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BPL BOARD OF TRUSTEES

**MEMBERS OF THE PUBLIC ARE WELCOME TO SIGN UP
FOR PUBLIC COMMENT VIA THE CHAT TAB BY 9:00 A.M.**

PLEASE INCLUDE:

*** NAME AND “PUBLIC COMMENT”**

*** INCLUDE PHONE AND/OR EMAIL FOR FOLLOW UP IF NEEDED
OR SEND TO THE CLERK OF THE BOARD AT PCARVER@BPL.ORG**

Priscilla H. Douglas, Chair

1.18.22

BPL OPENING STATEMENT

The Trustees of The Boston Public Library reaffirm our commitment to racial equity and to principles of diversity equity and inclusion, more broadly.

The Library is formally committed to becoming an anti-racist organization in response to systemic racism, inequity, and injustice prevalent in our society.

We acknowledge also that the Boston Public Library's Central Library stands on land that was once a water-based ecosystem providing sustenance for the indigenous Massachusetts people *and is a place which has long served as a site of meeting and exchange among nations.* We are committed to land acknowledgements for all locations at which we operate.

We reaffirm this commitment to set the context for our planning, deliberations, and public engagement so that they take place from the spirit of welcome and respect, found in our motto 'free to all.'

Taken from the Institutional Statement Ratified by the Board of Trustees for the Boston Public Library on September 29, 2020.

BPL Chair's Report

Priscilla H. Douglas

- Welcome Remarks
- Roll Call of Trustees
- Approval of Minutes from 11.16.21
- Updates

BPL President's Report

David Leonard

Recognizing the Workers



*from adverse weather to
test kit distribution...*

Collective Support: LJ's 2022 Librarians of the Year

All library staff are named 2022 Librarian of the Year winners for taking care of themselves, patrons, and one another through tough times.

President's Report – Current Operating Reality

- Covid-19/Surge Response/City of Boston Policies
 - Staff Cases: Management, Response & Support
 - Transition to Staff “Vaccine Only” Policy
 - Limited WFH policy for some staff through 1/31
 - Provision of Masks and PPE
 - Testing & Vaccination Release Time
 - In-Person Service Limitations
- Visitor Protocols
 - Masks Requirement
 - Wellness Advice on Entering Buildings
 - B Together Vaccine Requirement for Events and Café/Restaurant spaces
 - Consideration of B Together Vaccine Requirement for Large & Partner Programs,

President's Report – Current Operating Reality

- Vacancy Progress:
 - Current Employee Count: 433
 - 96 To 66 to 76 Vacancies (August 2021 to January 2022)
 - Over 30 External Hires. Multiple internal transfers and promotions.
- *Note: January Retirements; Staff on Leave*
- Projected Return to Expanded Hours (New Date TBD)
 - Central: Monday and Tuesday 9-8
 - Branches: Saturday Hours
- Later Return to In-Person Programming & Outreach.

President's Report – Organizational Updates

- Collections Departments Interim appointments:
 - Melissa Andrews, Technical Services & Collection Development (Rpt to MC)
 - Eben English, Digital Services & Digital Repository Team (Rpt to MC)
 - Beth Prindle, Head of Special Collections (Rpt to DL)
- Neighborhood Services
 - Report directly to President
 - Addition of Maija Meadows Hasegawa as ANS Manager
- Statewide & MBLN Library Program Support
 - Transfer to Director of Partnerships, Angela Veizaga
- New Management Addition:
 - Keith Gillette, CTO

Library Services Report

– Michael Colford, Director of Library Services

Library Services Report – Service Updates

- Maintain Reduced hours
- Temporary Return to Virtual Programming
- Class Visit Guidelines
- Updated Signage
- Review Spacing of Public Computers
- Library Card Expiration Extension

BPL Equity Agenda Update

- David Leonard, President
- Michael Colford, Director of Library Services

BPL EDI Agenda – 2022: Context & Updates

- Timeline Review:
 - Beginning of new dialogue on Racial Justice, May 2020
 - Statement on Racial Equity Commitment, Aug 2020
 - Repairing America Series, 2020, 2021
 - YW Work Phase 1 July 2020 – Dec 2020
 - YW Cohort Work Phase 2 Feb 2021 – Oct 2021
 - Cohort Report Out, Nov 2021
 - Team and Department Conversations/Planning ongoing
- Cohort Working Group Recommendations – Jan 2022 Launch
- Equity Coordinator Hiring; Projecting Feb 2022 Start

City Wide REAL Training



Health Resources in Action®
Advancing Public Health and Medical Research

- BPL participation had the highest and fastest uptake in the city:
- Step 1 – 461 completed (1 Hour Webinar)
- Step 2 – 400 completed (3 Hour Live session)
- Step 3 – Pending citywide 2022, as part of a Relaunch of This effort under the new Mayoral Administration

<https://hria.org/>

BPL & City Demographic - snapshots

	Principal Ethnic Groups:							
	City Data (BPDA Research)		BPL/City OHR Data (self reported)					
	Race & Ethnicity - 5YR ACS 2015-2019		Jan-21			Jan 22		
	Asian	10%	Asian	62	14%	60	14%	
	Black	23%	Black	80	18%	79	18%	
	Hispanic	20%	Hispanic	38	8%	41	9%	
	Other	2%	Not Specified	12	3%	2	2%	
	White	45%	White	263	58%	251	57%	
			100% Total	455	100%	433	100%	
				Vacancies: 76			<i>excl. holds</i>	

BPL POC Employees: Snapshot from 2021

- Leadership: 2 of 8 (25%)
- Senior Managers: 5 of 20 (25%) (P/PM6-P/PM9)
- All Managers: 10 of 42 (+ 6 vacancies) (24%)
- Branch Librarians: 5 of 23 (22%)
- Senior LA Roles: 3 of 6 (50%) (BLA 9, 9T)
- PSA: 28 of 169 (16%)
- AFSCME: 131 of 213 (61%)

Staff Work Being Launched

- 4 Key BPL Inclusion Cohort / Equity Working Groups:
 - Inclusive Decision Making & Transparency
 - Communications
 - Recruiting & Hiring (POC focus)
 - Professional Development (POC focus)
- BIPOC Resource Group
- Indigenous Peoples Issues Group
- Climate Change Response Team
- Collections Management Procedure Review, incorporating Guiding EDI Principles

Key Additional 2022 Actions

- Update and Manage to Timeline for other Action Plan Commitments
- Determine Metrics and Reporting Level/Frequency + Board
- Seek new external Organization for ongoing Cultural Competency Work/ Development of EDI Expertise

BOSTON PUBLIC LIBRARY

Native Lives, Native Stories

Booklist for Adults, Teens, and Children | 2021



Native Lives, Native Stories is a list of books published in the previous year for all ages concerning the experiences of the Native and Indigenous communities throughout North America. This inaugural printing is part of the Boston Public Library's annual observance of Native American Heritage Month.

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Diversity, Equity, and Inclusion Highlights

- YW engagement Completed Phase II, Planning Phase III
- Commitment to becoming an anti-racist institution
- Action Plan Highlights
 - Continued Staff Engagement with EDI Cohort and Working Groups
 - Hiring of Equity & Outreach Coordinator
 - Focus on cultural improvement through inclusive decision making and enhanced and transparent internal communications
 - Analyze recruitment, retention, professional development practices and programs to ensure more equitable culture and accessible resources
 - Collection Development Acquisition Procedures

Other Key Booklists and Themes

- Black Is... (*February*)
- Asian American and Pacific Islander Heritage (*May*)
- Pride (*June*)
- Latinx Life (*September*)
- Native Voices (*November*)



The BPL pledges to help Americans become more resilient and able to face and recover from the challenges of today by offering programs and services in the areas of **economic recovery, civic engagement and discourse, COVID-19 recovery, racial equity, workforce development, and youth engagement.**

Goals & Requirements Summary

- Be Equity-Lead
- Becoming an anti-racist organization
- Build a Healthier Culture that promotes Equity, respects Diversity, is Inclusive
- Ensure Collections & Services work is informed by EDI Principles
- Contribute to progress towards an Equitable and Equal Society, an Anti-Racist Society

Finance & Audit Committee

Evelyn Arana-Ortiz, Committee Chair & Beth Prindle, Head of Special Collections

Hepzibah Rapoport Consulting Contract

VOTED: “that, the Trustees of the Public Library of the City of Boston vote to approve a contract not to exceed One Hundred Ninety-Nine Thousand Six Hundred Forty Dollars and Zero Cents (\$199,640) with Hepzibah Rapoport Consulting, 34 Belmont St, Apt 2, Somerville, MA 02144. They were the most responsive and responsible bidder in a public Request for Proposal (RFP) process, advertised under M.G.L. 30B, a contract for as specified for two years with the BPL to serve as project consultant to develop, implement, and oversee completion of a major initiative to clean, inventory, catalog, store, and provide access to hundreds of thousands of the library’s most significant research holdings. The Boston Public Library Evaluation Committee performed an evaluation of the proposals submitted by the vendors as described in the RFP documents, and through this process determined the proposal presented by: Hepzibah Rapoport Consulting represented the best value for the Boston Public Library.”

Public Comment

**BOSTON
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- If follow up is required, please send your contact email or phone number to the Clerk of the Board at pcarver@bpl.org
- People will be chosen in the order they were received and allowed 2 minutes to speak.
- The Moderator will unmute your mic when you are called on.
- Comments made in chat during meeting will not be acknowledged.

New Business

**BOSTON
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LIBRARY**



Priscilla H. Douglas, Chair

The background is a dark, grayscale photograph of a classical building facade. At the top, the words "FREE TO ALL" are carved in large, capital letters. Below this is a decorative frieze with a repeating geometric pattern. In the center, there is a large stone relief sculpture of a woman's head wearing a crown or helmet. The overall tone is formal and historical.

BPL BOARD OF TRUSTEES

Next meeting held March 15, 2022 at 8:30 a.m.

** Subject to change **