



**LIBRARY BOARD'S AGENDA – SEPTEMBER 28, 2020**

Monday – 3:00 pm

**VIRTUAL MEETING**

<https://us02web.zoom.us/j/81911312702>

or

**PHONE NUMBER 888 788 0099 (Toll Free)**

**(webinar ID= 819 1131 2702)**

**3:00 p.m. Call to Order, Confirmation of Resolution Adopting Procedures for Public Meetings, & Disposition of the Minutes of the Previous Meeting**

**3:05 Announcements & Public Comments.**

**\*Please consider leaving public comment in advance by emailing remarks to [director@jmrl.org](mailto:director@jmrl.org) to be read into the public record. Otherwise the comment period will be open via the above link or phone number.**

**3:10 Trustee Continuing Education-**

1. Weeding Problematic Juvenile Materials, Angela Critics and Hayley Tompkins (JMRL Childrens Services Manager and JMRL Crozet Branch Manager)

**3:30 New Business-**

1. Library Board Self Evaluation
2. Budget Objectives for FY22
3. Friends Liaison Report

**4:15 Committee Appointments and Reports**

1. N/A

**4:30 Old Business-**

1. JMRL's COVID-19 Response Plan
2. Vote on JMRL Policy 1.4 Friends of the Library

**4:50 Library Director's Report**

**4:55 Other Matters**

**5:00 Future Agenda Items**

**5:05 Proposed Adjournment**

**grow. learn. connect.**



# Jefferson-Madison Regional Library

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## DRAFT

### MINUTES OF THE AUGUST 24, 2020 MEETING OF THE LIBRARY'S BOARD OF TRUSTEES

#### TRUSTEES PRESENT

<u>President</u> Marcia McDuffie (Nelson)	Erica Younglove (Albemarle)
Carla Mullen (Charlottesville)	Michael Powers (Albemarle)
<u>Vice President</u> Wendy Wheaton Craig (Louisa)	Thomas Unsworth (Albemarle)
James West (Greene)	
Lisa Woolfork (Charlottesville)	

#### TRUSTEES ABSENT

Kathy Johnson Harris (Charlottesville)

#### OTHERS PRESENT

David Plunkett, Library Director	Zach Weisser, Specialist
Ginny Reese, Staff Reporter & Greene Manager	Krista Farrell, Assistant Library Director
Jerry Carchedi, Business Manager	Sarah Hamfelt, Reference and Adult Services Manager

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#### CALL TO ORDER & DISPOSITION OF THE MINUTES OF THE PREVIOUS MEETING

The regular monthly meeting of the Jefferson-Madison Regional Library's (JMRL) Board of Trustees was convened **VIRTUALLY WITH NO TRUSTEES PHYSICALLY CONGREGATED** on Monday, August 24, 2020 at 3:00 PM using videoconferencing software. (A recording of the meeting is available here: <https://www.youtube.com/watch?v=OySB0By8olM&feature=youtu.be>). The minutes for the July 27, 2020 Board Meeting were approved unanimously. Trustee Mullen abstaining.

#### ANNOUNCEMENTS AND PUBLIC COMMENTS

Vice President Craig thanked staff for their continued efforts.

#### TRUSTEE CONTINUING EDUCATION

None.

#### NEW BUSINESS

##### *1. JMRL's COVID-19 Response Plan*

Director Plunkett reported that Northside was reporting fewer long wait times, since the addition of expanded drive-up hours. Circulation for the digital collection was up 75% in April and May, and over 50% in June in July compared to 2019. 82 virtual programs were held since July 1 alone, with over 1600 attendees. Some important service needs, such as providing computer broadband for job searches, were not being met. Given that the Board approved the Tier 3 plan at the previous Special Session, he asked that Trustees consider an option to implement Tier 3 on a branch-by-branch basis in discussion with local government partners. Trustee West was hesitant and wished to see what effect the September 8 school opening would have on infection rates in Greene County. Furthermore, the Greene County Library shares the building with other tenants, and currently is using a secondary entrance and exit. Trustee Woolfork agreed that coordinating a move to Tier 3 with school opening dates was important. She is willing to defer and listen to what other districts are saying. Trustee Powers suggested receiving reports from the jurisdictions in between monthly Board meetings. Trustee Mullen supported the appointment services. Trustee Younglove agreed with Trustee Woolfork, commenting that Albemarle County postponed their school openings for nine weeks. Vice President Craig advocated a "wait and see" approach, reporting that friends of hers who are teachers are quite nervous about reopening. Trustee Unsworth thought a plan in conjunction with local jurisdictions made sense, but thought one more yes/no vote in a month would be a good idea after consulting and gathering more information. President McDuffie thought that providing resources to the community in Nelson was important. Director Plunkett said that the jurisdictions were ready to open for Tier 3 at 50% capacity, when Tier 3 had been brought to them, although many staff were uncomfortable with public interaction during a pandemic.

Trustee Mullen moved that JMRL move to Tier 3 of JMRL's Covid Response Plan on a locality by locality basis, at the discretion of the library director, on consultation with each local executive administration. The motion passed with Trustees West, Powers, Mullen, Craig, Unsworth, and McDuffie voting aye, Younglove and Woolfork voting nay, and Harris absent.

## **COMMITTEE APPOINTMENTS AND REPORTS**

### *1. Policy Committee Report*

Chair Powers presented an edited version of JMRL Policy: Section 1.4 Friends of the Library to the Board, to be voted on at the next regular meeting.

## **OLD BUSINESS**

### *1. FY21 Schedule of Library Closings*

Trustee Powers moved to adopt the 2021 Schedule of Library Closings, under proposal (1) adding June 19, 2021 ("Juneteenth") as a paid staff holiday. The motion passed unanimously, President McDuffie abstaining.

## **LIBRARY DIRECTOR'S REPORT**

Director Plunkett reported that Gordon branch started unique programming called "Story Walk in the Garden," which exhibits laminated pages of a Juvenile photography book focusing on Charlottesville pictures, attached to poles, in the garden, meant to be explored outside following applicable social distancing regulations. JMRL is solidifying plans with UVA for implementing a local Inter-Library Loan (ILL) service for free to patrons. Tier 4 does not currently offer ILL, but Tier 3 will. Following Trustee Powers's observation that the JMRL "Beta" website had gone live, Director Plunkett agreed that soliciting additional public feedback is a good next step. The Grow Nelson Library (GNL) group has raised half a million dollars.

## **OTHER MATTERS**

Director Plunkett asked for a motion from the Board to accept a grant from the CACF-NMLF (Nelson Memorial Library Fund) for \$100,000 to purchase an outreach vehicle for Nelson Memorial Library. Vice President Craig so moved. The motion passed unanimously.

## **FUTURE AGENDA ITEMS**

Future agenda items include: Continuing Education on weeding problematic juvenile materials and a report from Vice President Craig on the Friends of the Library. Possible vote on Policy 1.4, Friends of the Library. Board setting of FY22 priorities. The next regularly scheduled Board Meeting will take place on September 28, 2020 with the meeting format and location to be determined.

## **ADJOURNMENT**

The meeting adjourned at 4:52 pm.

(MM:DP:zw)

## FRIENDS OF THE LIBRARY

The Library Board recognizes and supports ~~a region-wide role for a special category of volunteers, the Friends of the Jefferson Madison Regional Library.~~ **The Friends of JMRL are a special category of volunteers who support the regional library system through fundraising and increasing community awareness of the mission and services of the Library.** The Board also supports the activities of local groups of Friends, which provide for needs and programs related to the specific Branches.

The Library Director shall encourage and appropriately facilitate the events and fund-raising activities of the **Friends of the** Jefferson Madison Regional Library ~~Friends, such as~~ **including but not limited to** book sales. Use of the funds raised through the Friends' activities must be consistent with the policies and mission of the Library and is determined by the Friends' Board in consultation with the Library Director.

~~The Board supports the efforts of the Friends to increase community awareness of the mission and services of the Library.~~

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# **Weeding Problematic Juvenile Materials: Building a Diverse & Inclusive Collection While Respecting Intellectual Freedom**

Angela Critics, Children's Services Manager  
and  
Hayley Tompkins, Crozet Branch Manager

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# Introduction

- Fine line between diversity & inclusion and intellectual freedom
- Public awareness
- Challenges are not one-sided
- Polarizing subject within the library community
- Invokes a knee jerk reaction for many

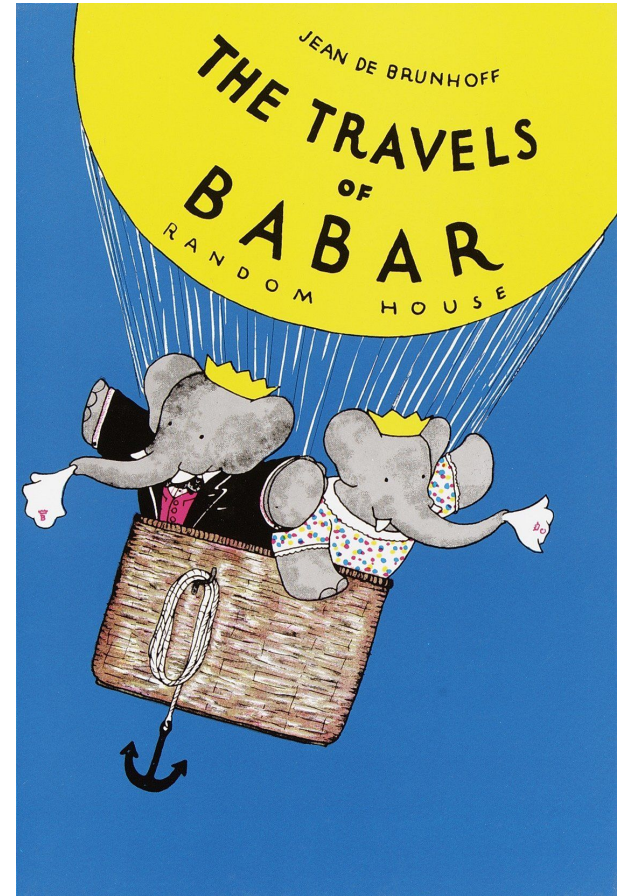


# Case Study: *The Travels of Babar*

- Classic status
- Well-circulated

## Complaints:

- Colonialism
- Racist stereotypes



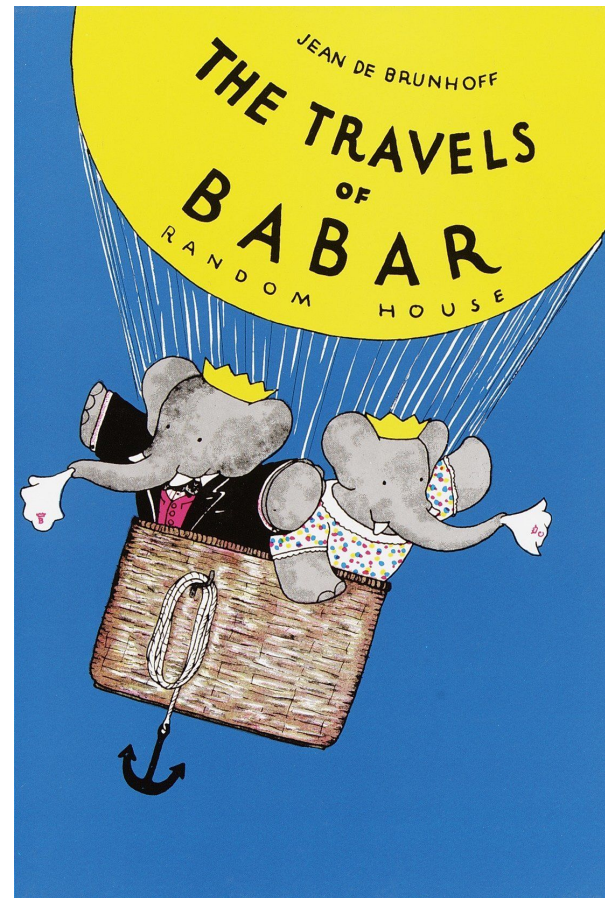
# Case Study: *The Travels of Babar*

What we did:

- Research: Reviews, analysis
- Consult VLA Intellectual Freedom Committee
- Consult ALA Office of Intellectual Freedom
- Consult Association of Library Services for Children

The answer?

- Provide context
- Consult procedures in collection development plan
- CREW Manual





# Collection Development Plan - An Essential Tool!

- Clear collection management policy and procedures in place
  - Selection guidelines
  - Weeding guidelines
  - Guidelines for gifts
- Clear procedure for reconsiderations
- Should reflect library mission statement and values

# Building a Diverse Collection

- Tools for building a diverse collection
  - We Need Diverse Books
  - Own Voices
  - Reading While White
  - And more - see handout!
- Balance - strive for representation
- Books as mirrors AND windows (Emily Style)
- Diversity audit



GRANT SNIDER (AFTER RUDINE SIMS BISHOP)

# What is a Diversity Audit and How Can You Use It?

Author	Title	Author Gender		Main character		Black/Af	LatinX	Native	Asian	LGBTQ	Disability	Religion	Own Voices	Notes
		M	F	M	F									
Abbott, Tony	The forbidden stone		1		1									
	The serpent's curse		1		1									
Acker, Ben	Star Wars, join the resistance		1		1									
	Star Wars, Join the resistance : Escape from Vodran		1		1									
Ada, Alma Flor	Dancing home			1			1							1
Adderson, Caroline	Left behind			1	1									
	Not in love			1	1									
	Star of the week			1	1									
Adler, C. S.	More than a horse			1										1
	One unhappy horse			1										1
	That horse Whiskey			1										1
Adler, David	Cam Jansen and the barking treasure mystery		1											1
	Cam Jansen and the birthday													

# JMRL Results - Audit of J Fiction Authors A-B 2/2019

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Author	Title	Author Gender	Main character	Black/Af	LatinX	Native	Asian	LGBTQ	Disability	Religion	Own Voices	Notes		
		M	F	M	F									
Total of 594 books		293	300	263	268	34	19	5	17	0	16	8	34	
						5.70%	3.20%	0.80%	2.80%		2.70%	1.30%	5.70%	

# Evaluating Your Collection: Weeding

- CAN I WEED THAT?
- CREW Guidelines - Is it MUSTIE?
  - Misleading (factually inaccurate)
  - Ugly (poor condition)
  - Superseded (newer edition available)
  - Trivial (of no discernable literary/scientific merit)
  - Irrelevant (to the community you serve)
  - Elsewhere (easily obtainable from another library)
- Classic status?
- Core collection
- Circulation
- Intellectual freedom reminder: We weed books based on ALL our patrons' needs, and not on our own moral principles.

*Weed books that reflect racial and gender bias. Consider moving classics that may be used by children's literature classes to the adult 800s.*

CREW Method, page 81

# Handling Reconsiderations

- Have a clear procedure.
- Be aware of and *follow* the procedure
  - Staff training for consistency
  - Front line staff should:
    - Listen to the concern - make no promises.
    - Be respectful.
    - Offer official reconsideration form.
    - Inform supervisor or manager.
- Refer to collection management plan!
- Provide context rather than removing content (ALA Office of Intellectual Freedom)

# Adding Context

- Displays
  - Every space is a chance to display diverse books
  - Displays specific a topic on diversity
- Booklists
- Programming
- Readers' Advisory - promote diverse books
- Shelf talkers



**Diverse Reads**  
Best for ages 5 and up



**JP Alexie** Thunder Boy Jr.

**JP Ashman** Henry Wants More!

**JP Averbeck** One Word From Sophia

**Sp. JP Bertrand** Sip, Slurp, Soup, Soup Caldo, Caldo, Caldo

**JP Blue** Ron's Big Mission

**JP Bunting** A Day's Work

**Pride**  
Best for ages 4 and up



**Austrian:** Worm Loves Worm

**Baldacchino:** Morris Glewwhite and the Gerine Dress

**wert:** 10,000 Dresses

**ang:** Families, Families, Families

**wman:** Donovan's

**wman:** Heather has Pummies

**an:** This Day in

# Intellectual Freedom Notes

- Ethics and responsibility to the community we serve
- We don't decide based on whether or not we like the content.
- Responsibility of the reader (or the parent)
- Freedom to Read statement:

The freedom to read is essential to our democracy. It is continuously under attack. Private groups and public authorities in various parts of the country are working to remove or limit access to reading materials, to censor content in schools, to label "controversial" views, to distribute lists of "objectionable" books or authors, and to purge libraries. These actions apparently rise from a view that our national tradition of free expression is no longer valid; that censorship and suppression are needed to counter threats to safety or national security, as well as to avoid the subversion of politics and the corruption of morals. We, as individuals devoted to reading and as librarians and publishers responsible for disseminating ideas, wish to assert the public interest in the preservation of the freedom to read.

<http://www.ala.org/advocacy/intfreedom/freedomreadstatement>



# Reflections

- To paraphrase Dr. Emily Knox, associate professor at the iSchool at the University of Illinois: Freedom of Speech is not a Progressive value. But if we move away from it in an effort to combat hate speech, it will be the marginalized voices that will ultimately be silenced.
- “A truly great library contains something in it to offend everyone.”  
Jo Godwin (<https://www.ifla.org/node/9373>)