testing would be extremely helpful for the community.

Second is, it's very clear that trust in this community is being breached and broken, in this CEO search. So, I just ask that you would listen deeply, hear their concerns and act appropriately.

And then finally bringing in IMPD is very concerning from our perspective and that's our third concern. I would just implore you for the safety and the wellbeing of the members of this community who care so deeply about the Public Library. There are children in the lobby with armed police officers. I implore you, please not bring IMPD into the mix any longer. It's not worth it. It's a danger to the community.

Jacob Watkins:

I'm here because Bakery, Confectionery, Tobacco Workers and Grain Millers International Union, Local 372A depend on the Public Library and its services. The Public Library is an institution of education for their children. Many of our member adults really require services like HIV testing and that apparently isn't going to be available any longer. There's no trust here. And that's been said by practically every speaker before me. And we want there to be, but I think that starts by hiring Nichelle Hayes.

Bree Flannelly:

I'm a former IndyPL employee. I worked this Summer with some children who lost friends and family members to gun violence.

If you see a bunch of police officers, a bunch of police cars, like the ones outside, racing towards a location like the mall, stop and think. Because there are so many young people out here who are unmoored, who don't have support, who want to do things. I had a young man who was a middle schooler with an ankle bracelet who told me he wanted to make video games. When I was at IndyPL, there were so many resources that I could have handed to that young man and now there's less programming for those resources.

- b. **Communications** received, not requiring action.

There were no communications that required action.

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

- a. **Regular Meeting, February 27, 2023**

The minutes from the Regular Meeting held February 27, 2023 had been distributed to the Board.

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

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

At this time, Ms. Tribble pointed out that an Executive Session had been advertised for March 17, 2023 at Central Library. She advised that Executive Session did not take place due to a lack of a quorum.

COMMITTEE REPORTS

6. Finance Committee (Dr. Patricia A. Payne, Chair; Mr. Raymond J. Biederman, Dr. Eugene G. White)

- a. **Ratification of Appointment of Assistant Treasurer**

Ms. Tribble noted that the Board needed to ratify the action of the Finance Committee and fill an unexpected need in the Board Treasurer's position. At the Finance Committee meeting two weeks ago, the Committee was informed that our newly elected Board Treasurer was and would continue to be on extended leave. As such, action of the Committee was necessary to ensure that the daily financial

activities of the Library could and would continue.

The Committee determined that it would be best to have Mary Rankin serve in the absence of the elected Treasurer. It was determined that Ms. Rankin's service in this role should be based on immediate action of the Committee subject to ratification by the full Board. Ms. Rankin has been working as a consultant with the Library for a period of time, and recently was hired as the Director of Accounting. Ms. Rankin has been appropriately bonded as required by statute and the Library's governing documents and has agreed to take on the role. As such, the first matter of the Finance Committee tonight, would be to address a request by that Committee to ratify their determination to elect Mary Rankin to serve as Assistant Treasurer of the Board.

Mr. Lane commented that he had not seen the resume of Ms. Rankin. He noted that he had seen the resume of the other Treasurer. He commented that we had talked about Jennifer Carter not assuming the role of Treasurer for longer than 30 days. Would Ms. Rankin then become the full Treasurer at some point?

Ms. Tribble noted that before Mr. Lane joined the Board, Ms. Rankin had been retained and there was public action including her resume for a renewal of her Consulting Agreement several months ago. She understands that Mr. Lane nor Dr. White have that resume, but that had been previously circulated. Secondly, given that Ms. Carter is on a leave, the Board can't take any action related to her employment. So that's why we're asking the Board to appoint Ms. Rankin as the Assistant Treasurer for that purpose, because the Board can't take any action related to Ms. Carter's employment.

Ms. Tribble then asked if there was a motion of the Board to ratify the Committee action on Ms. Rankin.

After full discussion and careful consideration and on the motion of Ms. Payne, and seconded by Dr. Murtadha, Mary Rankin, Director of Accounting, was elected as the Assistant Treasurer to the Board on following roll call vote:

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

b. Report of the Treasurer – February 2023

Ms. Lolita Campbell, Chief Financial Officer, advised that in the Treasurer's Report the Cash Flow statement was on Page 35. The extra Revenue exceeded our projected budgeted amount by a half-percent this year for this month. And it is 11% more than last year, February 2022. Our local income tax continues to be 3% higher than projected. It's the same amount every month. And our interest income revenue also continues to be higher than projected. We projected \$5,501, however, we received \$82,861. The amount is reflected on our Investment Report in the Operating Fund interest in the U.S. Bank, the Hoosier Fund and Trust Indiana, and Chase. The average Trust Indiana interest account rate for February was 4.54%. This is the highest interest that we received on our investment report and the revenue for the

character was projected at \$99,645. And the actual year-to-date total was \$146,912 for February 2023.

Ms. Rankin then discussed the Expenditures. She advised that the Library spent 30% less than projected and 2% more than February of 2022. We are discussing the Operating Fund and Personal Services is the major part of that. And we spent 33% less than projected, but 8% more than last year. And the part of this is vacant positions and also anticipating later in the year when we open another branch, the Fort Benjamin Harrison Branch there will be an additional staffing requirement that's built into the budget.

The Supplies actuals were much lower this month due to timing on the invoices, but the overall year-to-date total is double than this time last year. There were some system-wide office supplies such as the personal computer refresh and replacement book carts and furniture. For other services and charges, we spent less than projected. Primarily expenses, our materials, contractual and repair and maintenance on equipment. The Capital Outlay is 90% less than projected, primarily on books and materials. And it's probably due to the timing of year-end closing and commencement of the year-end invoices. Or opening of the year-end year processing for the book invoices. February expenditures on books and materials is typically low this time of year. The beginning Operating Cash balance was \$38.5 million revenue this month. Less expenses of \$4.8 million for an ending cash balance in the Operating Fund of \$34.1 million. In the Report, there are also pages of other detailed funds and the grand totals of all the cash balances and the funds. And the last page is the construction projects and the status of those.

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

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

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

c. **Resolution 13 – 2023** (Resolution for Transfer Between Classifications and Accounts)

It was explained that the transfer in the Operating Fund is to move funds within the CEO Department's budget to fund the contract for the Chief Administrative Officer. The transfer has no budget impact for the 2023 Budget and the amount that we are asking to transfer from the CEO's salary amount to the Other Services and Charges. This would cover approximately three months of salary expenses for the CAO.

Dr. Murtadha had a question about the amount set out on the resolution - \$60,000.

Ms. Campbell advised this is for both the current and the future.

Ms. Tribble then asked for a motion to approve Resolution 13 – 2023.

Dr. White made the motion, which was seconded by Mr. Biederman,

At this time there was further discussion. Dr. Murtadha asked for further confirmation about the \$60,000.

Ms. Campbell confirmed that the amount is for March and two more months in the future.

Dr. Murtadha commented that the Board had heard concerns from the Library staff with regard to funding. The comment was made about the \$15,000 being paid and then another \$15,000 and then another, and that she was very concerned and she would not support a resolution of this kind. If, in fact, it has not been documented, the great significance that a CAO has been added to the staff. She didn't mean just one staff member, she meant overall for the good of the whole Library. So, she asked the question--What justification has been given for this expenditure?

Ms. Campbell noted that the CAO's contract is \$190,000/year. This is \$15,833 per month. This is for a monthly service and for the month the CAO has already submitted her invoice. So, we have to cover at least this month even if we don't cover the next few months.

Mr. Lane then asked how much the Library was being charged for this month for the CAO services.

Ms. Campbell responded that for this month the amount is \$15,833.

Mr. Lane advised that he would like to amend Resolution 13 – 2013 to just pay the CAO \$15,833.

Dr. Murtadha stated that she understands the contractual agreement but what is the way the CAO's hours are tracked?

Ms. Campbell advised that the CAO submits an invoice with a summary of her services that she conducted that month.

Dr. Murtadha then asked if that is seen by the Finance Committee.

Per Ms. Campbell, yes, the Finance Committee, as well as the Acting CEO, sees it.

Dr. White then commented that the position doesn't work on an hourly basis. It's predicated on the different services that she's charged to complete and therefore that's no hourly type of equation for it. It's more of a convenience and it is because it avoids you coming back again and again and again. But \$15,000 now, if the contract ends before that time, then of course whatever's unspent is reversed back to the budget line. But it was for an act of expediency and convenience on the behalf of, at least for my first Finance Committee meeting. He didn't believe anything had changed.

Mr. Lane noted that he could wait to make his amendment.

Ms. Tribble then confirmed that he was withdrawing it for now.

Mr. Lane confirmed that was the case.

Dr. Murtadha advised that she was not referencing a per hour expenditure. She wants to be clear about that. She understands how contracts work. She was looking for what type of justification for the ongoing accounting of the tasks that are outlined. What justification is there for that and how does that balance with the kinds of needs that our Library has?

Ms. Campbell responded that the CAO submitted a summary with her invoice and she can forward that to the Board for their review.

Mr. Lane advised that this would be something that he would like to see as well, because he knows Ms. Harden came to our last Board Meeting and didn't really give much of a report. He's really not sure what kind of services are being delivered to the library. He's just not seeing the impacts of the work so far, which is why he would like to amend at some point once the discussion is over. And if Ms. Campbell has that exact number, he can amend for just that amount.

Mr. Campbell confirmed that the amount is \$15,833.33.

Dr. Murtadha then asked about the process for termination of the contract.

Ms. Tribble responded that all of this information is in the resolution that the Board passed in January. The entire contract was attached to the resolution that was approved. She does have the January Board Packet with her, but all of these questions have been answered and they've been placed before every member on this Board with the exception of Dr. White because they were included in the resolution. There is a termination clause and all of that information has been shared with you.

Dr. White advised that he did receive the referenced document.

Dr. Murtadha noted that she can go over the contract much more carefully and will make certain she understands the termination process.

Mr. Lane stated that he did want to make a motion to amend Resolution 13 – 2023 to pay for just the amount of services rendered by the CAO for this month, that being \$15,833.33.

Ms. Tribble noted that there's been a motion to amend. Is there a second?

Dr. Murtadha seconded the motion.

Ms. Tribble asked for any discussion on the amendment.

Dr. Payne inquired if that is the exact amount. Does it cover the month because the CAO didn't start at the beginning of the month. So, these invoices are staggered and our Board Meetings don't line up perfectly with when she was hired.

Ms. Campbell responded that this amount will only cover for the month of March.

After full discussion and careful consideration of the proposed amendment to Resolution 13 – 2023, Resolution for Transfer Between Classifications and Accounts, the amendment failed on the lack of a majority on the following roll call vote:

Mr. Biederman – Nay	Dr. Payne – Aye
Mr. Lane – Aye	Ms. Tribble – Nay
Dr. Murtadha – Aye	Dr. White – Nay

Ms. Tribble then announced that the Board would now vote on the original Resolution 13 – 2023, as presented.

After full discussion and careful consideration of Resolution 13 – 2023, Resolution for Transfer Between Classifications and Accounts, the resolution failed on the lack of a majority on the following roll call vote:

Mr. Biederman – Aye	Dr. Payne – Nay
Mr. Lane – Nay	Ms. Tribble – Aye
Dr. Murtadha – Nay	Dr. White – Aye

7. Diversity, Policy and Human Resources Committee (Mr. Raymond J. Biederman, Chair; Dr. Khaula Murtadha, Dr. Patricia A. Payne)

a. Paid Employee Medical Parental and Disability Leave “PEMPD” Presentation – New Benefit

Ms. Tisha Galarce, HR Director, presented a PowerPoint presentation and advised that she was here discuss one of our new benefits.

This benefit will take over the short-term disability that we have currently, which is managed by a third party. The new benefit is called the Paid Employee Medical, Parental and Disability Leave. PEMPD leave for short. This is a new benefit for employees to cover the following events, parental leave for birth, adoption, or fostering. And then for personal medical leave under the ADA or FMLA only for employees’ illness, it will pay a 100% of the employee's salaries.

This is an equal benefit for all employees that qualify for benefits and currently we have a low enrollment from the qualified benefits employee for the short term disability. We have six Hispanics, one Asian, 31 black or African American, one or two or more races and 82 white employees. This is a total of 121 employees and we have about 476 employees that qualify for this benefit.

Dr. White commented that it’s definitely a step in the right direction for employees and the amount of money that they have to use for these type of things. He’s glad to see this happen.

Ms. Galarce confirmed that the new plan will cover 790 hours. It will be prorated

based on the hours of work.

This item will be brought before the Board at the April Board Meeting for approval.

b. Change in Resolutions – Diversity Statement

Mr. Biederman noted that this was something that was actually brought up by Dr. Murtadha. A great point, and this is merely a topic for discussion. There's no action coming from today's discussion, but it's for future action. Dr. Murtadha had talked about how the DPHR Committee is the only committee that talks about diversity in its name and that we have a DEI Officer and our resolutions need to be looked at through more of an equity lens across the board rather than in just one committee, which is what it's seeming like with given the name of our Committee. So, one discussion point that was brought up was the potential of running resolutions through our DEI officer in order to determine if they need a DEI impact statement on all of our resolutions. That's just one idea.

Dr. Murtadha commented that we want to consider that the work of diversity and equity inclusion not only be located within one committee dealing with HR but that it's really important that we see it as across all of our committees. We want to make sure that we think in terms of planning next steps for the committees and how we might actually approach this.

Ms. Tribble noted that from the description provided, it would be in our resolutions the same way that we have a Financial Impact, we would also have some statement in the resolution that addresses the diversity lens in terms of the impact of the policy or the impact of the action that's being taken. Is that correct?

Dr. Murtadha explained that the referenced resolution statement speaks to the need to address the DEI component in all of our committees. But it does not say that Diversity, Equity and Inclusion must be a part of each Committee's responsibility unless required.

Ms. Tribble inquired if this is a topic that the DPHR Committee wants to bring for further specific recommendation or do you have a specific change now or are you just giving a sense of your conversation?

Dr. Murtadha confirmed that they will take it up as part of a further discussion about how we might actually do it.

8. Facilities Committee (Dr. Eugene G. White, Chair; Mr. Stephen Lane, Dr. Khaula Murtadha)

a. Facilities Area Informational Update

At this time, Ms. Tribble thanked Dr. White for coming in and going straight to work in several ways, knowing that he brings a good resume with him in terms of facilities. Appreciative of his service.

Mr. Adam Parsons, Facilities Director, provided the following Informational Update as follows:

The first major projects are Fort Ben and Glendale, our new branches under construction.

Fort Ben is moving right along in construction. We have bi-weekly updates and we are scheduled to be substantially complete on June 1, 2023 which is a mere three months away. And we are scheduled for Grand Opening late July, early August. Glendale is about two months after that. They are scheduled to be substantially complete in late July, which means we should have a Grand Opening sometime in late September, possibly early October.

The next two are Nora and Pike. Nora just had their second community engagement session last week. Pike's community engagement session, their second one is tomorrow night. They will both have a third engagement meeting in May. It is free and open to the public, both virtually and in person. We're getting some great feedback from the community.

The last major project is the redesign of the Curve. That was identified as a big need to update the Curve, which is all of the second floor of the new tower at Central. As we discussed in the Facilities Committee, and at last Board Meeting, the scope has expanded a little bit, but out of necessity, this isn't scope creep for the sake of scope creep. This is scope creep because needs were identified. We had another design committee meeting today with Central staff and Facilities staff. Tentative schedule is to have bidding out in the next four to five months. We'll have the architectural designing stuff and then we'll have the engineering stuff in about four months. Then we'll send it out to bid and we should be able to award and it should take about a year. So, sometime late Fall of next year, the Curve will be completely upgraded and updated.

At this time, Mr. Parsons distributed and discussed a spreadsheet listing building information on all the branches as follows:

There are two main sections here. The left side is just information about the branches, their names and everything. The middle is basically a 10-year update from our Assessment Study that we had done 2014. And then the right-hand side is what's the current status and potential future status.

In the middle there are two main columns, which are the 2014 Facilities Assessment Study suggested in 2014 and the work that we've done over the past decade. And as you go through the list you can see that we followed it quite closely within their suggested both scope and timeframes. Eagle was suggested to be replaced sometime between 2014 and 2019. We replaced Eagle in 2019. The existing Brightwood was suggested to be moved or replaced in 2014 to 2018, and we replaced it with the new Martindale-Brightwood in 2020. Southport was suggested to be replaced or moved sometime in 2014 to 2018. We took a different tack. We renovated this in 2018 and then we opened West Perry to expand our footprint in the southern part of the area in 2021.

Lawrence was a similar situation. They suggested expanding that or ultimately replacing that with a larger library. We renovated that recently and now we're opening Fort Ben nearby. We have followed things for the most part pretty closely. And that segues to the next portion or just to a quick comment that I've already asked Executive Committee for their feedback into the 10-year refresh. I'm working on finalizing the RFP now. We should be able to have that out for bid in the next two weeks so we can get an updated 10-year look back at what we did and a 10-20-year look forward given concurrent demographics, demographic trends, and updated information about the city and our operations. This is key considering we're now three years since the pandemic started and things have vastly changed as we all know.

We just had what's called a Facility Condition Assessment completed. This is a head to toe assessment of each building looking at capital assets. Do they need to be replaced? Do they need to be repaired at what cost and what's the time horizon? We have 20+ buildings where year one we have X number of dollars, year two X number of dollars. And a subset of that is a breakdown of every single system that needs to be replaced in those years. The column that says 2022 needs, that is the lump sum that was assessed to address those needs for each building. So, for example, we look at Beach Grove = \$510,000. That is \$510,000 to get every single capital system up in operating to A+s standards.

Now by capital system, I'm talking about HVAC, I'm talking about plumbing, but I'm also talking about carpeting and I'm also talking about window and window treatments as a system. So electrical, main distribution, branches, things like that. The roof, I'm not talking about the collection and I'm not talking about furniture and I'm not talking about a broken hand dryer or anything like that. Those are day-to-day maintenance. These are Capital Assets only. Beech Grove is valued at about \$8.5 million to be replaced via insurance. You divide the first by the second, that gives you what's called a Facility Condition Index Number. And for Beech Grove, that number is six. That is the total capital needs divided by the total value of the building. Now what does that mean? An FCI facility condition index anywhere between zero and 10 means your building is running right along.

It has a few capital things as all buildings do or will have, but overall it's in great shape. An FCI of 11 to 20 means that's evidence of some deferred maintenance. You need to get on top of things. Let's put some money away. Maybe a renovation is due but still operating pretty well. An FCI of 21 or higher, that means that's a red zone. That means there are serious deferred maintenance items that need to be addressed immediately. You don't start looking for a building to be replaced until you get an FCI of 50 or the maintenance you need is worth half of the building itself. That's when you start looking at one for one replacement.

Dr. Murtadha asked about Pike's numbers.

Mr. Parsons explained that you go two columns to the left. That is if we do nothing for five years, how bad will our buildings get? Pike will be a 19 and they're getting into the red territory. But that's if we do nothing for five years, so if we focus on the 2022 for the moment, you can see that we have 1, 2, 3, 4, 5, 6, 7 that are at zero. That means they have zero capital needs. We have one that was at one, East 38th, so that is eight current buildings with a zero or one. That is excellent. That is testament to

work done prior to me coming here in 2022 by the Facilities Team. I put those in green because they're expected to stay at zero for the next five years.

The next round are the oranges. Now these are branches that have double digits between 11 and 20, but we do have a plan to address those. We're talking about Decatur is on our radar. We don't have a set plan yet, but they're in the next two to three years. West Indianapolis is in the next two to three years. Nora, Pike and the Library Services Center, I already addressed Nora, Pike and the Library Services Center has something in the next one to two years. We already have plans for these double digit branches.

The next color is red and that means that that's a double-digit branch that we do not have a current plan for. The only one is Spades Park. They're at a 10. We need to address things. And it's excellent that we had this report done because that tells Facilities, let's go to West, let's do Nora and Pike, let's go to West Indianapolis, let's go to Decatur. Spades Park is next. We just need to put that on our long-term Capital Projects List, probably for 2026.

The only surprise that we actually found was East 38th Street. They are at a one and in five years if we do nothing, they jump up to a 15. And just like Spades Park, over the next five years they'll need quite a bit of funding, about \$600,000. That also tells us we have a little bit more time than Spades Park, because Spades Park's already a 10. We'll put them on the list for 2027. Just an FYI, a good chunk of that is the HVAC unit, the rooftop unit that we've already issued a PO for, but was on an eight month backlog and should be delivered in May or June.

This is just a little overview of what's going on in Facilities, how each branch is doing. And again, this is Capital Assets. And with a 10-year refresh, we will get a little bit narrower on what our facilities need to provide our patrons and the surrounding neighborhoods. It will really zero in on the next five to 10 years of facilities projects.

Dr. Murtadha then pointed out that Haughville had a zero with no color.

Mr. Parsons admitted that was an oversight on his part. He confirmed that it will be renovated between 2029 and 2033. That's the five-year block if we do nothing to that building capital asset wise, it will only need \$170,000 repairs, which gives it an FCI of six. So that means in 2027, it will still be in the green and zero to ten.

Following another inquiry, Mr. Parsons advised that there are two different assessments. There is a 2014 Facilities Assessment Study. That was a massive 20-year plan. What he just had performed in 2022 was called a Facility Condition Assessment. And that was looking only at capital needs. Now again, demographics shifting, circulation patterns, you name it, there's a myriad of ways to measure what a library needs, and this is one of them. The 10-year refresh of the Facilities Assessment Study will take that deeper dive and they will let us know from a demand point of view what our patrons are demanding, what the community is demanding rather than a supply point of view.

Dr. Murtadha mentioned West Indianapolis is another branch in much need.

Mr. Parsons responded that there is a planned renovation in 2026.

Dr. White inquired if the Facilities Committee meetings had ever gone “on the road” because he has heard there are some things there that need to be addressed and he says “we need to put eyeballs on.” The feedback is that evidently different people are seeing it with different eyes. Some say it's run down and shameful compared to other branches. And then he sees there's no plan for immediate anything. It might be good for us to have a meeting there and just talk through it.

Mr. Parsons noted that it is possible for a building to look run down and still be operating well. For example, an HVAC rooftop unit could be quite rusty on the outside and look like a rust bucket. But inside, the refrigerant is fully there and hasn't needed to be replaced. The compressor is working. The engine is working well. The fan coils are all operating top speed. But it just looks bad.

Dr. White advised that we had talked about that. Aesthetics. The rugs, the painting, the furniture. That gives first impressions in a powerful way, and he thinks that's what they're talking about and we need to look at that.

Mr. Parsons agreed.

Dr. White commended Mr. Parsons for the work he had done on this project.

9. Library Foundation Updates

Mr. Raymond Biederman, Library Board Representative to the Foundation, gave the following Update:

News

The Foundation held our second annual fundraiser, Circulate: Night at the Library, on March 14, 2023 at Central Library. Thank you to everyone who attended and helped make the night a success! The Foundation would like to especially thank the Events Department for their help. Mark your calendars for next year: Saturday, March 16, 2024.

Donors

We thank the 202 donors who made gifts last month. The following are our top corporate and Foundation donors: Cardinal Publishers Group; Clark Quinn Moses Scott & Grahn, LLP; College Savings Bank; Indianapolis Airport Authority; Indianapolis Local Public Improvement Bond Bank; Live Nation Worldwide; Luminant; Meridian Investment Advisor, Inc.; Nina Mason Pulliam Charitable Trust; Reis-Nichols Jewelers; Shrewsbury & Associates; The Glick Family Foundation and the Fort Ben Branch Design & Construction Companies; Ratio, Skillman and Davis & Associates, Inc. .

Program Support

This month we are proud to provide more than \$560,000 to the Library. Examples of major

initiatives supported include: Reach Out and Read/Dia Los Ninos, Treasures of the Nina Mason Pulliam Indianapolis Special Collections Room, animal programs, Bunny Bags and young adult/family author visits.

10. Report of the Acting CEO

a. Confirming Resolutions

1) Resolution Regarding Finances, Personnel and Travel (14 - 2023)

Mr. Gregory Hill, Interim Chief Public Services Officer and Acting CEO, made a recommendation that the Board approve Resolution 14 - 2023 Regarding Finances, Personnel and Travel. He reminded everyone that this is a routine, procedural action. It approves new hires, compensation changes, resignations, travel and financial-related claims and warrants.

Dr. Murtadha made the motion, which was seconded by Dr. White, to approve Resolution 14 – 2023, the Resolution Regarding Finances, Personnel and Travel.

Resolution 14 – 2023 was approved on the following roll call vote:

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

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

b. Report of the Acting CEO

Mr. Hill reviewed the following letter with the Board:

Good Evening,

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

System Wide Communication

We continue to hold meetings with staff at branch locations as well as departments. In February, the Executive Committee held meetings at the Wayne Branch and the Martindale-Brightwood Branch

The Area Resource Managers held it’s meeting at The NORA Branch in February.

Adult Program Updates from PDA, Central and Branches.

2023 Marian McFadden Memorial Lecture with Silvia Moreno-Garcia
Postponed until September 28

Due to unforeseen circumstances, the lecture, previously scheduled for March 16,

2023, has been postponed until 7 p.m. on Thursday, September 28 at the Madam Walker Legacy Center. If you already had a ticket for the March 16 date, your ticket remains valid for the September date.

Adult Program Specialist

Seed Library - We held 10 Seed Packing events in February and 105 people participated in packing seeds. 20,320 seed envelopes were packed at an average rate of 92 packets/person per hour! We saved about \$60,000 by packing the seeds rather than buying them pre-packed! Special thank you to all of the Volunteers and staff who have taken time to assist in the seed packing process to help make them ready and available for our patrons!! We would not be able to do this without all their help!

- Adult PDA Programs
- Painting Program – 3 classes (31 participants, 85 on wait lists)
- Recycled Book Art Program – 3 classes (40 attendees, 30 on wait lists)
- Fish Presentations – 2 classes (40 participants)
- Medicare Presentation – 1 class (12 participants)
- Seed Library Workshops – 2 classes (16 attendees)
- Adult PDA Events
- Circulating Sound Concert – 1 jazz concert (92 attendees) - The Cohen-Rutkowski Project, featuring Sandy Lomax
- Tubman Douglass film Screening in partnership with WFYI(35 attendees) (25/30 printed book lists taken)
- Lead Kits
- 5 forms submitted (means 5 kits distributed)
- 9 kits returned.

Immigrant Outreach Specialist

- Immigrant Outreach connected with 11 organizations in the month of Feb. including Fay Biccard Glick Neighborhood Center, Grace Vision Services, Mestre Maria Rosa, Alpha Wellness, and Monarca Academy.
- World Language Computer Classes (Spanish) Had 12 attendees for the month of Feb.
 - The Naturalization Ceremonies at Central, in partnership with US Citizenship & Immigration Services (USCIS), The League of Women Voters, had 605 in attendance.
- English Conversation Circles, in partnership with IUPUI, met 4 times and had 58 in attendance. People logged in from Sao Paulo, Brazil and Tacoma, Washington. Most diverse group we have had: Thailand, China, Ecuador, Mexico, Venezuela, Korea, US. Brazil, Burma, Syria, Guatemala.
- World Language Book Club (Spanish), in partnership with Mujeres Conectadas, met and had 13 in attendance. They read "It Didn't Start with You: How Inherited Family Trauma Shapes Who We Are and How to End the Cycle" by Mark Wolynn.

Digital Inclusion and Technology Team

We launched a photoshop class and an intro to audio editing with Adobe Auditions class for March and April. Registration is full with waitlist. We had the 1st Photoshop class Saturday and received the following feedback comments:

- I appreciate you, very patiently taught me everything. I felt more confident. Thank you so much for the opportunity.
- The instructors were very helpful and understanding of my lack of knowledge. I was able to learn what Photoshop is about.
- Class was seamless and helpful. Learned a few new things like editing photos side by side and making layers. Great experience.
- This was great. I've tried it on my own and been very frustrated. There are so many options. Now I have a start on the vocabulary to understand what to do and what to search to learn more!

We plan to expand to include a drop-in training open lab with Linked In Learning in April and May to help meet the demand from patrons.

System-Wide IndyPL

Branch Staff and Central offered 145 adult/senior programs and had over 2040 in attendance. Below represents a small example of what was offered.

- Haughville Branch held a Job Fair, in partnership with the Hawthorne Community Center, with a total of 60 in attendance.
- West Perry Branch held 6 Citizenship Classes, in partnership with the Burmese American Community Institute (BACI), with a total of 60 in attendance.
- E38 Branch had 11 Career Center Programs with a total of 45 in attendance.
- E38 Branch partnered with VITA Tax, United Way and IRS to assist patrons with taxes. 549 people were helped. Infozone hosted Growing Global Citizens, in partnership with Fathers in Families, with 12 in attendance.
- Central held a Health and Wellness Film series, in partnership with Indiana Lifestyle Medical Network, with 45 in attendance.
- Central presented a Simple and Affordable Plant-Based Cooking Class with Soul Food Project and had 19 in attendance.
- Central ISCR hosted Culture, History & Society featuring Mary Helen Truglia on "Race in the Regency" with 21 in attendance.
- Martindale-Brightwood offered two Senior Pop-Up Libraries in partnership with John Boner Neighborhood Seniors.
- Southport held 8 Pathway to Literacy Classes, in partnership with the Immigrant Welcome Center, and had 80 in attendance.

Recent Highlights at IndyPL were provided to the Board.

Sincerely,
 Gregory A. Hill, Sr., MLS, MSM
 Acting CEO/Chief Public Services Officer (Interim) Indianapolis Public Library

c. **Presentation on Social Services Provided by the Indianapolis Public Library**

Ms. Yanna McGraw, IndyPL Social Worker, gave a PowerPoint presentation entitled “Social Work Breaking Barriers.”

See discussed several items of the Social Work including the following:

2022 Success	Office Hours
Interns	Branch Support
Coffee and Conversations	Resources
Community Connections	Challenges
Future	

Ms. Tribble thanked Ms. McGraw for her extremely comprehensive presentation.

There was a discussion about ordering books for the Board that Ms. McGraw was recommending. She would send a full list for the Board’s review.

Dr. Murtadha made a motion that was seconded by Mr. Biederman that the Board would select two books that they want Ms. McGraw to order.

The motion was approved on the following roll call vote:

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

Dr. Murtadha the made the following comments: Ms. McGraw had named different sites across the country that are leading this work and we want Indianapolis Public Library to lead the work as well, not be left behind. You named social issues including homelessness. The homeless crisis is confronting this community now. Substance abuse crisis. Domestic violence crisis. And so, how do we begin to build capacity for the work that you're doing, much like other systems are doing? So especially since we have the ability to handle contracts and things of that type? How do we build capacity? I guess that's the real... That's the first Question.

Ms. McGraw responded: I think one of the things I said, what the social worker can do. A colleague today did her dissertation to the IU School of Social Work on libraries and social work. And she has three models that she did her dissertation on. And I am meeting with her in a couple of weeks to kind of see what those models are. I feel like we need to take a model approach and that will give us the direction of where to go and that could help build that capacity and for us to know what our capacity is. Because right now it's just me trying to figure it out and I'm not saying, I know everything, but I'm willing to do the research and do the work to figure out what that model should look like and come with a plan on how to move forward.

Dr. Murtadha then suggested that Ms. McGraw share with the Board the model or some of the models that have been shown by the IUPUI School of Social Work and that the Board see the models sooner than later.

Ms. Tribble suggested that Ms. McGraw regularly check in with one of our Board Committees to get a report there that could come forward to the Board and that could also address those issues. So maybe DPHR--the Diversity, Policy, and HR Committee? And maybe you could get on some kind of regular schedule to report into that meeting and the Committee can decide what kind of cadence you would want to do.

Dr. White commented: And I would hope that when you look at those different models that you would look at one that's collaborative with several different ventures and organizations in the community. Partnerships with universities or programs or other not-for-profits because either way we cut this, we're going to need more than one person doing this. And that's always mining. But there are other ways to deal with that without a budget stress. And I'm looking forward to the dissertation and what you bring, but I know there are ways to collaborate because it's a common problem. It's not our problem. It's a community problem and all segments have a piece of that. And so I would be interested in the collaboration, that kind of thing, so we can build a kind of network that would really help you to serve better and get you more help in the process. So that's what I'll be looking for in that whole thing.

Ms. Tribble reiterated her suggestion that Ms. McGraw reach out to the DPHR Committee.

- d. **Report on Climate Improvement Plan** – Ms. Anita Harden, Chief Administrative Officer, gave a PowerPoint presentation and reported as follows:

What I'm going to present briefly is the progress that we have made on the Climate Improvement recommendations since January. I'm not going to report on all of them, just the ones that we've made some significant progress. I'll let you know where we stand with those.

So, the first one, improve the Board of Trustees governance. And the part that we are responsible for is the part related to onboarding and orientation of new Board Members. The bulk of those recommendations are in your hands as a Board, and I'm pleased to say that we had a pretty successful orientation of Dr. White last week and we developed that orientation process and we're going to implement that with the next new Board Member. And each additional Board Member that would like to join us, we would present that.

And it's based on the State Library's guidelines and recommendations in the board manual, In The Public Trust. So, we based it pretty much on all of their guidelines, and it's pretty extensive. So, we have moved the needle on that improvement from 33% to 50%.

Recommendation number four talks about updating and reinforcing the harassment reporting and investigation processes. And what we've done there is provided and introduced to the leadership and staff of HR formal training on harassment, discrimination, and retaliation in two very, very good sessions. So, we moved that needle from 43% to 67%, and we'll continue to recommend that training as there is turnover in leadership and management.

Recommendation number six, enhanced DEIA learning and managerial leadership training. Lots of work is being looked at in terms of educating various parts of the organization, so the public service managers, the ARMs, Circ Supervisors, have all completed this training, so we have moved the needle there from 40% to 50%.

And recommendation number nine, enhance internal communication practices and processes. That's really been a big issue among the staff and leadership in terms of not feeling that they're getting all of the communication and information down the line. So, we've really taken a look at how we can improve that. So, we're reinstating monthly staff meetings, and we're going to have DEI agenda discussions, part of each one of those. Certainly, twice a year in-person managers meetings will take place, and DEI will be a part of that as well.

Our newsletter, I think it's been dropped for about a year or so, we're restarting that with our first issue coming out in April. And we're also going to restart our Town Hall meetings. And the first one will be this Spring. We're shooting for April. And we talked about having those quarterly for a while and then we'll reduce the frequency depending on how much communication needs to be shared. But we'd like to really get that started again because we got good feedback, the people really liked that, and got good information. So, we've moved the needle on that from 33% to 67%.

And then as far as Facilities, the strategy was to create a location based intranet site, page, or dashboard informing branches of the maintenance work being done, and a list of short to medium term projects is now listed in the Gantt chart format on the intranet under quick links. So, with that going on, and that's going to be an ongoing process that would be updated periodically, and that we've moved the needle from 33% to 67%.

And then finally, recommendation number 10, supplement current and future strategic plans with robust internal employee facing DEIA plan. And with that one, we want to improve annual competencies around race and racism. Kim Ewers, our Diversity, Equity and Inclusion Officer, has added DEI 101: Understanding the Basics. So again, that's an ongoing strategy, and the improvement has moved with that addition from 30% to 50%.

We will present this quarterly to the Board. As we move these things we're using, this will be familiar to you, the dashboard needles. And that will be updated as we move through all of the recommendations with the expectation that those will be completed 100%.

Ms. Tribble noted that she appreciated the update. She commented that it was last year around this time, when we actually received the Report with a total of 12 recommendations, the first couple specifically focused on the Board. And we know our Board's been in transition in a lot of ways over the last several months, and we still are waiting for a seventh member, but we also have been in touch with our Acting CEO and HR Director to start looking at how, once the Board is whole in terms of all members being seated, we can go into training and team building and looking at how to improve our governance. She encouraged the Board Members and staff to check out the referenced gauges on the website.

e. **Legislative Update**

Ms. Deb Lambert, Director, Collection Management Services Area, gave a PowerPoint presentation entitled “March 2023 – Legislative Update.”

She discussed items under “Indirect Impact” – SB340 – Imagination Library; HB1281 – Financial Literacy; and HB1608 – Human Sexuality Instruction.

Direct Impact items she reviewed included SB325 – Homestead Standard Deduction; HB1499 – Property Tax Matter; HB1167 – Live Streaming and Archiving Meetings; and SB12 – Material Harmful to Minors.

UNFINISHED BUSINESS

11.

NEW BUSINESS

12. a. Election of Officers

Ms. Tribble announced that with the resignation of Board Member, Mr. Curtis Bigsbee, the vacancy has been created in the Vice President position on the Board, and according to the By-Laws, we are required to hold an election to fill that vacancy at the next Regular Meeting of the Board, which would be now.

The term for this position would be from March 27, 2023 through December 31, 2023. The election of a Vice President is to be accomplished by nomination and roll call. At this time, Ms. Tribble called for nominations from the floor for Vice President.

Dr. Payne nominated Mr. Lane as Vice President.

Ms. Tribble noted that Mr. Lane had been nominated for Vice President. Are there other nominations?

Dr. White nominated Mr. Biederman.

Ms. Tribble noted that Mr. Biederman has been nominated from the floor for Vice President. Are there other nominations for Vice President?

Dr. Murtadha moved that the nominations be closed. Dr. Payne seconded that motion.

Ms. Tribble announced that the nominations for Vice President were closed. The election of an officer requires four affirmative votes.

Russell Brown, Library Board attorney, advised that the Board would be polled and each member would name their preferred nominee.

At this time, the Board was polled and the results were as follows:

<u>Board Member</u>	<u>Selection for Vice President</u>
Mr. Biederman	Mr. Biederman
Mr. Lane	Mr. Lane
Dr. Murtadha	Mr. Lane
Dr. Payne	Mr. Lane
Ms. Tribble	Mr. Biederman
Dr. White	Mr. Biederman

Ms. Tribble noted that the tally was three to three, so there has been no election of the Vice President and the position will remain vacant until our next election.

b. **Resolution 15 – 2023** (Change of Meeting Date for April 24, 2023 Regular Meeting of the Board)

Ms. Tribble advised that we did receive a request in good time from a Board member to change the meeting date of the April Board Meeting so that member could attend. It is noted in our By-Laws that our meetings are held on the fourth Monday of each month at 6:30, p.m. but that the Board may, by resolution, adopt at any special or regular meeting, change the time, date, or place of any meeting. The April meeting is scheduled for April 24, 2023 at 6:30 p.m. at the Michigan Road Branch. The resolution reads that the Board is desirous of changing the date for such meeting to a different date.

Mr. Brown advised that since the resolution does not have an agreed to date, it might be appropriate to ask if everyone's available on March 26, 2023, if that's the proposed date. Then it could be voted on as it relates to a move to the 26th specifically or some other date.

Dr. Murtadha advised that she knew that two of the Board Members had already advised that they're not available on the April 26, 2023 and April 24, 2023 is when the Board would meet if this resolution does not pass. She also mentioned that it is her understanding that the County Commissioners meet on the third Tuesday of the month and if they select the new Board member by then, the 24th should work.

Mr. Biederman commented that, as we've seen today, there's a three to three stalemate on certain issues and if we have full strength, we'll be able to have a decision on certain things. He thought it important that we find a date that everyone could be there and we can start moving things forward on a lot of these important issues.

Mr. Brown then noted that the Board could also vote to table the resolution. You either need to complete it and take action on it. If it fails, you will stay at the date that's currently on the schedule. If it passes, it would move to the alternative date. Alternatively, someone could make a motion to table the resolution that is before you tonight. If that was taken and passes then the resolution will be tabled and the meeting would stay on the 24th. You have a resolution that needs to either be acted upon or tabled; one or the other.

Dr. Murtadha then made a motion to table Resolution 15 – 2023.

Mr. Lane seconded the motion.

At this time, the resolution was tabled on the following roll call vote:

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

c. Resolution to Select a New Chief Executive Officer

Mr. Lane then advised that he wished to make a motion to propose a resolution to select a new Chief Executive Officer. The motion was seconded by Ms. Payne.

Mr. Brown noted that this would require a change to the Agenda and that requires the vote of four members to modify the Agenda.

Mr. Lane stated that he would read the resolution and pass out copies to all members of this Board. I'll read it for Ray and I can send it to him through email.

Selection of New Chief Executive Officer

Whereas, the Indianapolis Marion County Public Library has been without a permanent director and chief executive officer since September 1st, 2021.

Whereas, during this period the Library has been well served by two interim CEOs, namely Mr. John Helling and Ms. Nichelle M. Hayes and most recently by an Acting CEO, Mr. Greg A. Hill.

Whereas, the Board of Trustees concluded an extensive search process for the Library's next CEO, utilizing the services of a national search firm and a search committee with participation from a broad constituency of the Indianapolis-Marion County community.

Whereas, the Board has reviewed the qualifications of the proposed candidate for the role of the CEO based on the candidate's training and proficiency in the science of library administration. Based on this review, the Board has selected a candidate to serve as the new CEO of the Library.

Whereas, Nichelle M. Hayes has previously served as the Interim CEO of the Indianapolis Marion County Public Library and has the training and qualifications to be eligible to serve as a Library Director under applicable Indiana Administrative Code.

Whereas, the Board has determined that it desires for Hayes to serve as the new CEO of the Library.

It is therefore resolved, that the full Board of Trustees and the Chair of the Diversity, Policy and Human Resources Committee are authorized and empowered to jointly and separately complete negotiations of an employment agreement by and between the Library and Hayes, which actions shall be ratified by the Board at a subsequent meeting thereof.

It is further resolved, that upon execution of an employment agreement and commencement of employment with the Library, Hayes shall have all authority and responsibility given to the CEO under applicable Indiana statutes and the Library's By-Laws.

Dr. White then noted that so many people had told him tonight that they expected him to address the CEO situation. He said he changed his mind on that when he learned all the facts involved. He stated that we are just going to have another tie and this is going to be lost tonight. When asked, he said that he could not share the facts he learned

Mr. Lane commented: I just wanted to say Dr. White, after seeing your email that you sent last week disparaging Nichelle and her qualifications, I thought it was just very disappointing. I think you should share that email with the public. We have some reporters here who would like to see it.

Dr. White replied that nothing was false in there. It was all truth.

Mr. Lane continued and noted that he was trying to make a point that there were those who were really hopeful when Dr. White joined the Board. They were really excited about him and his leadership.

Dr. White replied that he once he learned all the information, he no longer saw it that way.

It was noted that the motion to add this resolution to the Agenda had been made and seconded. We will take a roll call vote:

Mr. Biederman – Nay	Dr. Payne – Aye
Mr. Lane – Aye	Ms. Tribble – Nay
Dr. Murtadha – Aye	Dr. White – Nay

Ms. Tribble announced that the motion failed for lack of majority and the resolution will not be added to the Agenda.

Dr. White then made the following statement: They asked to see why I took this position and because I had the other thing in the paper when I first came on, I probably should have shared why I changed my mind. With a reporter that's going to copy what I wrote verbatim, I'm willing to share with the whole public, because I want them to see that. If that does not compromise the adequate protocol of the Board, I can break this being afraid to share why I took that position. I want the people who made those statements to know I came into this to support the Chair, because I thought it was ridiculous.

After learning all the facts, that's not the way I see it anymore. If the Board is not objecting to it, I can give my whole message that I sent to all the Board members. I can send that to a responsible reporter and the whole community. Not only this group, because we always talk about the whole community. I want the whole community to know. Everybody.

A question was raised about whether or not that is appropriate in terms of correspondence that also includes an employee.

Dr. Payne commented that she would like to see the letters.

Dr. White replied that it could be both letters. Your letter and my letter, so the community can look at our rationale. It's not like we're hiding something from you.

Mr. Brown announced: It is not my preference to give a legal opinion sitting here in an open meeting. I don't have the emails in front of me. I don't know if I've reviewed the entirety of the correspondence.

I was not copied on the email. I don't know if I've seen the entirety of the response. Prior to advising whether it would be legally advisable to release that, I'd prefer to have an opportunity to look at it, make sure that there is no information that creates legal exposure to the Library by having that released. That's my obligation, as your counsel and that would be my preference to do that outside of a public meeting. To determine if it could be redacted so that any information that could create exposure, to do that. That would be my preference.

Dr. Murtadha stated: I make a recommendation that we share more of the comments that have come to us as a Board. For example, at 3:58 p.m. today, we received another email from a strong supporter and we don't read these anymore. That was a decision that was made arbitrarily. In the past, we would read all of these comments and it was decided not to. I have read these comments, one after another, after another, after another. I think it's important that our public understand and have heard these many, many comments that have come forward to the Board. Just before coming here, I was reading another one. How do we reckon this reading of and commenting about an individual like Nichelle Hayes for or against? It's hitting the news. It's hitting everything that we're doing and yet we say we're being transparent. We're not being transparent, when we don't read what comments are coming into us.

Mr. Brown responded: If I might, the Open Door Laws and Public Records Act in Indiana give two categories of documents that are not produced. There are documents that a public agency shall not produce. Shall not; not may not, if you want to, you can. Shall not produce. There are a list of documents that are shall not produce or topics that shall not be produced. There are lists that are discretionary that an agency may choose to withhold if they meet certain criteria. I would be doing you a disservice, as a Board, if I gave you advice without reviewing the documents about whether or not those fall in the shall not or may or may not disclose.

To the extent they are a discretionary action, then we can talk about how that discretion is exercised or not exercised. I believe that's an appropriate discussion for, first of all, an informed discussion. Then, secondly, I believe that is a discussion for the Board to have potentially. I haven't looked at this either. Maybe a discussion to have potentially in an Executive Session, to have that discussion.

There was then a discussion among Board members about the Executive Session that was scheduled but not held due to a lack of quorum.

Ms. Tribble announced that we will move forward with the meeting tonight and we will wait to hear advice of counsel. If it's advisable, then we can schedule an Executive Session to have a discussion as a Board and come to a decision about disclosure of the information.

Dr. White commented that it would be a wonderful exercise if we did get permission to be open.

DISCUSSION AND AGENDA BUILDING

13. Future Agenda Items – This time is made available for discussion items not on the Agenda which are of interest to Library Board members and the opportunity to suggest items to be included on future Library Board Meeting Agendas.

Items suggested for upcoming Board Agendas are as follows:

April 2023 –

INFORMATION

14. Materials

- a. **Notes of March 14, 2023 Diversity, Policy and Human Resources Committee Meeting** (enclosed)
- b. **Notes of March 14, 2023 Facilities Committee Meeting** (enclosed)
- a. **Notes of March 14, 2023 Finance Committee Meeting** (enclosed)

15. Board Meeting Schedule for 2023 (Notice of Date and Place of Meeting) and Upcoming Events

- a. **Board Meeting Schedule** for 2023 will be updated as needed.
- b. **Library Programs/Free Upcoming Events** may be found at attend.indypl.org.

16. Notice of Special Meetings

17. Notice of Next Regular Meeting

Monday, April 24, 2023, at the Michigan Road Branch Library, 6201 Michigan Road at 6:30 p.m.

18. Other Business

19. Adjournment

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

The Chairman then declared the meeting adjourned at 10:35 p.m.

Raymond Biederman, Secretary to the Board

