

Board of Trustees Meeting

Please sign up for Public Comment via the CHAT by 9:00 a.m.

Comments left in the chat will not be acknowledged.

Written comments may be submitted to the Clerk of the Board, pcarver@bpl.org

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.

CALL TO ORDER & REPORT

Dr. Ray Liu, Chair

- Chair's Welcome remarks
- Roll call of Board
- Minutes of May 21, 2024
- Board updates

BPL Bookies Golf Tournament 9.18.24





Jonathan S. Lavine



Jonathan Lavine is Chair of Bain Capital, a leading global private investment firm with approximately \$185 billion in assets under management, more than 1,750 employees and 25 offices worldwide.

Mr. Lavine founded Bain Capital Credit, formerly known as Sankaty Advisors, in 1998

Mr. Lavine and his wife, Jeannie, formed and oversee the Crimson Lion Foundation which delivers financial resources to a wide variety of nonprofit organizations focused on leveling the playing field for individuals and families. The foundation works to address pressing social challenges in the areas of education, community and public service, health and welfare, discrimination, and poverty. It supports the multi-disciplinary efforts of organizations that serve to strengthen society through research, innovation, public policy, direct service and advocacy.

Mr. Lavine is the 2017 recipient of Columbia University's Alexander Hamilton Medal, the highest honor awarded to a member of the college community for distinguished service. Mr. Lavine was appointed a Member of the United States Holocaust Memorial Museum Council by President Obama and reappointed by President Biden. He is also a member of the investor group and a director of the Boston Celtics.

Mr. Lavine graduated from Columbia College, Phi Beta Kappa and Magna Cum Laude, and holds an M.B.A with Distinction from Harvard Business School. He received an Honorary Doctor of Laws degree from Columbia University in 2023.



Julie Kim



Julie Kim is President of the U.S. Business Unit, U.S. Country Head and member of Takeda's Executive Team. The U.S. Business Unit portfolio encompasses gastroenterology, neuroscience, plasma-derived therapies and rare diseases.

Julie has 30 years of experience in health care, with leadership positions at global, regional, country and functional levels. In the biopharmaceutical industry, her experiences have spanned a variety of therapeutic areas, international market access, country and regional general management, marketing and emerging market development.

Julie is known for strong, collaborative and inclusive leadership that enables Takeda to meet the needs of the people the company serves while driving innovations that will improve patients' lives. Her global outlook, a result of having worked in many countries, as well as having lived in the U.K., Switzerland and the U.S., have helped her create teams that are diverse in multiple dimensions to enable inclusive decision-making that keeps the patient at the center.

Julie serves on the boards of directors for PhRMA and Croda International. She was named one of [Boston Magazine's 150 Most Influential Bostonians in 2024](#), [Boston's 50 Most Influential Asian American Pacific Islanders in 2023](#), to [The 2022 PharmaVoice 100](#) list and to Fierce Pharma's list of [2020's Fiercest Women in Life Sciences](#).

She earned an MBA from the J. L. Kellogg Graduate School of Management at Northwestern University and a bachelor's degree in economics from Dartmouth College. She resides with her family in the Boston area.

PRESIDENT'S REPORT

David Leonard, President

- **Introduction of New Managers**

Judah Hamer

Human Resources Manager

Nicole Santiago

Research Services Manager

Audrey Wynne

Legal Liaison/Policy Advisor

PRESIDENT'S REPORT

David Leonard, President

- Room Dedication Proposals

- Grove Hall Mezzanine Community Room
Mimi Jones

Civil Rights Advocate/Long-time BPL Friend Member

- Jamaica Plain Children's Room
Barbara Rhodes

Children's Librarian at Jamaica Plain Branch

Grove Hall Branch Mezzanine Community Room Proposal

Celia Contelmo, Grove Hall Branch Librarian (on behalf of Grove Hall Friends)



Mimi Jones

Civil Rights Advocate/Long-time BPL Friend Member

VOTED: “that, the Trustees of the Public Library of the City of Boston approve the proposal to rename the Mezzanine Community Room at the Grove Hall Branch the *Mimi Jones Community Room*.”

Jamaica Plain Branch Children's Room Proposal

Don Haber, Co-Chair of the Friends of the Jamaica Plain Branch Library



Barbara Rhodes

Long-time JP Branch Children's Librarian

VOTED: “that, the Trustees of the Public Library of the City of Boston approve the proposal to rename the Children's Room at the Jamaica Plain Branch the *Barbara Rhodes Children's Room*.”

PRESIDENT'S REPORT

Presentation to the Board of Trustees
September 24, 2024
David Leonard, President



UPDATES

- **Vacancy status: Active F/T Vacancies: 51**
 - **Exempt: 2; PSA: 14; AFSCME: 35**
 - **Branches: 16, Lib Services: 16; SC: 6; Ops: 13**
- **Safety and security update**
- **We have a Shattuck Award recipient ...**



**ACCOMPLISHMENTS +
GOALS**

FY24 – FY25



OVERVIEW

- **Continued recovery: Hiring and onboarding new staff**
 - Overcoming staffing challenges
 - Generational cultural shift
 - Extension of hours
- **Work supported by BPL Fund + Associates of the BPL**
- **Strategic Planning**

BRANCHES

FY24

- Extended hours
- Catalyst grants enabled
 - Music education for kids
 - Hip Hop dance party
 - Poetry writing for kids celebrating their communities
 - Haitian dance performances
- Reopening of Faneuil branch

FY25

- Partner with City to bring more services to neighborhoods
- Developing New paths and ideas for outreach services

YOUTH ENGAGEMENT

A background image showing two young girls sitting on a patterned rug, reading books. One girl is holding a book titled 'MEET LUCKY GARRY WEANDERTHAL'. The image is slightly blurred and has a dark overlay to make the text stand out.

FY24

- New Interim Chief
- Partnership with DYS grew throughout MA
- Revitalized partnership with BPS
- Modified regular storytime programming so every age range has specific developmental needs met
- Children's writer in residence focused on Diné heritage

FY25

- Expand early literacy programs
- Partner with Countdown to Kindergarten to welcome incoming BPS families
- Host Teen Volunteer programs across systems

CIVIC LITERACY & INTELLECTUAL FREEDOM

FY24

- **Media/Civics literacy workshops**
 - Finding reliable health information
 - Office of Consumer Affairs: identifying rental scams
 - Voter Registration Drive
 - Collaboration with Teen Central to talk about the elections process
- **Books Unbanned**
 - Nearly 6,000 signups from all 50 states

"My state is banning books; my school has canceled our book fair. I would like to access books that shouldn't be banned to begin with. Knowledge is power." – Texas

FY25

- **Civics Literacy programs**
 - Voter registration;
 - Misinformation resilience toolkit;
 - Living room conversations
- **Intellectual Freedom training**
 - Training to manage patron challenges
- **Right to Read & Books Unbanned**
 - National Day of Action rally next month

EXPANDING ACCESS TO COLLECTIONS

FY24

- **World languages**

LOTE for Kids – 3500 books in 70+ languages
7600+ new print world language items

- **Browse Borrow Board**

Rolled out statewide with MassDOT and RTAs
2000+ new users

- **Special + Research Collections**

8,000+ visitors FY24
Open Houses + Samplers
Personal archiving programs in branches

- **Digital**

500TH applicant for statewide digitization
New curriculum to promote our collections in
Digital Commonwealth to educators

FY25

- **World languages**

Expand access by actively collecting and
improving discoverability

- **Browse Borrow Board**

Continue to expand with additional RTAs and new
Boston ad campaign hkle15

- **Special + Research Collections**

Unified research experience model for patrons
Founding Research Collection
New fellowships and internships

- **Digital**

MOU with Harvard Library to develop training
dataset for large language models

CAPITAL IMPROVEMENTS



FY24

- Faneuil Branch Reopened
- Fields Corner in design
- McKim Fire Alarm Replacement in design
- South End Branch Feasibility Study + Design
- Egleston Branch Design phase
- Chinatown in predesign phase
- Uphams Corner in predesign phase
- West End in predesign phase
- McKim Master Plan fundraising + planning

FY25

- Fields Corner branch construction start
- Chinatown design process
- Uphams Corner design process
- West End continues predesign
- Egleston branch will complete design
- South End branch will complete design
- McKim Fire Alarm project start construction
- McKim Master Plan fundraising + planning

SUPPORT FOR PATRONS

FY24

- Nearly 5,000 interactions with housing insecure people
- Three MSW interns -- 300+ appointments
- Coffee & Conversation launch
- Trauma-informed institutional work
- Partnerships with
 - Pine Street
 - CRT
 - Women's Lunch Place
 - Boston Healthcare for the Homeless
 - DMH Mental Health Street Team

FY25

- Hiring a social work manager
- Expanding social work team with peer resource navigator
- Deepening partnerships with BPD, CRT, and others

WORKFORCE DEVELOPMENT + ECONOMIC EMPOWERMENT

FY24

- Community Learning combined support of **Career Counselor**, **Young Adult Career Counselor** + two **Workforce Development librarians**
- **2000+** interactions and referrals; **1802** technology literacy participants
- 2nd **Entrepreneur in Residence**

FY25

- Streamline **booking/patron intake** process for better tracking and metrics
- Focus on **professional networking opportunities** both locally and statewide
- New **social media and newsletter** presence
- **Expand relationships** with existing and new partners

2024 Shattuck Award Winner



Tracy Wiggins

Special Library Assistant

Roxbury Branch in Nubian Square

The Boston Municipal Research Bureau honors extraordinary individuals for their dedicated service to the City of Boston and the Boston community.

Congratulations, Tracy!

Strategic Planning Committee Updates

Christian Westra, Committee Chair
David Leonard, President

- **Review of Mission, Values, and Timeline**
Erin Corcoran and Patricia Nobre, Gensler

Values Vision Mission

Values

The principles and beliefs that guide how we work and interact with each other to serve our communities.

Vision

How we envision the future outcomes for our communities.

Mission

Our purpose, why we exist, and what we do to make our Vision a reality.

We believe in

Free to All

Our values are anchored in the promise of **Free to All**, proudly inscribed on the façade of the Central Library in Copley Square.

This commitment to welcoming everyone equally—regardless of gender, race, national origin, sexual orientation, faith, or economic status—reflects our enduring dedication to inclusion, equity, and access. At BPL, we envision a world where everyone has the freedom to flourish.

Free to All is a cherished part of our history and a guiding principle for our future.

Free to...

Free to **Discover**
Free to **Learn**
Free to **Create**

Free to **Imagine**
Free to **Connect**
Free to **Explore**

Free to **Play**
Free to **Choose**
Free to **Think**

Free to Be
Boston Public Library

Free to All

Core Value

Our belief in
Free to All is
at the heart
of everything
we do.

Vision

An inclusive community propelled
by curiosity, connection, and
growth.

Mission

Open a world of discovery,
to enrich lives and elevate every
community.

Strategic Roles & Initiatives

Strategic Roles

The key roles we play in our communities and the directions for our future that will make the most impact.

Strategic Initiatives

The focused actions to advance our strategic roles, prioritizing the resources and efforts to meet the needs of our communities.

Strategic Roles

The key roles we play in our communities and the directions for our future that will make the most impact.

Community Engager

Expanding the reach of the library beyond its physical walls, meeting communities where they are.

Welcoming Destination

Creating active, inclusive third places where every person can chart their own path.

Life-Long Learning & Research Partner

Inspiring a love of literacy, discovery, and scholarly exploration for all.

Trusted Resource

Connecting all people to reliable information and services that fulfill their needs and enrich their lives.





Life-Long Learning & Research Partner

Inspiring a love of literacy, discovery, and scholarly exploration for all.

Our role as **life-long learning and research partner** demonstrates our commitment to creating inclusive learning pathways that accommodate diverse styles and engage individuals at all life stages. As a premier research institution with incredible local strengths, we collect, preserve, steward, and amplify Boston's treasures and diverse contributions. We strive to provide equitable access to research and special collections, offering a transformative experience for all.



Welcoming Destination

Creating active, inclusive third places where every person can chart their own path.

Our role as a **welcoming destination** is to offer spaces that are uplifting, safe, and thoughtfully designed, fostering an environment where curiosity naturally flourishes. We strive to meet the needs and interests of our community by offering spaces where everyone can explore, connect with others, and contribute to neighborhood life. We make sure everyone feels valued and supported in our physical spaces.



Trusted Resource

Connecting all people to trusted information and services that fulfill their needs and enrich their lives.

Our role as a **trusted resource** involves providing intentional services, meeting people at their time of need, and leveraging our unique strength as an already trusted place. We connect communities and partners by linking them to city-wide services through strategic connections. Our aim is to expand support services, focusing on delivering accurate, trustworthy, and reliable information. We adapt to evolving digital literacy needs, ensuring that all individuals have the resources they need in an ever-changing landscape.



Community Engager

Expanding the reach of the library beyond its physical walls, meeting communities where they are.

Our role as a **community engager** is to activate our library assets throughout the city, actively expanding the BPL experience with creative outreach strategies to boost city-wide engagement. We connect partners and patrons with greater intentionality. To expand our library footprint, we will reach outward beyond our walls, as well as grow our digital footprint, building awareness with a multi-channel communication campaign that includes both system-wide and neighborhood-specific strategies.

Implementation Strategies

Content in the section to be developed. Final Section to include:

- Overview of Implementation Strategies
- Organizational Findings and Recommendations
- Future Financial Approaches
- Communication and Outreach
- Prioritization Framework
- Initiatives Master list and Quick Wins

Organizational Shifts

Organizational shifts are the internal changes required to achieve the desired future state.

These shifts involve leveraging existing strengths and exploring new opportunities to scale organizational capacity.

The findings and recommendations are based on discussions with BPL staff, leaders, affiliate partners, and stakeholders to identify internal priorities that should be addressed alongside the strategic plan implementation.

In-Progress – to be iterated upon and prioritized in the September Workshops

01 Supportive Culture

Create an environment that encourages risk-taking and new ideas, integrates joy and fun into daily activities, enhancing service delivery.

04 Equity, Diversity, and Inclusion (EDI)

Integrate equity, diversity, and inclusion principles into all aspects of organizational operations by embedding these values into our culture, policies, and practices.

07 Community Engagement and Impact

Strengthen the engagement process through a neighborhood-focused approach to tailor services, foster connections, and measure impact to address local needs.

02 Cultivating Skills and Leadership

Activate staff skills and passions to boost contributions, support professional development, and nurture the next generation of library leaders.

05 Communication and Awareness

Prioritize clear, coordinated communication to build awareness of BPL's goals and offerings internally and externally.

08 Strategic Partnerships

Realign our approach to building and maintaining system-wide and local partnerships focused on shared goals and measurable impact.

03 Collaborative Decision-making

Establish a transparent and collaborative process to align goals, set priorities, and develop initiatives that support the strategic plan.

06 Research and Collection Development

Enhance internal resources and support for research and collection development to strengthen our position as a premier research library.

FINANCE & AUDIT COMMITTEE

Evelyn Arana Ortiz, Committee Chair
Emily Tokarczyk, Chief Financial Officer

Approval of Boston Public Library Draft Audited Financial Statements for Fiscal Year Ending June 30, 2024.

VOTED: “that, the Trustees of the Public Library of the City of Boston approve the Boston Public Library’s Draft Audited Financial Statements for the Fiscal Year ending June 30, 2024.”

FELLOWES ATHENAUM TRUST FUND ADVISORY COMMITTEE

Evelyn Arana Ortiz, Committee Chair

- Review of FY25 Program Grant Selections

Fellowes Athenaeum Trust Fund FY25 Grants

Prepared by Candelaria Silva-Collins (Program Manager)

*** the FATF supports supplemental programming at the Roxbury Branch in Nubian Square*

- The Fellowes Athenaeum Trust Fund Advisory Committee (FATC) reviewed 34 applications from 29 applicants.
- 14 grants were awarded to 13 applicants. They approved grants in total of **\$83,117.73** for FY25.
- In addition to the grant proposals, the FATC also approved the Roxbury Branch's annual distribution of \$5,000 for programming, and the allocation for the Program Manager's salary.
- Total FATF 2025 budget (including annual expenditure and FY24 carryover available is: **\$133,456.69.**

Categories

Audience: General = 6

Adults = 9

Seniors = 3

Youth = 6

Instruction

- Chair Yoga
- Roxbury Comics Camp (for Tweens)
- Art & Meditation (for seniors)
- Movers & Makers (art classes)
- Black History & Genealogy Through Dolls
- Greater Roxbury Book Fair
- Piano classes (children & teens)
- Sewing Classes (Adults & Families)
- Afro-Latin Drumming & Culture (Children & Teens)

Health /Well-being

- Art & Meditation
- CALM Experience Tween Program
- Sewing Bootcamp
- Chair Yoga
- Movers and Makers

Arts & Culture

- Greater Roxbury Book Fair
- Latino Pioneers in Boston – 2
- Makanda Project Concerts
- Art & Meditation
- Afro-Latin Drumming & Culture
- Roxbury Comics Camp
- Movers & Makers
- Roxbury Concert Series

Applicant	Organization or Individual	Project	Description	Amount Awarded
Iris Evans	Individual	Movers and Makers	Hands-on art activities led by 2 artists with movement	\$5,000.00
Leslie R. English	Individual	Sewing 101	Three sewing one-session Boot Camps	\$7,939.25
S. Matt Read	Boston Comic Arts Foundation	Roxbury Comics Camp	Four-day Tween Cartooning Workshop Series	\$7,500.00
Carlos Vargas	Individual	Roxbury Concert Series	Four concerts featuring classical, jazz, and international music	\$6,000.00
Carlos Vargas	Individual	Piano classes for children	Fundamentals of music and piano playing to	\$10,000.00
John Kordalewski	Individual	Makanda Project Concerts	Two concerts (Fall 2024, Spring 2025)	\$8,000.00
Michelle Coleman	Individual	Chair Yoga	Ashtanga & Chair Yoga	5,000.00
Carole Walton	The American City Coalition	The Greater Roxbury Book Fair	Roxbury Book Fair	\$10,000.00
Faith Johnson	Full Circle Arts	Art & Meditation	Art & Meditation workshops (for seniors)	\$4,000.00
Epitheo Evans	Emerged Wellness, LLC	CALM Experience Tween Program	4-day program (Creative Activities for Learning Mindfulness)	\$3,000.00
Cheryl Brown-Greene	Black Gold Doll Club of New England	Exploring Black History & Genealogy Through Dolls	Adults & Seniors	\$2,648.48
Cornell Coley		Afro-Latin Drumming & Culture Workshops	Youth (4 th -6 th grade)	\$3,030.00
Blanca Bonilla	Que Lindo	Latino Pioneers in Boston - 2	General	\$9,000.00
Safiya Sanyika		Kwanzaa Celebration	General/Families	\$2,000.00

New Business & Public Comment

*Participants will be called by the Clerk in the order they were received and allowed up to two minutes to speak.
All comments or questions given at this time will be documented and/or answered accordingly at a later time.
(Comments left in the Zoom chat will not be acknowledged)*



Adjournment

*Next Meeting on 11.19.24
Mattapan Branch at 3:00pm*

**See website for details, subject to change*