

## BOARD OF LIBRARY TRUSTEES FOR BALTIMORE COUNTY

### MINUTES OF THE MEETING

June 21, 2022

A meeting of the Board of Library Trustees was held on Tuesday, June 21, 2022, at the Woodlawn Library. The meeting was called to order at 8:01 am by Board President Maureen Walsh David. Other Board members present were: Yara Cheikh (via phone), Jane Eickhoff, Mike Netzer, Paul Schwab, Aaron Slater (via phone), and Anne West.

Staff in attendance: Sonia Alcántara-Antoine, Chief Executive Officer; James Cooke, Assistant Director; Natalie Edington, Assistant Director; Will Carroll, Staff Association President; Jen Evans, Administrative Assistant; Cassie Miller, Diversity, Equity and Inclusion Officer; Helen Rowe, Fiscal Services Manager; Jody Sharp, Technical Services Manager; Zeke White, Woodland Library Manager; and Mary Wilson, Human Resources Manager. Guest of the Board Mr. John Holman, former trustee.

#### COMMUNICATION

##### *Minutes*

The Board approved the minutes of the May 17, 2022, meeting (**Slater/West**).

##### *Correspondence*

None.

##### *Upcoming Events*

The Summer Reading Challenge has started and will run until the end of August.

##### *Comments from the Public*

The Board heard from Nicole Dvorak who shared that all staff are not alerted when there are challenges to materials and would like those alerts added to a security policy.

Ms. Walsh David thanked her for her remarks.

#### REPORTS

##### *CEO's Report (Alcántara-Antoine)*

CEO Alcántara-Antoine discussed the unprecedented nature of BCPL's first Equity Audit to be presented by Ms. Miller. The Equity Audit is essential to creating a staff that is representative of the community BCPL serves; ensuring that BCPL's diverse employees succeed within the organization; and that the community's diverse needs are reflected in BCPL's services and resources.

BCPL has many accomplishments to be proud of, particularly in the last couple of years as the system pledged to truly 'walk the talk' and live up to BCPL's stated values of diversity and inclusion. The CEO stressed that this is a journey, not a checklist, and it requires unwavering commitment even when there are other competing priorities.

Over the last few months, the CEO has spoken at various conferences about the importance of digital equity and the library's role in making sure our community has access. Last year, the name of the Virtual and Media Service Department was changed by the CEO to Digital Equity and Virtual Services to re-center and focus the work on BCPL on digital equity. Their charge is to concentrate on those in our community who are left behind because of digital redlining and work on creating a level playing field for all. BCPL recently hired Alex Houff to head up DEVS. Ms. Houff is a former BCPL employee who will be introduced to the Board at an upcoming meeting.

The CEO advised the Board that Libraries across the country (including Anne Arundel and Prince Georges counties) have faced an uptick in complaints, protests, and even vandalism because of programming and materials that celebrate LBGTQ+ pride. While BCPL has not seen significant issues, BCPL's robust slate of Pride and antiracism programs throughout the year foster greater understanding and compassion for *all* Baltimore County residents. BCPL will continue to offer these programs as part of its steadfast commitment towards diversity, equity, and inclusion. The CEO thanked the Board of Trustees for their commitment to upholding core library values.

#### **Woodlawn Branch Report (White)**

Mr. White outlined the community members primarily served by the Branch. This includes up to 200 students per day afterschool, families visiting Storyville, and adults seeking job assistance. The Branch was the location of the first Entrepreneur Academies and has created a program where teens volunteer with local nonprofits each week. Staff are looking forward to the upcoming renovation of the branch and are actively working to determine what the community would like to see in a renovated space.

Ms. Walsh David was very inspired by how the branch has been positioned as a community hub.

#### ***Statistical Dashboard (Alcántara-Antoine)***

Director Alcántara-Antoine reported that the decrease in the number of registered borrowers is due to purging inactive accounts as part of the preparation for an update of our Polaris ILS software.

#### ***Facilities Report (Cooke)***

Mr. Cooke shared that there have been many HVAC issues around the system. Some will require the installation of new HVAC units. Cockeysville has finished the single service desk project and the removal of the old desk has opened up the space. The planning of a similar project at Perry Hall has begun. Pikesville will be closed for two weeks this summer for parking lot improvements. A redesign of the Pikesville restrooms has also begun. Mr. Cooke was also pleased to announce the Baltimore County has added three architectural firms to the vendor list that have recent experience with library projects.

Ms. Walsh David asked about the progress of planning the Catonsville renovation. Mr. Cooke shared that the final plans for the clearstory windows have been finalized.

### ***Finance Report (Rowe)***

Ms. Rowe provided the Board with the May financial summary. Collection expenditures should be at the budgeted amount by the end of the fiscal year. Expenditures for salaries remain below budget.

### ***Board Report (Walsh David)***

The Board took a few moments to thank Mr. Schwab for his service on the Board and to Baltimore County. Mr. Holman presented a citation from Councilman Marks, Director Alcántara-Antoine presented a citation from the County Executive, and Ms. Walsh David presented a plaque and small gift from the Board. Mr. Schwab shared his enjoyment of his time on the Board and his feelings that the library is in a better place than 8 years ago.

## **OLD BUSINESS**

### ***Summary of May 17, 2022 Closed Session***

Ms. Walsh David shared that during the closed session the Board interviewed candidates for the upcoming vacancy on the Board. A candidate was selected for advancement to the County Executive for appointment.

## **NEW BUSINESS**

### ***Equity Audit (Miller)***

Ms. Miller shared an extensive summary of BCPL's first Equity Audit. The Board was very pleased with her report and looks forward to a report on BCPL's progress quarterly.

Mr. Netzer left the meeting at 9:35 am.

### ***Bylaws Revision (Walsh David)***

As part of the revised Bylaws the Board chose to update the title of the Director to Chief Executive Officer (West/Schwab) and made note that when state statutes used "director" this would refer to the CEO. This change better aligns BCPL with other state and national library systems. Ms. Walsh David then called for a motion to approve the revised bylaws **(Eickhoff/West)**. The board approved the revised bylaws.

## **CLOSED SESSION**

Ms. Walsh David called for a motion to close the public portion of the meeting under General Provisions Article § 3-305 (b) to discuss a personnel issue **(West/Eickhoff)**. Aye: Walsh David, Cheikh, Eickhoff, Schwab, West. Absent: Netzer. Also present in the closed session was Director Alcántara-Antoine and Ms. Wilson.

**ADJOURNMENT**

The Board resumed public session at 10:09 am. Ms. Walsh David called for a motion to end the meeting (West/Schwab) and the meeting adjourned at 10:10 am.

Submitted by

Anne West

Secretary to the Board of Library Trustees