



New Orleans Public Library
Regular Board Meeting
MAIN 3RD Floor Conference Room
Tuesday, July 19, 2022
4:30 p.m.

NOTE REGARDING PUBLIC COMMENT:

The legal purpose of open meetings is to allow individuals to observe and participate in the deliberations of public bodies. Meetings of public bodies must be open to the public unless closed pursuant to a statutory exception, such as set forth in R.S. 42:16 – 42:18, which authorizes closed executive sessions. Public bodies must provide an opportunity for public comment prior to action on the agenda item upon which a vote is to be taken. The governing body may adopt reasonable rules and restrictions regarding the comment period. R.S. 42:14, requires each public body, except school boards, conducting a meeting that is subject to the notice requirement of R.S. 42:19(A), to allow a public comment period prior to action on an agenda item upon which a vote is to be taken.

Due to time constraints, public comment will be limited to 2 minutes per individual

MINUTES

- I. **Call to Order**
 - A. Board Chair, Vonda Flentroy-Rice called the July 19, 2022 board of directors meeting to order at 4:36 p.m.
- II. **Roll Call**

Board members present: Vonda Flentroy-Rice; Phala Kimbrough-Mire, Andrea Neighbours, Alexis Ferrouillet

Board members absent: Daniel Tapia, Justin Ross-Hillard, Dana Henry, Raquel Dufauchard, Kathleen Coverick

Others Present: Emily Painton, Michel Thompson, Shannon Cviclovic, Jane LeGros, Heather Riley, Shukrani Gray
- III. **Public Comments**
 - A. There were no public comments
- IV. **Approval of Consent Agendas**
 - A. July 5th Executive Committee Meeting Minutes
 - B. Approval of May 10th minutes
 1. Due to no quorum, a vote was not conducted
- V. **Information Items (4:45 p.m.)**
 - A. Friends of NOPL Update
 1. The Friends-funding Summer Fun is going well. Friends received a \$5000 grant from Baptist Community Ministries and the United Way specifically for ages 11

- D. Budget Department Update – (Michel Thompson, 2 minutes)
1. As of the end of the 2nd quarter, we have received 97% of our millage revenue, \$18.3 million. Personnel costs are 41% of the budget due to open positions. Operating costs are 35% of the total budget at \$2.6 million. Building and Landscaping will be an additional ~\$170,000/year.
 2. Items in the \$64,000 spent are hot spots on tablets, printing and photos, ABC Mouse subscription, the Adult Learning Graduation Program, Envisio Solutions software, shrub removal, advertising fees, staff Spanish courses, MLK programs, and programming consultant fees. Trust balance is \$397,000. Strategic Planning budget for 2022 is \$535,000.
 3. Ms. Neighbours asked if there was a strategic plan for funding the archives move. Ms. Painton responded that there needs to be a specific plan for archives and this needs to be addressed. Ms. Neighbours suggested bringing on a person who has expertise in archives to sort through. Ms. Neighbours also asked if there is software that could assist with digitizing archives material. Ms. Painton responded that there are companies we can hire to do this. Ms. Thompson added that she and Christina Bryant, archives manager, are developing a RFP to hire a consultant to assist in archives digitation. Ms. Painton suggested writing a separate strategic plan to address how we intend to develop our Archives moving forward.
- E. Presentation: A brief synopsis of EDI progress at NOPL
1. Ms. Riley and Ms. Gray presented their research on Equity, Diversity and Inclusion and changes NOPL can make to be a more inclusive institution.
 2. In consulting with other libraries, they learned that NOPL's EDI efforts are progressive but can be improved.
 3. A survey determined that HR issues are being misidentified as equity issues. The EDI training that is available to staff is incomplete and there needs to be a better way to communicate our EDI policies to staff.
 4. We have expanded our focus from racial issues to equity and organizational inclusion. Economic diversity, gender identity and sexual orientation and physical disabilities as we define diversity in our system.
 5. We need to address access to mentorship, professional development, positive performance evaluations, promotions, and overall staff morale. The Equity Task force is redefining equity to include these other issues.
 6. The next year's goals for the Equity Task Force are focused on identifying an institution that works with libraries to do a system-wide assessment of where gaps are, audit staff, and deliver that information to the Equity Task Force so that team can implement the suggestions into our training goals.
 7. Employee goals include adding Spanish-speaking resources, working with the Marketing team to build a campaign to identify what our goals are, our successes, and future plans.
 8. The Equity Task Force is partnering with Café Espania to offer Survival Spanish for Librarians through the employee LMS system. Twenty employees have already participated in these workshops with various levels of achievement. The Task Force is working with Civil Service to implement a 5% pay increase for staff who show Spanish speaking competency. This mirrors the same incentive that is offered to NOPD and NOFD staff.