

Minutes of the VPL Board Meeting held on Wednesday, September 25, 2024, at 6:00 p.m. at the Level 8 Morris J. Wosk Boardroom, 350 West Georgia St., Vancouver, BC.

**Present:**

Tim Bottomer		
Emily Lapper		
Kevin Lowe	—	Chair
Parveen Mangat		
Raji Mangat		
Clr. Peter Meiszner	—	Vancouver City Councillor (left at 7:07 p.m.)
Harlan Pruden		
Karen Spears	—	Vice Chair
Ziming Yang		
Abeer Yusuf		

**Absent:** Victor Huang

#### Management

**Present:**

Christina de Castell	—	Chief Librarian & CEO
Maryn Ashdown	—	Director, Neighbourhood & Youth Services
Kay Cahill	—	Director, Information Technology & Collections
Dawn Ibey	—	Director, Central Library & Public Service
Julia Morrison	—	Director, Corporate Services & Facilities
Carol Nelson	—	Director, Planning & Communications
Balwinder Rai	—	Director, Human Resources

**Staff:**

Patricia Chong	—	Manager, Policy & Planning
Jorge Amigo	—	Head, Cultural Programming (left at 6:20 p.m.)
Becki Wong	—	Manager, Human Resources

**Guests:**

Preeti Faridkot	—	Trustee, Vancouver School Board
Bri Turner	—	Member-at-Large, Friends of VPL
Amir Abbey	—	President, CUPE Local 391
Sze Wann Lim	—	Member-at-Large, CUPE Local 391
Beverley White	—	Planner, Planning, Urban Design & Sustainability
Kyla Jamieson	—	VPL Writer in Residence 2024 (left at 6:20 p.m.)

#### Recording

**Secretary:** Chrysalyn Tolentino — Executive Assistant

## INTRODUCTION

### 1. Land Acknowledgement

Trustee Parveen Mangat respectfully acknowledged that we are gathered on the unceded and ancestral territory of the Musqueam, Squamish, and Tsleil-Waututh Nations, and has been stewarded by them since time immemorial. She recognized that this land was taken without consent, and the painful history of colonization, displacement, and erasure, as well as the need to address the systemic inequalities that persist. Trustee Parveen Mangat recognized that September 30 marks the 4<sup>th</sup> National Day for Truth and Reconciliation in Canada, and Orange Shirt Day, honouring children who never returned home and survivors of residential schools. Trustee Mangat reflected on her own responsibility towards Reconciliation and shared her personal experience, and encouraged trustees to attend events, and commit to listen, learn, and act in solidarity with Indigenous peoples.

## PRESENTATION

### 1. 2024 VPL Writer-in-Residence: Kyla Jamieson

Jorge Amigo, Head of Cultural Programming, introduced Kyla Jamieson as the 2024 VPL Writer in Residence. Kyla is a poet, anti-oppressive educator, and disability advocate. He noted that this is the first time in 10 years that VPL has a poet writer in residence and we are honored to see her create a community of care. Kyla shared plans for her residency including one-on-one consultations with local writers and conducting writing exercises and reflective journaling to help participants attune to their poetic potential. Kyla noted that her workshops are fully booked and she plans to add more sessions. Board Chair Lowe noted that the VPL Writer in Residence is funded by the Friends of VPL and congratulated Kyla for her residency.

### 2. City of Vancouver's Official Development Plan

Beverly White, Planner from the City of Vancouver's Planning, Urban, Design and Sustainability department, provided an overview of the City's first city-wide land use Official Development Plan (ODP) and its key components, which will guide growth and development in Vancouver over the next 20-30 years. Consultation will be held beginning in the fall of 2024 with government, boards, agencies, Nations, and urban Indigenous people, ensuring we meet the requirements in the legislation. The draft ODP will be developed and released for public feedback in the fall of 2025 with the final version released by June 2026.

Trustees sought clarification around population growth, asked if Musqueam, Squamish and Tsleil-Waututh Nations were consulted in the development of the Vancouver Plan, and inquired about housing initiatives and areas in Vancouver that will see significant growth. Board Chair Lowe noted that the CRPD Committee will discuss how the VPL Facilities

Master Plan fits with the ODP, discussing location criteria and priorities. Chief Librarian & CEO de Castell noted that discussion of the Public Infrastructure Investment Framework for the ODP will start this fall and lead to developing service level expectations, and the Board's discussions will support this.

**3. King Charles III Coronation Medal Recipient: Trustee Raji Mangat**

Vice Chair Spears congratulated Trustee Raji Mangat as one of the recipients of the 2024 King Charles III Coronation Medal

**ADMINISTRATION**

**4. Consent Agenda - Removal of Items and Approval**

Moved by Tim Bottomer and seconded by Parveen Mangat

*THAT the following Board reports be approved on consent:*

- Draft Minutes – September 11, 2024 Governance Committee Regular Mtg.  
*THAT the Library Board receive the draft minutes for information.*
- Trustee Appointment Process 2025  
*THAT the Library Board receive the report for information.*
- Draft Minutes – September 16, 2024 CRPD Committee Regular Mtg.  
*THAT the Library Board receive the draft minutes for information.*
- Official Development Plan (ODP) Introduction  
*THAT the Library Board receive the report for information.*
- Strategic Plan Reporting – Q2 2024  
*THAT the Library Board receive the report for information.*
- Draft Minutes – September 18, 2024 SFHR Committee Regular Mtg.  
*THAT the Library Board receive the draft minutes for information.*
- Quarterly Financial Report – Q2 2024  
*THAT the Library Board receive the report for information.*
- Correspondence  
*THAT the Library Board receive the letters for information.*

**CARRIED UNANIMOUSLY**

**5. Approval of the Agenda**

Moved by Raji Mangat and seconded by Emily Lapper

*THAT the Board approve the regular meeting agenda as amended.*

**CARRIED UNANIMOUSLY**

**6. Minutes**

The draft minutes of the Regular Meeting held June 26, 2024 were presented to the Board for approval.

Moved by Karen Spears and seconded by Ziming Yang

*THAT the draft minutes of the Regular Meeting held June 26, 2024 be approved as received.*

**CARRIED UNANIMOUSLY**

**REQUEST FOR INFORMATION**

➤ **CUPE Local 391**

Amir Abbey, President of CUPE 391 introduced Sze Wann Lim, Member-at Large and supervisor at Mt. Pleasant Branch. He shared that CUPE 391 participated in the annual Vancouver District Labour Council Labour Day picnic and hosted a summer event. He noted that the Union advocates for fair working conditions for workers including the right for a safe working environment and adequate staffing, and commented on the impact of branch closures and staff redeployments. He shared the Union's position on the Endorsement and Advocacy Policy: that the enforcement and implementation of this policy by management has created a working environment that has left staff feeling unsafe. He noted that the Union believes the employer utilized an arbitrary and punitive approach towards staff who were wearing symbols representing the Palestinian cause. The Union asked that the Board consider the impact of the implementation and enforcement of this policy on staff.

➤ **Friends of VPL**

Bri Turner, Member-at-Large of the Friends of VPL shared that the Friends Board is working on enacting their new strategic plan. She noted that their book sale was a resounding success with 60,000 books donated, 80 tables and 98 volunteers. The book sale's revenue was over \$54K, which represents a 60% increase over last year. She shared that they could not accomplish the sale without the support of the VPL team and thanked Marketing & Communications, Events, Shipping and Security staff for their support.

➤ **VPL Foundation**

Jenny Marsh, Executive Director of the VPL Foundation, shared that the Foundation disbursed \$350K to fund VPL priorities approved by the Board. They are excited to take on the capital campaign for the Children's Library Revitalization project, and noted that the annual Cardholder Campaign will launch in late October. She shared upcoming activities in partnership with Dilawri Group including a book drive that will support daycares and neighbourhood houses, VPL donation stations at dealerships, and an event on October 20.

## ITEMS FOR DECISION

### 7. **Staff Identification Policy: Rescission and Reclassification**

Trustee Tim Bottomer, Chair of the SFHR Committee introduced the report noting that the Committee agreed with the operational nature of this policy and recommended that the Board direct staff to create an administrative policy.

Moved by Emily Lapper and seconded by Raji Mangat

*THAT the Board rescind the current Staff Identification Policy, effective September 27, 2024, and direct staff to create an administrative policy to address this topic.*

**CARRIED UNANIMOUSLY**

### 8. **Governance Committee Terms of Reference**

Governance Committee Chair Kevin Lowe noted that the Committee recommended amendments to the Terms of Reference, clarifying that the Board does not have a formal role in selecting trustees, which is the purview of City Council. They also clarified the language on evaluating and managing the performance review of the Chief Librarian & CEO, and discussed the role of the Governance Committee in evaluating and managing the performance of the Board and individual members. Trustee Pruden noted that the Indigenous Considerations section is missing from the report and staff apologized for the oversight, noting Indigenous considerations were discussed by the Committee.

Moved by Tim Bottomer and seconded by Parveen Mangat

*THAT the Board approve the updated Terms of Reference for the Governance Committee*

**CARRIED UNANIMOUSLY**

### 9. **CRPD Naming Subcommittee Terms of Reference**

CRPD Committee Chair Raji Mangat shared that the Committee discussed the Naming Subcommittee's Terms of Reference, noting that the Subcommittee would review requests for naming library spaces related to Indigenous donors, however, naming by Musqueam, Squamish and Tsleil-Waututh Nations would be out of scope. The Committee also clarified that the Chair of the Subcommittee will be the member of the CRPD Committee appointed by the CRPD Committee Chair.

Trustees inquired if membership of the Subcommittee could include non-trustees, and asked if there is a mechanism for tie votes. Board Chair Lowe noted that the Board has not previously contemplated having a non-Board member as an official member of a

committee, but there is a potential to invite experts to attend meetings. Chief Librarian & CEO de Castell clarified that in an event of a tie, the decision would be referred to the CRPD Committee. Trustees also clarified that decisions lie with the Board, and asked that the Purpose section be amended to include a phrase that the Board is the ultimate decision maker.

Moved by Emily Lapper and seconded by Abeer Yusuf

*THAT Board approve the CRPD Naming Subcommittee Terms of Reference as amended.*

**CARRIED UNANIMOUSLY**

#### **10. Philanthropic Recognition Opportunities for Children’s Library**

CRPD Committee Chair Raji Mangat brought forward a report with an update to the philanthropic opportunities at the \$10,000 level for the Children’s Library, recommending that the Board replace the previously approved recognition on the tree structure with recognition on the stair risers. She noted that the CRPD Committee had clarified that the previously approved fundraising program was no longer recommended for practical reasons related to visibility of the naming.

Trustees sought clarification on the costs of applying naming to the stairs, and whether this is a popular method of recognition. Jenny Marsh, Executive Director of the VPL Foundation commented, clarifying that costs will be borne by the Foundation. Trustees noted that certain cultures may have concerns about the placement of naming where people will walk on the names. VPL Foundation Executive Director Marsh confirmed that alternative options can be made available. Trustees suggested that the tree could still be used to honour anonymous donors, and asked about the approach for limiting length of naming on the stairs. They suggested that the stair program be added, leaving the tree-based recognition as an option for the VPL Foundation to use as appropriate. VPL Foundation Executive Director Marsh will discuss the suggestions with the VPL Foundation. At the conclusion of the discussion, the following motion was raised:

Moved by Abeer Yusuf and seconded by Ziming Yang

*THAT the Board approve development of a fundraising program with recognition on the stair risers of the staircase to/from the Children’s Library for donations at the \$10,000 level*

**CARRIED UNANIMOUSLY**

**ADJOURN**

Moved by Tim Bottomer and seconded by Parveen Mangat

There being no further business, the Chair declared the meeting adjourned at 7:35 p.m.

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Kevin Lowe, Chair

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Christina de Castell, Secretary