



Amber Moroney
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Board of Library Trustees
 Shirin Baradaran, Chair
 Tom Turner, Vice Chair
 Annette Raphael, Secretary
 Brian Keaney
 Crystal Power

DEDHAM PUBLIC LIBRARY TRUSTEES MEETING MINUTES
7:00 p.m., June 10, 2021 Remote Meeting

MEETING CALLED BY	Board of Library Trustees, Dedham
TYPE OF MEETING	Regular monthly meeting
CHAIR	Shirin Baradaran
VICE-CHAIR	Tom Turner
SECRETARY	Annette Raphael
ATTENDEES	Brian Keaney, Crystal Power
PUBLIC ATTENDEES	Lisa Desmond Mary Ellen Stokes

Note: Underlined items are action items.

Tom Turner was not at this meeting

Call to Order:

Shirin Baradaran called the meeting to order at 7:09

Crystal Power asked for a moment of silence to honor the recent unexpected tragic death of Alonzo Polk, a Dedham High School senior

Public Input (5 min max):

Lisa Desmond, a 27-year veteran employee of the library and manager of the Endicott Branch reacted to the approved hours for reopening the branch by noting that two evenings, offset by two later openings, may not serve the public well. Hours approved at the May 6th meeting are as follows:

	<i>Main</i>	<i>Endicott</i>
Monday	<i>9-8</i>	<i>9-5</i>
Tuesday	<i>9-8</i>	<i>12-8</i>
Wednesday	<i>9-8</i>	<i>9-5</i>
Thursday	<i>9-8</i>	<i>12-8</i>
Friday	<i>9-5</i>	<i>9-5</i>
Saturday	<i>9-5</i>	<i>--</i>
<i>Sunday</i>	<i>--</i>	<i>10-2*</i>

*after Labor Day

Her reasons included:

- Seniors tend to be early birds

- Although Tuesday evenings appear to be popular, she felt that a second evening would be less popular than opening earlier on that day
- Young families tend to come early to accommodate nap times
- After School on half days begins earlier than the noon opening (also testing days) (Crystal Power questioned which days are early release days and Lisa Desmond was not sure, but this year's calendar has early release days on Wednesday which is not scheduled to be a day the library opens later)
- There is a popular program, run by Miss Marcia, that can only be run on Thursday mornings , currently outdoors, that would not be able to be accommodated at Endicott in colder weather

Shirin Baradaran asked her to describe a typical evening, Crystal Power asked about early release days, Brian Keaney mentioned that when the new counters are installed they will give us accurate data and will inform our subsequent decisions to consider changes, Annette Raphael mentioned that we chose two evenings to meet the perceived needs of working patrons, and Crystal Power asked about the impact on summer concerts to library usage. Ms. Desmond wrote to the trustees who responded to her and was thanked for her input and confirmed our need for accurate data as we make future decisions about hours at our two branches. Shirin Baradaran also asked Amber Moroney to outline the process of working with the union, should we decide to make changes to the hours in the future.

Discussion: Update on the Director Hiring Process

Crystal Power and Brian Keaney have met with HR and a contract has been offered to Amber Moroney to be the Library's Director. She has some questions and we will need to have an executive session to consider them. Since an executive session needs to be on the agenda, Shirin Baradaran will try and find a time before our July 8th meeting. No executive session was entered into during this meeting.

Welcome Remarks from New Director

We agreed to have this once the contract is signed and so postponed this agenda item.

Director's Report

- The patron count is new information and will be enhanced once the new counters are installed. During this transition the numbers have been quite variable (120 one week, 205 another) and include staff and vendors. Installation of the new counters will be \$6,000 and will involve some level of cameras. To ensure acceptable privacy, the settings will not be on the most invasive option and, while numbers are kept, there is no archiving of footage. In addition, people who have access to data will be limited.
- There is not an intent to spend down remaining allocations, per the town's request
- Patrons seem very happy that the library is open
- There will be an article in the Dedham Times about the June 21st full reopening.
- There have been no issues with the reopening
- A preservation specialist has visited and will issue a full report on how to effectively archive documents
- Pride Month is being celebrated and programs of special note include
 - 6/21 6:00 pm Zoom *LGBTQ Basics and Beyond* with Out Metro West and
 - 6/23 5:30 pm Michael Venturiello with Christopher Street Tours for a virtual History of Pride
- The summer reading kick-off, complete with ice cream, will be 6/26 1:00 pm to 3:00 pm

Update on Library Re-opening and Hours

Full union-approved access will be available on June 21st. Masks are still being requested in the children's room to protect the youngest patrons. Brian Keaney wanted to make sure things were as normal as possible and that signage reflected the most current regulations (no more 6-foot distancing required for vaccinated patrons, for example).

Holiday Closings including Friday Before Juneteenth Holiday

There has been practice that when a moving date holiday falls on a Saturday, the library closes both Friday (when most of the rest of M-Fri town employees have the day off) as well as Saturday. Since Christmas falls on a Saturday this year, this issue will come up again and it affects the observance of Juneteenth. It was suggested by Amber Moroney that we work with the union to come up with a Memo of Understanding to make any agreement broadly applicable and fair and less contentious, which can be in effect until the next time the contract is renegotiated in three years. This can be discussed in executive session, preferably by Thanksgiving. Since we want to be efficient about our collaboration with the union, we will collect our questions for some time in the future after we have an education session about the contract, moderated by Annette Raphel and Amber Moroney at our July 8th meeting.

Brian Keaney made a motion to close for June 18th and 19th, upon advice from the town and support from Amber Moroney. The motion was seconded by Crystal Power.

Annette Raphel – yes, Shirin Baradaran-yes, Brian Keaney-yes, Crystal Power - yes

There was no Executive Session on Ongoing Library Union Contract Negotiations

Brian Keaney excused himself momentarily at 7:53 and returned shortly thereafter which briefly affected the order of our agenda.

Changes to Collection Development Policy

There was a spirited conversation about the proposed new collection development policy which was updated from 2016 by Annette Raphel and Amber Moroney, especially to address the increased focus on Diversity, Equity and Inclusion efforts which are currently culturally important. Brian Keaney raised issues about the proposed collection maintenance section:

The library withdraws materials from its collection not only to maintain its usefulness, but to make the most effective use of available space. The same criteria will be used in weeding materials from the collection as are used in their acquisition. Items falling into any of the following categories of materials will be considered for deselection: worn, damaged, or mutilated items, duplicate copies of seldom used titles, materials which contain outdated, insensitive or inaccurate information, superseded editions of specific titles, and materials no longer of interest or demand.

He took exception to considering insensitive material giving compelling examples of historical content that would be deemed insensitive through today's lenses. Shirin Baradaran talked about how important it is for sensitivity to be considered in bringing material to the attention of the Director and staff, who have the right to make the final decisions, generally in consult with other sources. Amber Moroney advocated having insensitivity as one of the criteria to consider, but not necessarily be the deciding factor in any judgement.

Brian Keaney also raised a question about this statement:

While anyone is free to select or reject materials for themselves or their own minor children, the freedom of others to read or inquire will not be restricted. The Library does not stand in loco parentis (in the place of parents). Parents and guardians, not the Library or staff, have the responsibility to guide and direct the reading, listening and viewing choices of their own minor children.

He raised the example of when inappropriate material was found on a computer a couple of years ago and Amber Moroney felt that technology monitoring was outside of the the collections policy and could be handled in other ways.

Crystal Power asked if there was some sort of rubric or objective way of judging material. She also said that at times moving material to another section might address some of the challenges,

for example, out of the Children's Room. Annette Raphael felt that the Director and the staff should apply their judgment to the contents of the collection.

Annette Raphael made a motion to approve the new collection policy. Crystal Power seconded the motion.

Annette Raphael – yes, Shirin Baradaran-yes, Brian Keaney-no, Crystal Power – yes. The motion passed.

At this point Mary Ellen Stokes, the library's DIY and Entrepreneurship Librarian, was recognized and agreed with comments made by Crystal Power and Shirin Baradaran. She also said that she was a public member of the gay community and that the celebration of Pride month in Norwood brought about protests. She asked the board what its position was should protests come to the Dedham Library. Annette Raphael talked about how it was essential for all employees and patrons to feel welcomed and part of the community. Shirin Baradaran and Crystal Power both talked how critical it was to be inclusive and that they were proud of the characteristics and inclusivity of this community. Brian Keaney agreed and also added that he defended anyone's right to protest. Mary Ellen Stokes talked about her personal experiences and the fear that she often feels in this community, and that she has both a family and child who need protection. Shirin Baradaran asked if there was anything we could do to make her feel more safe, and that we want to know how to best support her.

Update from Transition Team

Annette Raphael and Tom Turner met with Amber Moroney on June 9, and notes from that meeting were forwarded to board members. Essentially, we want to do everything we can to support our permanent Director and want to offer help and a sounding board. We hope to meet monthly and listen to her goals and support her vision. We learned a great deal from her, and hope that she can benefit from our own management experiences. Tom Turner suggested that we continue to work with Amber Moroney to explore the roles and responsibilities of the board.

Building Connections with Staff

Annette Raphael would like the board to get to know the staff better through their personal stories and experiences at the library. A first step will be an open house where staff and trustees can get to know each other after being separated because of Covid regulations. Brian Keaney found the staff feedback during hiring the director to be enormously useful and suggested we continue to access staff perceptions and suggestions. Amber Moroney thought that could be part of her evaluation, and Shirin Baradaran agreed that regular written input from the staff was a good idea.

Update on FY 2022 Budget Process and on Town Meeting

The budget was approved at Town Meeting.

Location of Future Board Meetings

They will be held at the library and citizens will be invited to participate both in person and remotely via Zoom.

Discussion and Vote: Approval of Minutes from May 6, 2021, May 13, 2021, May 19, 2021, and May 27, 2021

With a few minor corrections, Crystal Power made a motion to accept the minutes and Brian Keaney seconded it.

Annette Raphael – yes, Shirin Baradaran-yes, Brian Keaney-yes, Crystal Power – yes

Old/New Business*

- There is no new information about landscaping
- Several Adirondack Chairs will be available at Endicott, and the library is still evaluating outdoor furniture for the Main Library

- 10 people signed up for the free Libby e-book training
- The domain name DedhamLibrary.org does not originate in the United States, but appears not to be a scam, the library owns DedhamLibrary.com and regularly sees if this domain will be available
- No one could explain the recent article about Curbside pick-up in the Dedham Times given that we are now open.

Schedule Next Meetings

July 8th at 7:00 pm

August 5th

September 2nd

Motion to Adjourn

Annette Raphael made a motion to adjourn and it was seconded by Crystal Power at 8:54 p.m.

Brian Keaney – yes; Shirin Baradaran – yes; Annette Raphael - yes; Crystal Power - yes;