



Minutes of the VPL Board Community Relations, Planning & Development Committee Regular Meeting held on Monday, July 13, 2020 at 5:30 p.m. via conference call.

Present: Jennifer Chan
Kurt Heinrich – Chair
Rebecca Jules
Kevin Lowe
Harlan Pruden

Absent: Abeer Yusuf

Management

Present: Christina de Castell – Chief Librarian
Kay Cahill – Director, Collections & Technology
Julie Iannacone – Director, Neighbourhood & Youth Services
Dawn Ibey – Director, Library Experience
Julia Morrison – Director, Corporate Services & Facilities
Carol Nelson – Director, Planning & Communications
Balwinder Rai – Director, Human Resources

Guest: Patricia Chong – Manager, Policy & Planning
Maryn Ashdown – Assoc. Director, Neighbourhood & Youth Services
Kari Scott-Whyte – President, CUPE 391

Recording Secretary: Chrysalyn Tolentino – Executive Assistant

ADMINISTRATION:

- 1. **Approval of the Agenda**
Moved by Kevin Lowe

THAT the Committee approve the regular meeting agenda as received.

CARRIED UNANIMOUSLY

- 2. **Minutes**

The Chief Librarian presented the draft minutes of the Regular Meeting September 14, 2020 for approval by the Committee.

Moved by Rebecca Jules

THAT the draft minutes of Regular Meeting held September 14, 2020 be approved as received.

CARRIED UNANIMOUSLY

PLANNING

3. 2020-2023 Strategic Plan Update

Carol Nelson, Director of Planning & Communications, presented a report that provides an assessment of VPL's 2020 to 2023 Strategic Plan goals, in light of the significant changes that have taken place due to the COVID-19 pandemic. The assessment concluded that all of the goals remain relevant, and some have become more critically important. As a result of the goal assessment, staff recommended minor wording changes to Strategic Plan goal 4.1 replacing the phrase "excel in all aspects of their work" with "adapt to a transformed work environment" making it a more realistic goal in times of pandemic.

Trustee Lowe expressed appreciation for the explanation of the recommended goal language change and sought some clarification on the Strategic Plan's public release process. Carol responded that following Board approval there will be revisions to the operating plan, and then the Strategic Plan document will be updated and released. Board Chair Chan noted that the change for goal 4.1 should not diminish the role of VPL in supporting staff. Committee Chair Heinrich noted the importance of the concept of flexibility in physical spaces that has emerged, and that it be considered in implementation of 2.1. Trustee Pruden sought clarification on the relationship between goals 2.3 and 3.4. Chief Librarian de Castell noted that the significant activity for goal 2.3 is the Marpole Library and Civic Centre and collaboration with Musqueam Nation for the development, which is delayed due to their capacity, as well as our Naming policy, for which we would like participation of the Musqueam, Squamish and Tseil-Waututh Nations, while goal 3.4 will involve initiatives including community partnerships, and activities where the timing is more likely to be within our control. Board Chair inquired about changes for the final Board report. Committee Chair Heinrich noted that it is great to see the validation of the previously established strategic goals in light of the issues raised by the global pandemic. At the conclusion of the discussion, the following motion was raised:

Moved by Harlan Pruden

THAT the Committee recommend that the Library Board approve revision to one Strategic Plan goal in the VPL 2020 to 2023 Strategic Plan.

CARRIED UNANIMOUSLY

4. Restart Update

Chief Librarian Christina de Castell provided an update on reopening and noted that we are completing the last phases of part time and auxiliary staff recalls, to be assigned to work in cohorts of up to three locations; that virtual programming for adults, children and teens is continuing, and smaller in-person programming for children that meets safety guidelines will be starting; and that Sunday opening for Central and some branches will begin in November based on availability of staff. The Library faces challenges in finding replacement staff for sick and vacation coverage.

Trustee Pruden thanked staff for their thoughtfulness in approach and commented on the appreciation for normalcy. He asked about status for earlier ideas for programs that create space for public discourse related to health, such as vaccines, and anti-Chinese racism. Chief Librarian de Castell responded that our Programming & Learning staff has recently come back to work and she will refer this to Director Ibey whose purview includes Programming & Learning. Trustee Heinrich noted his appreciation for the phased in approach and concern about situations where patrons are not following public health advice. Chief Librarian de Castell responded that the Library is emphasizing physical distancing and using barriers at service desks to support staff health and safety, as well as providing security support. Director Iannacone added that at the moment, security incidents are low in branches and it is a matter of reminding patrons about social distancing.

COMMUNITY RELATIONS

5. Supports for Children, Teens, Caregivers & Educators during the COVID-19 Pandemic

Maryn Ashdown, Associate Director of Neighbourhood & Youth Services, outlined for Committee information the Library's actions to support early literacy, elementary, and secondary school educators, caregivers, students, and home learners during the COVID-19 pandemic. Trustee Heinrich congratulated staff for their work on this and noted the absence of the new Indigenous considerations section. Chief Librarian de Castell confirmed it will be added for the Board report and staff provided comments. Trustee Lowe asked for more information about anti-racism resources and on the redeployment of the VPL Foundation funds for digital hardware. Assoc. Director Ashdown responded that anti-racism resources are to help teachers and caregivers engage children in conversation about these issues, and that the VPL Foundation grant went towards purchasing iPads for teens' use based on priorities indicated by VPL's community partners. Trustee Pruden identified that there must be attentiveness and space for specific discussion of anti-Indigenous racism so we have tools to eliminate systemic oppression. Chief Librarian de Castell noted the need for consideration of this in the actions related to the Strategic Plan and commented on the City's Equity Framework, and Assoc. Director Ashdown provided comment on the inclusion of Indigenous issues in the resources.

Moved by Kevin Lowe

THAT the Community Relations, Planning & Development Committee recommend that the Board receive the report for information.

CARRIED UNANIMOUSLY

ADJOURN

There being no further business, the Chair declared the meeting adjourned at 6:16 p.m.

Kurt Heinrich, Chair

Christina de Castell, Secretary

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