

Winnipeg Public Library Board Meeting

Tuesday, December 6, 2022 at 5:00 p.m.

MS Teams Meeting

Minutes

	<u>Present</u> <u>Regret</u> <u>Absent</u>				<u>Present</u> <u>Regret</u> <u>Absent</u>		
Jaideep Johar (Chair)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Trevor Surgenor	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Stephen Kennedy	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Diane Papst	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dean Scaletta	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Emmanuel Oluwadare	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Judith Littleford	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Ian Keenan	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nikica Subek Simon	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Karon Chester	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Karin Borland	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Kim Coss	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Councillor Duncan	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Kristen Hardy	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Councillor Wyatt	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Laila Yesmin	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Guests: Cindy Elliott, Ryan Cormack, Donna Kormilo, Cristiana Gheorghe

1. Call to order, welcome, housekeeping

The meeting was called to order at 5:03 p.m.

2. Acknowledgment of Indigenous Territory and Homeland – *Karon Chester*

We acknowledge that we are in Treaty One Territory, the home and traditional lands of the Anishinaabe (Ojibwe), Ininew (Cree), and Dakota peoples, and in the National Homeland of the Red River Métis.

Our drinking water comes from Shoal Lake 40 First Nation, in Treaty Three Territory.

3. Approval of agenda

See Appendix B for motions

4. Approval of previous meeting minutes

See Appendix B for motions

5. Manager's Report – Karin Borland

See Appendix A for report

6. Request for Additional LAC Funding

See Appendix B for motions

7. Chair's Report – Jaideep Johar

Item	Description	Action
Land and Water Acknowledgment	<ul style="list-style-type: none">● Written submission received from Ian Keenan requesting review of Land and Water Acknowledgment● Executive Committee reviewed request at their November 29, 2022 meeting● At the October 5, 2021 Library Board meeting, a similar discussion was held regarding the former Land and Water Acknowledgment used by the Library Board as per the request of Ian Keenan - <i>see appendix C for summary of discussion</i>● Resolution<ul style="list-style-type: none">○ Reaffirm discussion points from October 2021 meeting○ Recommit to ask for volunteers to say the land and water acknowledgment at meetings as it may connect differently with different voices○ We welcome those who are comfortable in providing an alternative Acknowledgement if they volunteer to speak the	

Item	Description	Action
	<p>Acknowledgment, but to notify the Executive Committee in advance</p> <ul style="list-style-type: none"> ○ The Library Board be resolved that there is no one way to say an acknowledgment but remember we are journeying together 	

Receipt Reminder • Receipts due to Assistant by December 10

Executive Committee Funding Approvals

Pursuant to Regulations Article 10 section 5 the following projects were approved

- Additional \$1,000 for giveaway materials to be used by Winnipeg Public Library’s Outreach staff. Top-up from Board approved project on April 5, 2022.
- 2023 WPL Advertisements – 3 projects (\$3,300 public engagement, \$1,400 I Love to Read Month, \$1,000 94 Calls to Action Booklet printing costs)

Assistant Updates *Verbal update received*

- OLA 2023 Conference
- Year-End
- Season’s Greetings ad in Winnipeg Free Press and Community newspapers

8. Vice-Chair’s Report – Nikica Subek Simon

- See appendix B for motion

- Thanks given to Stephen, Karon, and Kim for helping review the 44 applications received to fill vacancies for 2023; final submission will be provided to City Clerk's after the Executive Committee reviews short list

9. Treasurer's Report – Stephen Kennedy

No report

10. LAC Updates

LAC	UPDATE
<i>Assiniboia (Cristiana, Kim Kristen)</i>	<ul style="list-style-type: none"> • Electronic vote was issued to expense budget • Will be surveying members on activities would like to do for 2023 • Thanks given to Cristian for serving as Chair for 6 years, we wish her well in her future endeavours
<i>City Centre (David, Judy, Laila)</i>	<ul style="list-style-type: none"> • Electronic vote was issued to expense budget
<i>East Kildonan- Transcona (Cindy, Karon, Nikica)</i>	<ul style="list-style-type: none"> • Electronic vote was issued to expense budget • Subcommittee has been struck to discuss scavenger hunt • Thanks given to the Library Board for approving over-expenditure
<i>Lord-Selkirk West Kildonan (Ryan, Jaideep, Diana)</i>	<ul style="list-style-type: none"> • Electronic vote was issued to expense budget • Any other business will be dealt through e-mail for the year
<i>Riel (Donna, Dean, Emmanuel)</i>	<ul style="list-style-type: none"> • Thanks given to the Library Board for approving over-expenditure for French materials • Thanks given to Donna for serving on the LAC and as Chair for the past year

11. Other Business

None

12. New Business

None

13. Year-End Remarks – Jaideep Johar

- Thanks given to all Board and LAC members for volunteering their time in 2022
- Well wishes given to Councillor Rollins, Councillor Schreyer, Judy, Ian, Laila, Emmanuel and Nikica as their terms on the Library Board have ended
- Welcomed Councillor Duncan and Councillor Wyatt as the 2023 Council representatives
- Project highlights
 - Enhancing the Regulations document
 - Providing funding for the 2nd cohort of trainees for Fearless R2W's Community Safety Host program
 - Participating in the Writer-in-Residence selection committee
 - Sending members to the OLA and Access conference virtually
- Thanks given to Annabel, WPL, and City staff
- Congratulations given to Karin Borland who celebrates her 1 year anniversary as Manager of Library Services

14. Date and Location of Next meeting

Tuesday, February 13, 2023 at 5:00 p.m.
MS Teams Meeting

15. Adjournment

The meeting adjourned 6:21 p.m.

1st Jaideep Johar

2nd Stephen Kennedy

Appendix A
Manager's Report December 6, 2022

1. Facilities Update

a) Millennium Library:

Carpeting and Lighting Upgrade

- Reader Services area will reopen Monday, Dec 5
- New and Noted area will be closed either Tuesday, Dec 6 or Wednesday, Dec 7
- 3rd floor – Business Office will be closed Monday, Dec 12 – Dec 23
- 3rd floor – ideaMILL / public area will be closed Monday, Dec 19 – Saturday, Dec 24
- Project page for updates: [Millennium Library Renovation - Winnipeg Public Library](#)

Safety & Security

- The RFP for a new security contract for Millennium Library and the Skywalk will be issued by the end of the year, following review by community members of the Millennium Library Community Working Group

b) St. John's Library

- On November 16, 2022 it was discovered that 14 Windows broken including entrance door glass, primarily on the new extension
- Hoarding wall has been put up until repairs complete
- City looking to install shatterproof glass; working with Heritage to determine if this will align with requirements of heritage status
- No damage to interior of building.

2. Staffing Update

- 40 vacancies currently across the system
 - Absence due to illness (COVID-19, flu, RSV) is currently a bigger challenge than vacancies

New Branch Heads

- Meg Gregory, Pembina Trail Library starts on January 3, 2022

Recruitment Highlights

- Posting 121815 – Part-time LSA 3 (Munroe Library) – closes Dec 7
- Posting 121829 – Part-time LSA 3 (St. Vital Library) – closes Dec 15
- For external job careers please visit [Careers - Human Resources - City of Winnipeg](#)

3. World Languages Study

The final report for the Winnipeg Public Library’s world languages collection study was submitted in early 2020. The report includes a series of recommendations and strategies in order to ensure that the collection is relevant, accessible, and sustainable. A working group was struck in 2022 to begin studying and implementing the study recommendations, lead by Barbara Bourrier-LaCroix.

Next steps planned for 2023: begin the work necessary for a RFP to find a vendor or vendors to provide us with the fully-catalogued materials requested, exploring funding opportunities to catalogue our existing collections, and working with the marketing team to improve signage and promote the collections.

4. Indigenous Subject Headings

In 2022, cataloguing staff began work on a multi-year project to update subject headings used in the Library’s catalogue to describe Indigenous/Indigenous-related titles. The subject headings traditionally used by libraries to describe Indigenous/Indigenous-related content are based on settler colonial viewpoints of Indigenous Peoples, their experiences, and their knowledges. A number of these subject headings use language that is inaccurate, offensive, or otherwise dated. A common example of this is the subject heading “Indians of North America”.

Winnipeg Public Library acknowledges that undertaking this project is only possible because of generations of Indigenous Peoples – including Traditional Knowledge keepers and Indigenous librarians and other cultural workers – who have advocated for accurate and respectful representation of their nations and cultures within settler colonial libraries and archives. WPL’s current project is being carried out in the context of a national effort in libraries across Canada to contribute to Truth and Reconciliation efforts by addressing cataloguing that is not acceptable.

We estimate that it will take approximately two years to complete this project. There are approximately 1,000 subject headings that include the term “Indians of North America” only, and an unknown number of other Indigenous-related terms such as “Indians, Treatment of”, “Older Indians”, and “Names, Native” to name a few. Some

aspects of the project involve work that is ongoing and additional work will be required as subject headings continue to evolve.

5. **Maker-in-Residence**

Two individuals have been selected and will start in-person activities the week of January 9th. The diversity and talent in the applicant pool was very impressive and we have several candidates who we were unable to select in this round but would make excellent residents in future versions of the program.

For more information visit [Makers-in-Residence - Winnipeg Public Library](#)

6. **Adult Programming and Outreach Update**

Westwood Library's **Ukelele Jam** program holds its first ever meeting Tuesday, December 13. Library staff and other ukulele players will get together for a monthly jam session of popular songs.

Tales at Night returns to Good Will Social Club on Wednesday, December 21. Adults can enjoy their own "Storytime" as they listen to tales read aloud by WPL librarians. Forty people attended our last visit to Good Will, to enjoy the readings, receive or update their library card, and borrow library material.

There are currently 14 **Book Clubs** offered at various library locations. Some clubs focus on Adult Fiction titles, some on mysteries, or cookbooks. Some are in-person, some are online. There's a Book Club for all tastes!

Join in the festive fun at Osborne Library's **Cookie Cutter Swap**, or find a fun family activity at Transcona Library's **Puzzle Swap**.

Genealogy and various other programming can be found on the library's online Program & Events calendar.

Outreach staff continue biweekly Mobile Library visits to high poverty neighbourhoods. Outreach staff will also be presenting on library resources at Addiction Foundation of Manitoba, RRC Polytech, and MITT Quest in December.

In the spirit of this Holiday Season, Community Services staff will be supporting the *Accueil francophone du Manitoba's* Fête de Noël, a celebration that welcomes refugee families from a variety of countries, being held on December 18, 2022. WPL will be staffing a library information table and distributing free books to an expected

300 newcomer children. Thank You Winnipeg Public Library Board for funding WPL's giveaway book collection.

7. Youth Services Update

- The second 5-week Fall Early Literacy Session is currently taking place, and includes 60 early literacy sessions (Baby Rhyme Time, Toddler Time, Family Story Time). The session runs from November 14 – December 17.
- The first 5-week Winter Early Literacy Session will run January 16 - February 18, with registration opening December 12. It will include 63 early literacy sessions (Baby Rhyme Time, Toddler Time, Family Story Time).
- On November 1st WPL hosted author and Keeper of the Grey Cup Jeff McWhinney at Munroe Library for a discussion of his book *Not Without My Teammates* with grade 3 and 4 students from Hampstead School. Jeff McWhinney generously provided a copy of his book to each student at Hampstead School.
- **Looking ahead** - Take Your Child to the Library Days are happening in February at all 20 branches, with parents and caregivers invited to visit the library with their children for library card sign-ups and a variety of programming including musical performances. Thank you to the Friends of the Winnipeg Public Library for supporting the Take Your Child to the Library Days programming.

8. Friends of Winnipeg Public Library

Best of Friends gift shop is now closed. There are no plans for the space at this time.

For more information <https://friendswpl.ca>

Appendix B

December 6, 2022 Motions

MOTION	1ST	2ND	DISPOSITION
That the agenda be approved as distributed	Jaideep Johar	Dean Scaletta	Carried
That the November 1, 2022 minutes be approved as distributed.	Jaideep Johar	Kristen Hardy	Carried
That the Winnipeg Public Library Board approve the over expenditure of \$1,000 to the Riel LAC for the purchase of French giveaway and reading incentive materials to be used in the community and that the Riel LAC and WPL staff are authorized to do all things necessary to execute the intent of the foregoing.	Dean Scaletta	Ian Keenan	Carried
That the Winnipeg Public Library Board approve the over expenditure of \$45.59 to the EKT LAC to top up the remaining 54.41 remaining budget to provide Henderson and Transcona Library branch gift cards to use for programming or decorations for the branches; and that the assistant is authorized to do all things necessary to execute the intent of the foregoing.	Dean Scaletta	Karon Chester	Carried
That the Winnipeg Public Library Board 2022 strat plan annual report be approved as distributed, that it be posted on the WPLB website and that the assistant is authorized to execute the intent of the foregoing	Nikica Subek Simon	Ian Keenan	Carried

MOTION	1 ST	2 ND	DISPOSITION
<i>Post meeting</i>			
That The Winnipeg Public Library Board approve the 2023 Assistant contact to rehire Annabel Perez from January 1 – December 31, 2023	Jaideep Johar	Kristen Hardy	Carried

Appendix C

Summary Discussion October 5, 2021 re: Land and Water Acknowledgment

- City of Winnipeg Indigenous Relations Divisions (IRD) has provided the current wording as a starting point, but the IRD encourages individuals/organizations to make changes if it remains respectful of the relationships with the land, water, Treaties, and Indigenous Peoples
- Would not be required to consult with IRD provided that the Library Board/reader is respectful in their words and meaning
- Suggestion received that Library Board members take turns reading the Land Acknowledgement to experience reading a Land Acknowledgement
- Furthermore, the Assistant at the meeting and the Executive Committee stated that Land and Water Acknowledgement provided by the Indigenous staff of the City is suggested wording and could change provided that the change is meaningful in terms of what is felt by the individual who is speaking the words
- Changes could apply also if an Indigenous Board member was saying the acknowledgment as the words would be different for them and they may also opt to share additional words to bring together the relationships acknowledged
- The Indigenous staff recognize that they do not speak for the whole Indigenous community but their work is part of reconciliation efforts to help people along their journey, especially recognizing everyone is at different stages of their reconciliation journey and take different paths