

**CITY OF NOVI LIBRARY BOARD
MINUTES, VIRTUAL MEETING
April 22, 2021**

Call to Order by Interim-President, Kat Dooley

The meeting was held virtually with assistance from the City of Novi. The meeting was called to order by Kat Dooley, Interim-President, at 7:00 p.m.

Pledge of Allegiance

The Pledge of Allegiance was recited.

Roll Call by Secretary, Torry Yu

1. Library Board – All members were present and stated their location.

Kat Dooley, Interim-President
Brian Bartlett, Board Member
Sreeny Cherukuri, Board Member
Kathy Crawford, Board Member
Tara Michener, Board Member
Geoffrey Wood, Treasurer
Torry Yu, Secretary

Student Representatives

Sarah Chang (left virtual meeting at 7:17 pm)
Tarun Tangirala (left virtual meeting at 7:17 pm)

Library Staff

Julie Farkas, Director
Barbara Cook, Bookkeeper

Library Attorney

Tom Schultz
Rosati, Schultz, Joppich & Amtsbuechler

Approval of Agenda

A motion was made to approve the Agenda as presented.

1st – Brian Bartlett

2nd – Sreeny Cherukuri

Roll Call Vote was taken. 6 yes votes and Trustee Crawford did not vote due to wi-fi issues. Motion Carries. No further discussion.

Consent Agenda

1. Approve Minutes of:
 - A. March 25, 2021 – Regular Meeting
2. Approve Claims and Warrants of:
 - A. Accounts 268 and 269 (#601)

A motion was made to approve the consent agenda (items 1 and 2 above) as presented. This motion was amended to approve item 1 and to move item 2 to Matters for Board Action per guidance from Library attorney Tom S. (Trustee Michener's additional questions can be found under Matters for Board Action item 3.)

1st- Torry Yu

2nd- Brian Bartlett

Roll Call Vote was taken. 6 yes votes and Trustee Wood did not vote due to wi-fi issues.

Motion Carries. No further discussion.

Presentations

1. None

Reports

1. Student Representatives Report
On pages 19-21 of the April Board packet.
2. President's Report (Interim President- Kat Dooley)
 - A. 2019-2022 Strategic Planning Goals
On page 22 of the April Board packet.
 - B. 2020-2021 Goals Document Update – as of April, 2021
On pages 23-44 of the April Board packet
 - C. Interim-President Dooley's prepared statement:
Trustee Dooley read a statement she prepared, at the meeting. Since the statement is not in the Board packet to refer to, it is captured here verbatim in first person.

"As Interim President of the Novi Library Board, I want to take this time to let everyone know that I see and emphasize with the exhaustion and continued pain that our Black and Asian communities are feeling right now."

"These feelings of anguish and fear are real and palpable. Even though the tragic acts of violence that we collectively witness may be outside our city, the pain of that trauma still echoes here and is being felt by people in our town who have experienced racism at points in their lives - including myself as a first-generation Korean and Greek American."

"The Novi Public Library is a place where people gather to access materials, resources and programs that help expose them to different cultures, different perspectives, information, build new skills and even explore new worlds. We are a place that helps build capacity for conversations and discourse. We are here to inform people, inspire them by seeing and experiencing representation-which in turn helps inspire people to express their own voices and help foster relationships to make sure all of us feel included within the fabric of our beautiful community."

"I wanted to also acknowledge and give gratitude for the work that Trustee Michener has been doing as a member of our board and for her work in advancing the DEI space. While it's not incumbent for our community members of color to educate others on painful experiences inflicted on them due to their race, Trustee Michener still has shown up to do just that-despite the resurfacing of pain that it does cause. Many community members have also shown up to invest their time and form partnerships with us-and for that you also have my gratitude."

“We are indeed One Novi, and therefore when any member of our community feel pain and sorrow-it affects all of us. People may differ on approaches and process to help advance equity and enhance empathy in our city, but we cannot deny or debate feelings or experiences. Instead, we must all listen, learn and affirm-and keep the discourse open, collaborative, and constructive”.

3. Treasurer's Report (Geoffrey Wood)- pages 45-55

A. 2020-2021 Library Budget Fund 268

The 2020-2021 Library Fund 268 budget (COVID column) calls for revenue of \$3,123,886 with expenditures of \$3,167,505 consuming \$43,619 of the fund balance.

B. 2020-2021 Contributed Budget Fund 269

The 2020-2021 Library Contributed Fund 269 budget (COVID column) calls for revenue of \$46,500 and expenditures of \$51,050 consuming \$4,550 of the fund balance.

C. Financial Report - March 2021

On page 49 of the April Board packet.

D. Library Fund 268 Expenditure and Revenue Report ending March 31, 2021

Revenue ending March 31, 2021 was \$3,175,600

Expenditures ending March 31, 2021 was \$2,120,127

E. Library Fund 269 Contributed Fund ending March 31, 2021

Revenue ending March 31, 2021 was \$22,535.

Expenditures ending March 31, 2021 was \$6,417.

F. Balance Sheets for Funds 268 and 269 as of March 31, 2021

Ending Fund Balance for Fund 268 as of March 31, 2021 was \$3,318,266

Ending Fund Balance for Fund 269 as of March 31, 2021 was \$1,723,098

Trustee Michener inquired if her questions asked under Consent Agenda could be answered now and Trustee Wood said he will discuss with Director Farkas and see if they can get some answers. Trustee Michener then added additional areas she would like a response on. Trustee Bartlett suggested Trustee Michener's list be discussed under Matters for Board Action, as was determined earlier by a previous motion. Trustee Michener's additional budget related questions will be re-read under Matters for Board Action. Also, Trustee Wood recommended Trustee Michener email the questions and they could be answered on public record. Trustee Michener declined to email the questions and wants to read them to the public.

4. Director's Report (Julie Farkas)

On pages 56-81 of the April Board packet.

Staff members celebrating anniversaries for May are:

- Gail Anderson – Programming Coordinator- 5 years
- Amy Markus- Support Services-4 years
- Allison Janicki- Support Services- 4 years
- Rae Manela- Librarian –Sub – 2 years

Director Farkas included directions to adjust the settings in YouTube to allow for closed caption for viewers who are watching the Board Meetings.

Images for the Lakeshore Lending Library vinyl wrap design is on pages 56-57 of the April Board packet. The tentative installation time for the Lending Library is the week of Tuesday, May 18th.

Summer Reading Plans provided by area libraries is on page 58.

COVID usage update is on page 59 of the April Board packet. There are no concerns with capacity limits.

- A. Information Technology Report (pages 81-82)
- B. Facilities Report (pages 82-83)
- C. Information Services Report (pages 84-90)
- D. Support Services Report (pages 91-92)
- E. Library Usage Statistics Report (pages 93-101)
- F. Friends of Novi Library – N/A
- G. City of Novi Historical Commission – N/A

Matters for Library Board Action

1. Motion to approve the slate as presented for the 2021-2022 Election of Library Board Officers (May 27, 2021-April 28, 2022): President – Kathy Crawford, Vice-President – Kat Dooley, Secretary – Brian Bartlett and Treasurer - Geoff Wood.

A motion was made to approve the Officer Election Slate as presented. There were no nominations from the floor.

1st- Tara Michener
2nd- Kathy Crawford

Discussion:

Roll Call Vote was taken and the motion passed unanimously. No further discussion.

2. Motion to approve the following statement by Trustee Michener as presented:
The Novi Public Library acknowledges the recent hateful acts that our AAPI and Black Community have experienced. We are committed to continually growing in our work to ensure safe spaces and equity for our entire community and beyond.

A motion was made to approve the statement as presented above by Trustee Michener.

1st- Tara Michener
2nd- Kathy Crawford

Discussion:

Prior to the motion Trustee Cherukuri asked if Novi Library had any incidents. Trustee Michener started the discussion by answering his question. She said it is unfortunate but Novi has racism too and this was mentioned at the listening session held in October. She said she has personally experienced it as well and it has happened at the Novi Library. She is educating herself in Library industry work and said the APALA and BCALA suggested making a statement. Also, during the library Anti-Asian hate program, attendees talked about making a statement. Trustee Michener works in DEI space in other places in addition to the library and said that a statement makes a big difference. She said that other libraries are making statements. Trustee Michener added that when statements are made about these things it shows not only is the library committed in name but the library is dedicated to it. She suggests that the Board follow suit as the industry is doing it.

Trustee Cherukuri wanted to make sure the statement is tied to things that are happening in the Novi Community and Novi Library. He is educating himself in Roberts Rules and wants to make

sure it is a proper motion; matching to what the charter says. As an organization the Board is tasked with the library and things related to the library. If it is not tied to the library directly is it still proper to take on this kind of statement?

Trustee Crawford was concerned and inquired about hateful incidences or acts happening in Novi and none of her inquiries resulted in more discovery about this problem. For a number of decades she has made it her practice as a local County and State official to commit her voting based on facts. Facts that detail how extensive a problem is and all the pieces of a problem. Upon receiving the meeting packet she endeavored to find out more information regarding recent discrimination. Trustee Crawford contacted the Novi Police Department and the City Manager's Office. If Novi is having racial profiling and acts of aggression and violence, the Board needs to know about it. The City Manager expressed to Trustee Crawford in his last seven years in Novi there have been no racial incident complaints. He added the Novi Police had over 65,000 contacts last year, 7 were escalated, and 2 complaints had to do with Civil Rights and after viewing the video it was determined that there was no violation of the persons Civil Rights. The City Manager expressed to Trustee Crawford that Novi has grown because of its diversity and as long as he has been City Manager staff has not had any complaints filed about discrimination. Trustee Crawford is unable to vote on a statement to acknowledge that she is aware of hateful acts in Novi since so far she is unaware of hateful acts. Another concern she has is that studies have shown negative rhetoric causes more issues than it solves. The statement as proposed is a negative statement and she is concerned that anyone reading the minutes or listening to the meeting tonight is going to believe that Novi and Novi Library has a serious discrimination problem that exists here. She would suggest until more facts are learned and they hear from the police department to understand its prevalence, she suggests the Board votes on a more positive statement that affirms the Board's commitment to promoting Diversity, Equity and Inclusion in the entire community. According to the Bylaws Trustees duties include determining policies, rules, regulations governing the Novi Public Library operations and services. In addition, it pertains to the selection and supervision of the Director, budget oversight, building and sight needs, cooperating with public officials and supporting legislation that relates to the Novi Library. She said she is well aware of happenings in the Nation but her concern and duty as a Trustee of the Novi Library is what is happening here.

Trustee Yu will be supporting the motion on the table. He provided some background, adding that Trustee Michener proposed a statement in the summer that ultimately did not pass, acknowledging that he also voted no at that time. Additionally, Trustee Yu acknowledged things happening in the Nation and the hurt people are feeling and said the biggest eye opener for him was at the listening session and hearing what residents of the City expressed as concerns in the library building and in Novi. That is why he is supporting the motion in addition to the past year's increase in Social Justice and DEI initiatives, as well as library public comments and email communications. People view the Library as that learning place where people can get that information and knowledge. That is basically what the statement is saying the Library and the Board are going to continually offer those services and offerings so the community can learn and grow.

Trustee Wood said that one of the key initiatives is inclusiveness and there are other marginalized populations, but the statement calls out two. He would like to see everything addressed as a community and he feels strongly that they should have 100 percent agreement from the Board on this statement that is from the Board. The Board should address concerns of Trustees Cherukuri and Crawford and come up with a statement unified and agreed upon by all Board members 100 percent. A split vote on a statement that is for the Novi Library becomes a challenge for the Board to have credibility with it.

Trustee Bartlett said his main issue is the first statement, the word hateful and bringing out two groups, only. He is the head of a Hispanic/Latino household, which is also a minority in this Community. He shared a story about when he first moved to Novi. The Novi News did an article on minority communities and left the Hispanic community out of the list. In 2000 Hispanics were deemed the largest minority community in this Country. He is all in favor of a comment that talks about equal opportunity for all, equal opportunity for all minorities.

Trustee Dooley did not have anything to add and gave Trustee Michener an opportunity to speak after hearing other Trustees comments. Trustee Michener said the Board needs more education and that there are blind spots. She said the Black community is afraid to call the police and racism quite often happens in Novi. Trustee Michener said inclusivity is super important to her, however, some of the more egregious acts have happened to the Black and Asian American Pacific Islander communities and she is following what the library industry recommends.

Trustee Cherukuri asked if the maker of the motion would be open to tabling the motion to give the new Trustees an opportunity to view the listening session. Trustee Michener declined tabling the motion.

Another formal motion was presented:

A motion was made to postpone the statement for a month allowing new Trustees to review the listening session. (Per attorney Tom S. in this situation, if the motion to postpone prevails and it gets the majority vote there will not be a vote on the main motion).

1st-Sreeny Cherukuri

2nd-Brian Bartlett

Discussion to postpone the statement:

Trustee Cherukuri requested time for new Trustees to review the listening session that other Trustees are referring to and to craft language as Trustee Bartlett has said, that more reflects beliefs of the entire Board.

Trustee Michener is talking about those communities who have had egregious acts and she is very disheartened and has never seen so much resistance against racial equality, harmony and unity as she has recently.

Trustee Dooley respects everyone's discourse this evening. She is not in favor of tabling but appreciates the discussion. She would hope that the Board could get there as a unified body and says collaboration is key.

Trustee Yu is not in favor of tabling. He said if motion to table does prevails he hopes his fellow Trustees review the listening session video and they can as a Board work together to build the statement if that is the way the vote goes.

Trustee Crawford was not on the Board at the time of the listening session and is very much in favor of reviewing the listening session. She would like to know more about it and have more information. When hateful acts is said she wants to know what that is, as it is a broad statement. Trustee Bartlett is in favor of tabling and cited the wording on the first part of the statement. He has Hispanic/Latino family not included in the statement. Additionally, he would like to have a positive statement that is inclusive.

Roll Call Vote was taken to postpone the statement and the motion carries with 4 yes votes and 3 no votes.

Yes Votes- Trustees Bartlett, Cherukuri, Crawford and Wood.

No Votes- Trustees Dooley, Michener and Yu.

Attorney Tom S. addressed a couple of the Trustees questions as to whether the Board is able to do a statement. Tom S. said that the Board's powers are broad and they are permitted to make a statement. It falls within the powers of the Library Board. He makes no statement as to whether it is appropriate or if they should, but he would defend the Trustees right to act broadly as a Library Board.

3. Approve Claims and Warrants of:
 - a. Accounts 268 and 269- Warrant #601

After guidance from library attorney, Tom S., the Board decided to approve the claims and warrants and return next month with answers to Trustee Michener's questions.

A motion was made to approve the claims and warrants with answers to questions (listed below) to be provided at the next meeting.

1st-Tara Michener

2nd-Kathy Crawford

Roll call vote was taken and the motion passed unanimously.

Trustee Michener noticed that the budget meeting minutes from Jan. 7 and Jan. 21 were not posted to the Library website, as well as the Jan 28 regular meeting minutes. Additionally, proposed minutes from the March 25 meeting are not posted to the website. Trustee Michener indicated there might be a violation of MCL15.269(3)... a public body shall make proposed minutes available for public inspection within 8 business days after the meeting to which the minutes refer and approved minutes available for public inspection within 5 business days after the meeting at which the minutes are approved by the public body.

Trustee Michener next discussed the ServPro expense of \$1,791.02 asking if the Library is going to seek reimbursement through insurance to cover this cost, which occurred when the boilers were not operating. She asked if the increase in the electricity bill (DTE) will be included. Also, she inquired if the ServPro bill included the cost to upgrade the electrical outlet from 110 to 220 volts? In addition, Trustee Michener would like the breakdown of the Foster Swift invoice of \$3,171.00, since the legal fees category is over budget.

Additional Questions from the Treasurers Report included here:

(Attorney Tom S. said that Trustees are permitted to email these questions).

Trustee Michener would like the approved vacation payout line of \$7,500 broken down (account 268-000.00-704.210) specifically, how much each Holiday costs the Library. Also, she would like to know if only salaried employees get paid for a Holiday or do hourly workers get paid, too? She added how does the paid Holiday cost the Library anything if only salaried employees get paid? The Library is not a retail service that loses revenue with a closure.

Public Comment

Interim-President Dooley asked the speakers to list their first name, last name and address. Interim-President Dooley stated this is a public meeting and it does not have to be a Novi address. Library

attorney, Tom S. clarified that due to the meeting being virtual and public the street name should be given without the numerical part of address.

Sharon Trumpy, Harvest Drive in Novi MI. She has been commenting at Board meetings since June of 2020. She has repeatedly offered to partner with the Library to share her experiences as the parent of a Black child and to share her expertise of DEI work and racism specifically in Novi. She is disgusted this evening. Sharon wants to thank Trustee Michener who has repeatedly gone above and beyond to research best practices, not with the City, but with the library associations around the Country- BCALA, APALA, MLA, ALA and has repeatedly backed up her work with data. Trustee Crawford asked if there is racism in Novi and said she would talk with the police chief for input. Sharon shared that her Black child, in Novi, has repeatedly been called the n-word and received messages from his peers calling him the n-word. She said it seems that Kathy is not concern about that and Kathy wants to know if there is actual harm; physical violence in Novi. Sharon said that her heart breaks and her 13 year old is damaged every single time that happens and she is disgusted at the refusal to acknowledge that. She said that a Black member of the library staff intervened when a pedophile was approaching children in the library bathroom. That patron repeatedly called the staff member the n-word and he was protected instead of the staff member, she said. The staff member filed the police report and made a statement to the attorney that is sitting here this evening. Sharon added that the Board has failed to do the research, not to reach out to the police but to reach out to the community members who have shared their trama with the Board. Now the Board is asking for more time, when they have been given months. Sharon asked who has reached out to her and asked her for more information on how to make sure that this community is safe for her child? Time after time the hate speech policy is tabled, the Juneteenth policy is tabled. Sharon said the trust of the community is broken when you vote against it and tonight you want to put a positive spin and there is no positive spin.

Lisa Holton, Novi MI. This is the first time she has participated in public comment and she is here in support of Trustee Michener. She has seen some really bad behavior headed her (Trustee Michener's) way and it is not okay. She is standing up for her (Trustee Michener's) chair- person-ship committee and she has seen her treated so poorly here and it is not okay. She said the Board does not have a Diversity, Equity, and Inclusion Committee to just look good, right? The Board has a DEI Committee to actually make a difference, to look at things, to talk to people and to act on it. For the Board to table Trustee Michener's statement tonight is not ok, the Trustees are not listening. Please vote on this statement next month. Those that have not listened to the listening session, she implores the Board to see from another viewpoint that is not your own. Listen. These people of color are saying what is happening to them, on a daily basis micro-aggressions, they are being discriminated against. The Board members do not get it. She said it took her awhile to get it right. She is not a person of color but she stands up for people of color. She told the Board they need to listen, and get it from a different point of view than their own. She said now more than ever DEI is important; have a backbone and stand up against hate and discrimination for people of color in our community in Novi. Lisa said this stuff happens everywhere and people of color do not go to the police. People do not go to the police when they are called the n-word on the street or when asked if they live in this City, just because they have brown skin. Going to the police is not going to tell the Board anything, speak to the people who live in the Community, which already happened in October. It is a statement, not really affecting anybody, but it is a statement of support for persons of color in the Community.

Betsey Beaudoin, Cranbrooke, MI. She has been attending these meeting for some time now and is very thankful for the work of Trustee Michener and the intense amount of vulnerability that she (Trustee Michener) has shared with the community with what she has experienced here. Betsey has sat here and seen people be disrespectful with her (Trustee Michener) and question her in ways nobody else on this Board is being questioned. It is alarming to her that members are saying they are not sure if there has been racism in Novi when Betsey has seen racism happen on this Board, in these meetings. She

understands there are several new Trustees, she welcomes all of them. But the meetings are public and Betsey has been able to watch them and she imagines that if new members are invested enough that as new Trustees, they have taken the time to go and see these meetings. If not that would be a great place to start. She said when one African American member of this Board is being treated so obviously different than the rest of the Board that indicates to Betsey that at a very minimum there is an appearance of racism in this Board, in this community and in the library. That needs to be something the Board can all easily say is a problem because they represent a very diverse community. She said there is no way to put a positive spin on racism, the positive way is to say the Board is against it. That is the positive spin. She said acting as if it is not happening, she grew up in Novi and a resident for about 35 years and this has been happening in this community her entire life. She said she is a white person and she was not aware of things until she went to college met different people and expanded her viewpoint. She said the members of this Board could do the community justice by expanding their viewpoint. When people of color tell you racism is occurring as a white person it is not the Boards job to tell them that is not what they are experiencing. It is the Boards job to say they are against racism. She asked the Board to think about that and hopefully they do better next month. Again, welcome to the new members and she hopes to have a better impression then she is leaving today with.

Margaret Shoemith, Mitchell Road Novi MI. She is a member of Novi Northville Racial Awareness Accountability and Action Group- NNRAAA. She is originally from Canada and became really involved in this issue when she saw what happened with George Floyd. She wanted to become active in the community when it comes to these issues and would like to support Trustee Michener. She attends the Library with her daughter who is 2 and she always feels welcome and cared for when she sees displays of books promoting diverse cultures, colors and lifestyles. Her daughter is half Punjabi and she is happy to see books that reflects both of her cultures, back to her. She wanted to speak primarily about Juneteenth. She watched all the sessions on how the decision was made not to support the paid Holiday. She applauded Trustee Michener with the Juneteenth initiative. She wanted to address the tone of some Trustees which she perceived to be callousness on the part of some Trustees when voting down the motion to make it a paid Holiday on March 25th. She said this is a sacred day for all humans it does not matter your race. She was stunned economic reasons were used to put it down and in such a callous way. She found the economic arguments to be unconscientious considering the day is one to celebrate the end of an economic torture machine which was slavery. Let's not forget this Country became wealthy from the unpaid work of enslaved people and talking so casually that African American people do not deserve pay on a day off for something that is so relevant is truly shocking to her. If the Library funds are truly not there then more reverence at least for the enslaved people of America, should have been present in that meeting. She wanted to echo Trustee Michener, she did not hear anyone discuss the numeric cost for paying Library employees for that day. In her opinion the Library should be public with its numbers in its meetings and make a decision based on the numbers. Lastly, she said that some things are worth going into debt for.

Alexander Weyer, Huntingcross Drive Novi MI. This is his first attendance of at the Board meeting. He is in complete support of Trustee Michener and previous residents comments. He is thankful to live in a community with people speaking up, both people of color and white residents in support. He is going to be watching the community listening session on youtube. He found it and told Board members to search community listening session reflection November 9, 2020 posted on the Novi Library youtube channel. Alexander said he will be back next month to hear Board members reflections on that. It is Earth Day and he wanted to bring up a new idea for the community. Lyon Township Public Library is a seed sharing library. It is a free program that lends seeds and encourages borrowers to return seeds from their harvest to make the seed library self-sustaining. They hope to nurture a culture of sharing and abundance where people can connect to the traditions of sustainability and home grown food. Beginning and experienced gardeners alike will grow from this new forum and exchange of information. The Lyon Township Public Library uses the former card catalog to store the seeds and will offer programs

for gardening, and seed preservations throughout the year. For statistical purposes registration is required with patrons writing down what they take and bring in. The program is run on the honor system and if residents are unable to return seeds at the end of the season they will not be penalized. He has a group on Nextdoor called Novi growing together which in less than a year old and they currently have over 210 members. At the beginning of the next growing season he would like to see a seed sharing program started at the Novi Public Library. Whoever he needs to work with or talk with and whatever information he can provide, he would like to help make that happen.

Committee Reports/Non-Action Items

1. **Policy Committee:** Review current public policies for the Library
(Michener-Chair, OPEN, Staff Liaison – Julie Farkas)
 - Staff Committee: Julie Farkas, Barb Rutkowski, Maryann Zurmuehlen, Betty Lang, Keith Perfect, Dana Brataniec and Hillary Hentschel.
 - Committee is currently reviewing policies referenced in the Guest Behavior Policy that was approved in 2/25/2021 (P5, P7, P12, P13, P17, P20 and new Record Retention). Board Committee meeting was held on 4/16/21.
 - Update: Trustee Michener said at the meeting last week members reviewed a policy line by line and changes were being made. One change is to call parents of a minor smoking instead of calling the Novi Police. Policies will continue to be reviewed. At the meeting, Trustee Dooley recommended adding links on the website to make additional information for the policies easier to access.

2. **HR Committee:** Review HR Policies for the Library, Director Review & Goals
(OPEN – Chair, Wood, Dooley, Staff Liaison – TBD)
 - Staff Committee: Julie Farkas, HR Specialist (open position), Lindsay Gojcaj, and Kirsten Malzahn.
 - HR Policy staff review has been suspended until a new HR Specialist is hired.
 - Interviews for HR Specialist were held on 3/26/21 and 4/15/21.

3. **Finance Committee:** Financial plan based on building assessment review, Library endowment investigation.
(Wood- Chair, OPEN, OPEN, Staff Liaisons – Julie Farkas & Barbara Cook)
 - No Report

4. **Events/Marketing/Fundraising Committee:** Outreach opportunities
(Yu – Chair, Michener, Dooley, Staff Liaison – Julie Farkas)
 - a. Library/ Community Events Attended by Library Board Members in the Last Month:
 - April 12, 2021: The Rise in Asian-American Hate Crimes (Michener, Dooley)
 - Design work for the Lakeshore Lending Library was shared with the committee. Two designs are included in the Director's Report.

5. **Strategic Planning Committee:**
(Dooley – Chair, Yu, Staff Liaison – Julie Farkas)
 - No Report

6. **Building/Landscape Committee:**
(OPEN – Chair, OPEN, Wood, Staff Liaison – Julie Farkas)
 - Air duct cleaning was completed 4/9/21. Waiting for a full report from the vendor before payment is expedited. There were no reported issues.
 - Update: Trustee Michener had additional questions. When was the last time HVAC system was inspected and certified and by who? Are they properly certified by the State

of Michigan boiler division? Any precautions or inspections made for the second boiler after the first boiler went down? Since, both suffered the same failure, is there a systemic issue that needs be addressed to prevent reoccurrence?

When was the last time the elevator systems were inspected and certified? Was the other elevator damage insured when it had the same circuit board failure? What other larger safety crucial systems require annual or regular inspections?

7. **Bylaw Committee:** Review of Library Board Bylaws
(OPEN – Chair, OPEN, Staff Liaison – Julie Farkas)

- No Report

8. **DEI: Diversity, Equity and Inclusion Committee**

(Michener – Chair, Dooley, Staff Liaisons – Julie Farkas, April Stevenson, Barb Rutkowski, Maryann Zurmuehlen, Gail Anderson, Dana Brataniec, Tia Marie Sanders)

- Meeting held on March 30, 2021. Committee is reviewing a proposal for Bystander Training. April Stevenson reported that she is working with Paula Henry from PAASN on a grant for coding program opportunities and Toby Tansil for teen programming and TAB. April's team has been finalizing a process for auditing the library's various collections. There was a review of the actions from the fall community conversations. Trustee Michener will be sharing an example of an advocacy kit for library staff to review and implement.
 - i. Trustee Michener let new Board members know there was a listening session and a reflection session. Concerns were noted during the listening session and further reflection of these concerns were brought back to the reflection session and are being addressed in DEI.
 - ii. The goals update in the Board packet includes DEI areas the Library is working towards.
 - iii. There is discussion of another listening session to be held with the community.
 - iv. Book and collections audits continue.
 - v. Trustee Michener asked about the Library, point contacts for the APALA and BCALA
 - vi. DEI committee is reading Uncomfortable Conversations with a Black Man.

Communications

1. 3/24/21: Email from Sharon Trumpy – Re: Welcome and Upcoming Meeting
2. 3/25/21: Email from Regina Sharma - Re: Juneteenth agenda item concern
3. 3/25/21: Email from Karen Liska-Evans, JD - Re: Novi Library Board concerns
4. 4/01/21: Email from Lori Berezorsky - Re: Thank you for taking part in our virtual bookmobile parade
5. 4/07/21: Email from Sharon Trumpy - Re: Response to March llibrary Board meeting
6. 4/07/21: Email from Dana Brataniec, Re: Thank you to Friends of Novi Library

Closed Session

1. None

Adjournment

A motion was made to adjourn at 9:01 p.m.

1st— Tara Michener

2nd— Kathy Crawford

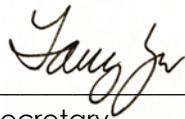
Roll Call vote to adjourn was unanimous.

Supplemental Information

- Library Board Calendar – 2021

2021 Future Events

- COVID Update April 19 – May 24, 2021: Library is currently in Phase 4 of COVID library operations – with recommended visits of 1 hour or less (Grab&Go); public computers available (1 hour use); 48 hours quarantine of materials; limited seating is available; café and book nook open programming virtual through May 31, 2021. Masks and social distancing must be followed. Effective April 26, 2021: new guideline from MDHHS requires masks for children ages 2 and up.
- Library Closed: May 9th
- May 12th: Friends of Novi Library Regular Meeting at 2pm, Novi Library
- May 19th: City of Novi Historical Commission Regular Meeting at 7pm by Zoom (virtual)
- May 27th: Library Board of Trustees Regular Meeting at 7pm by Zoom (virtual)
- Library Closed: May 30th and May 31st



Torry Yu, Secretary

May 27, 2021

Date