

Minutes of the VPL Board Meeting held on Wednesday, March 27, 2024, at 6:05pm at the Level 8 Boardroom, 350 West Georgia St., Vancouver, BC.

Present:	Tim Bottomer		
	Victor Huang		
	Kevin Lowe	—	Chair
	Raji Mangat		
	Harlan Pruden		
	Karen Spears	—	Vice Chair
	Ziming Yang		
Board Liaison:	Victoria Jung	—	Chair, Vancouver School Board
Absent:	Emily Lapper		
	Clr. Peter Meiszner	—	Vancouver City Councillor
	Parveen Mangat		
	Abeer Yusuf		
Management Present:	Christina de Castell	—	Chief Librarian & CEO
	Maryn Ashdown	—	Director, Neighbourhood & Youth Services
	Kay Cahill	—	Director, Information Technology & Collections
	Sophie Middleton	—	Acting Director, Central Library & Public Service
	Julia Morrison	—	Director, Corporate Services & CFO
	Carol Nelson	—	Director, Planning & Communications
	Balwinder Rai	—	Director, Human Resources
Staff:	Nikta Bayanpour	—	Manager, Accounting & Finance
	Patricia Chong	—	Manager, Policy & Planning
Guests:	Jenny Marsh	—	Executive Director, VPL Foundation
	Jessica Beverly	—	Member, VPL Foundation Board
	Johnathan Dyer	—	Acting President, CUPE Local 391
	Christian Kruse	—	Friends of the Library
Recording Secretary:	Lianne Watt	—	Acting Executive Assistant

INTRODUCTION

1. Land Acknowledgement

Trustee Ziming Yang acknowledged that VPL's work takes place on the unceded homelands of the Musqueam, Squamish and Tsleil-Waututh Nations and that he is grateful for the Nations' care and commitment to these lands since time immemorial. Trustee Yang reflected on the First Nations principles of learning

ADMINISTRATION

1. Consent Agenda - Removal of Items and Approval

Moved by Victor Huang and seconded by Harlan Pruden

THAT the following Board reports be approved on consent:

- Draft Minutes – March 13, 2024 CRPD Committee Regular Mtg.
THAT the Library Board receive the draft minutes for information.
- Facilities Redevelopment Update
THAT the Library Board receive the report for information.
- Draft Minutes – March 20, 2024 SFHR Committee Regular Mtg.
THAT the Library Board receive the draft minutes for information.
- Collections & Intellectual Freedom Challenges
THAT the Library Board receive the report for information.

CARRIED UNANIMOUSLY

2. Approval of the Agenda

Moved by Victor Huang and seconded by Karen Spears

THAT the Board approve the regular meeting agenda as received.

CARRIED UNANIMOUSLY

3. Minutes

The draft minutes of the Regular Meeting held February 28, 2024 were presented to the Board for approval.

Moved by Raji Mangat and seconded by Ziming Yang

THAT the draft minutes of the Regular Meeting held February 28, 2024 be approved as amended.

CARRIED UNANIMOUSLY

4. Trustee Checkin

Trustees shared personal reflections.

REQUEST FOR INFORMATION

➤ Vancouver School Board

Trustee Victoria Jung shared that all district leadership staff at the Vancouver School Board are reading, *“Tiná7 Cht Ti Temíxw: We Come From This Land: A Walk Through the History of the Squamish People”*.

➤ CUPE Local 391

Johnathan Dyer, Acting President of CUPE 391 provided comment on bargaining between VPL and CUPE 391. Johnathan highlighted ongoing struggles for a number of their union members and shared how the Union assists them, and expressed members hope for successful negotiations. He noted that additional Bargaining meeting dates are scheduled for early April.

➤ Friends of VPL

Christian Kruse thanked VPL staff for submitting the 2024 funding requests and reported that there would be an additional \$15,000 of funding available as a result of the fall booksale. The Friends of VPL Annual General Meeting is scheduled in May, and they have received applications for 7 open board positions.

➤ VPL Foundation

Jenny Marsh, Executive Director of the VPL Foundation, introduced new VPL Foundation Board member Jessica Beverly. Jenny reported that the VPL Foundation is rolling out their Spring Campaign, and invited VPL Board trustees to attend an upcoming VPLF event.

ITEMS FOR DECISION

5. Naming Opportunities for Children’s Library and Oakridge

Trustee Karen Spears, Acting CRPD Committee Chair at the March meeting, presented a report that recommends naming opportunities for the Children’s Library and new Oakridge Branch. She noted that the CRPD Committee discussed the process for determining the spaces available for naming, and the timing and membership of the Naming Subcommittee. The committee also acknowledged that this is the first application of the interim Naming Library Spaces Policy and guidelines and noted the application of UNDRIP principles.

Trustees asked if naming policies from other organizations had been considered when developing this report. Chief Librarian and CEO Castell responded that as part of policy development in 2022, a comprehensive study of other organizations had been undertaken

and this was provided to the Board. Trustees also asked how existing naming would be handled, and when the naming subcommittee was expected to begin its work. Director Carol Nelson noted that existing naming would be replaced by new naming, and that timing would depend on when the VPL Foundation confirms interest. Trustees asked clarifying questions about the distribution of other named spaces, the process, and timing. Staff noted that the approach for other named spaces was not defined in the policy and would be discussed by the CRPD Committee at a future meeting, and for both locations, naming is dependent on other processes underway, and staff hoped to have discussions with the CRPD Committee in June.

Moved by Harlan Pruden and seconded by Tim Bottomer

THAT philanthropic naming recognition be made available for the following spaces in the Children's Library in addition to the two previously approved, with a maximum of eight (no more than 50% of total 16 spaces) to receive philanthropic names:

Central Library – Children's Library:

Hands-on Program Room (1)

Early Literacy Centre (1)

Children's Nooks (4)

Sensory Space (1)

Parent Room (1)

Mountain Hut (1)

Snack Zone (1)

Stroller Parking (1)

Tree Cubbies (3)

THAT a fundraising program be developed that will include recognition on a number of boughs/branches on the elevated tree structure in the Children's Library;

THAT philanthropic naming recognition be made available for the following spaces at the new Oakridge Branch, with a maximum of eight (no more than 50% of the total 16 spaces) to receive philanthropic names:

Oakridge Branch:

Multi-purpose Room (1)

Small Meeting Rooms (4)

Large Meeting Rooms (2)

Digital Creation Lab (1)

Teen Section (1)

Children's Play Area (1)

Baby/Toddler Enclosure (1)

Parent Room (1)

Work Pods (4)

CARRIED UNANIMOUSLY

6. Update on Goal 4.2 Equity, Diversity and Inclusion in the Workplace

SFHR Committee Chair Tim Bottomer presented the report that followed from a discussion at the SFHR Committee meeting on March 20, 2024. He noted that the Committee had agreed on Goals #1 through #4 and agreed that additional discussion of Goal #5 was required. He also noted that the Committee felt it was important to highlight that the development of these goals was a staff-involved process. Chief Librarian & CEO de Castell noted that following reflection on discussion at the Committee, staff would be changing the metric for Goal #5 to include that the Indigeneity of the staff at each level exceed the proportion of Indigenous peoples in Vancouver, and clarified that the survey approach would continue to enable metrics to be broken down by identity groups and roles.

Trustees discussed Goal #5, including whether it should be more aspirational to better consider equity, the need to be clear about meaning of terminology and the intent of the goals, whether to remove reference to diversity in the language to avoid issues with definitions, how to ensure the work is measurable, at what level the Board should approve the work, and opportunities to ensure consistency in language. Trustees also noted that Indigeneity can be lost in EDI discussion, and the effort taken to include it in the report, and the responsibility of the Board to ensure goals are not subjective. Chief Librarian & CEO Castell noted that VPL would undertake surveys to enable measuring progress on the work, and described ways the findings could be reported and tracked.

[Trustee Raji Mangat left the meeting at 6:50pm]

Trustees asked about reporting plans for the Board. Chief Librarian & CEO Castell noted that staff would provide reports to the Board annually on the action plan progress, and that the metrics would be measured against the baseline in 2025 and then at 3 to 4 year intervals. Trustees generally agreed that Board approval at the level of the goals was appropriate, and to reflect the proposed change to goal #5 to remove the word diversity, as proposed by Trustee Pruden.

Moved by Tim Bottomer and seconded by Harlan Pruden

That the Board approve Goals 1-5 of the EDI Strategy and Action Plan as amended.

- 1. Staff of diverse identities, backgrounds, abilities and expression feel appreciated for their contributions and included as part of VPL.*

2. *Staff trust that leadership and human resources understand their needs and goals, welcome their input, and take appropriate action on their concerns.*
3. *VPL provides a work environment free from discrimination, bullying, and harassment, where staff feel supported when faced with inappropriate behaviours, whether from the public or among colleagues.*
4. *Staff feel included in decisions that impact their daily experiences and well-being at VPL.*
5. *VPL staff and leadership reflect the community that we serve.*

CARRIED UNANIMOUSLY

ADJOURN

Moved by Victor Huang and seconded by Ziming Yang

There being no further business, the Chair declared the meeting adjourned at 7:18pm.

Kevin Lowe, Chair

Christina de Castell, Secretary