

Minutes
Board of Trustees Meeting for January
Tuesday, January 10

Attending: Maria McCauley, Hunter McKenzie, Nancy Woods, Karen Kosko, Kaija Langley, Incoming Trustees

1. Public Comment: None.

2. New Trustee Recruitments Update

- Chair informally introduced the three new Trustee recruitments to the current Board members after they each joined as informal guests.
 - i. Chair introduced herself and her time on the Board since her swear-in in July 2020.
 - ii. Director of Libraries Maria McCauley introduced herself and her timeline at CPL/Board of Trustees. DOL expressed how excited she is to have three new board members joining us, and expressed how much she will miss Trustee Woods moving forward.
 - iii. Trustee Woods introduced herself and her 25-year background with Trustees, including Trustee Woods' committee work for the library that created the library we now have today.
 - iv. Trustee Kosko introduced herself and her background and the work she still does for Boston Book Fest and Massachusetts Center for the Book, and expressed her excitement for future Trustees work.
- Chair asked DOL for permission to do an informal introduction of the new Trustee recruitments, and DOL approved since no members of the public were present.
 - i. Trustee Recruit Liz Werby (she/hers) introduced herself and how thrilled she is to join the Board and discussed her passion for libraries and the community. She also touched on her background in law and museum consultation work. After Chair asked, Trustee Recruit Werby shared that she frequents the Main Library, Collins Branch Library and Boudreau Branch Library the most often.
 - ii. Trustee Recruit Michael Baenen (he/him) introduced himself and thanked the Board for the warm welcome. Trustee Recruit Baenen frequents the O'Neill Branch Library and expressed his appreciation for expanded branch hours. He shared his background as a historian and his experience with the Portsmouth Athenaeum Board, as well as his career in higher education administration and volunteering experience. Trustee Recruit Baenen noted CPL's thoughtful efforts to engage supportively with vulnerable members of our community.
 - iii. Trustee Recruit Risa Mednick thanked the Board for the warm welcome and touched on her nonprofit management work in Cambridge's domestic violence prevention agency and noted that she appreciates the library as a nexus for community services. Trustee Recruit Mednick frequents the Main Library most often.

1. Trustee Woods asked Chair for permission to share an anecdote about how hard-working CPL staff is.
- DOL noted the competitive process of selecting new Trustee appointments. She wanted to honor the many candidates who took the time to interview for the positions. She shared that there were two recommendation panels and both were unanimous in their recruitment recommendations. DOL noted also that Trustee Kosko and Trustee Roosevelt were re-appointed at the same time, and the DOL looks forward to the next three year term of working together.
3. **Approval of Minutes:** Chair moved for minutes from the December meeting to be approved. Trustee Woods and Trustee Kosko seconded the motion and minutes were approved unanimously.
4. **Director of Libraries Report / Library Updates**
 - Operational Updates
 - i. The DOL shared a hiring update with a report that we are at about 20 vacancies, two of which are new positions that are being funded mid-cycle, including a Communications Coordinator position, which will support both Administration and our Communications departments.
 - ii. The DOL is pleased with capital work progressing for ongoing maintenance projects across the seven branches. DOL noted that Interim Deputy City Manager Owen O’Riordan has been a helpful guide through the capital funding process. DOL also noted that some of the Library’s capital projects will be funded through MFIP.
 - Capital Updates
 - i. DOL provided an update regarding the Lecture Hall improvement project that would improve accessibility issues. We are preparing to go out to bid.
 - ii. The O’Connell HVAC improvement project is estimated to be completed by the end of the fiscal year 2023.
 - iii. Improvements to the Lewis Room at Central Square Branch Library are also in progress with Purchasing. DOL hopes to complete the project by end of fiscal year 2023.
 - Culture, Equity and Inclusion work
 - i. DOL shared that the Library now offers new pronoun pins for staff who’d like them. She further explained the process of gathering interest from staff and the designing/printing process in our Maker space in The Hive at Main Library. DOL shared that she received positive feedback from staff who’d been advocating for these pins.
 - ii. DOL shared that our Antiracism and Equity leadership team, including staff from across our branches, are working with wonderful equity guides, and that two trainings will take place in the spring with Library managers.

- iii. DOL also shared that the staff-led Antiracism taskforce has identified a new cohort that will convene in March.
- iv. DOL reported that we are continuing to build our internal communications work to staff. This includes weekly staff communications, which current Trustee members receive as well, which is another effort in the transparent culture building the Library is working towards.
- Programs
 - i. DOL shared statistics for Programs at the Library between September 1 and December 31, in which the Library hosted 550 programs for adults, which had 5,097 participants. The Library also hosted 435 children and teen programs with 8,379 participants.
 - ii. DOL informed the Board that one of the areas of focus at the Library is to strengthen the diversity of our archival collections, and shared that the Cambridge Black Trailblazers exhibit, which was curated by the Cambridge Black History Project, will be on display at the Main Library from January 26 to February 28.
 - iii. DOL shared that we are offering Tai Chi and Creative Aging improv classes that have been very popular in the past.
 - iv. DOL shared that we held sessions for Fraud Awareness for Seniors and Estate Planning for All, which she also mentioned during the December Board meeting.
 - v. DOL announced to the Trustees the new Black Voices Collection – which will debut at the upcoming MLK Day program, and officially launch on January 20th.
 - 1. The DOL expressed her hope that the Trustees will make it to the 48th Annual MLK Day event, as it's a historically important program at the Library. This year's speaker is award-winning author Annette Gordon-Reed.
 - vi. DOL shared that on January 23, our STEAM Academy program, Robots for Purpose, is being offered in partnership with Innovators for Purpose and DOL will make sure that the Trustees are invited to this special event.
- Budget Process
 - i. DOL shared that the meeting for the Library's Budget Hearing is set for February 16. She explained that the City Manager meets with all city departments before they make their fiscal year budget decisions. DOL also explained more about the budget process and the fiscal year changeover.
 - 1. Trustee Woods mentioned that she watched the new Budget Formulation meeting, where city councilors recommended their priorities to the City Manager
 - a. DOL said that we will go over what our Budget Requests and Priorities are in the February Board meeting.

5. PLA Updates

- DOL's PLA Presidential Role/Duties

- i. DOL shared about her role as the current president of Public Library Association, which is a major division of the American Library Association that has over 9,000 members. She explained that part of her duties is to facilitate the PLA board and to be the PLA national spokesperson.
- ii. Through her PLA work, the DOL has learned a lot about what libraries are grappling with nationally, and what challenges her colleagues across the country deal with, including Intellectual Freedom, censorship, and safety challenges.
- iii. The DOL shared that leadership in libraries are ramping up a focus on trauma informed work, social work, and equity work, and funding challenges.
- iv. Her role has informed her how Cambridge Public Library has an international reputation as an outstanding library system.

6. Friends of the Cambridge Public Library Updates

- Chair Langley and Trustee Woods illuminated the history of the Friends of the Cambridge Public Library as a group. Hunter McKenzie took the item to ask Archivist Alyssa Pacey the Friend's date of inception.
- Chair Langley shared that she and the DOL will meet with both the Friends and the Cambridge Public Library Foundation to learn how both entities can continue collaborating towards the same goal.

7. Cambridge Public Library Foundation Updates

- The DOL moved to end the meeting before the Foundation updates could be discussed, and that this agenda item will be added to the February Board meeting.

8. Adjournment

The Chair moved to adjourn the meeting, the motion to adjourn was seconded by Trustee Woods and Trustee Kosko, and the meeting adjourned at 7 p.m.