



Pickering Public Library Board Meeting Minutes

Held April 28, 2016 at 7 pm
In the Central Library Board Room

Attendees: M. Anderson, S. Bhatia, M. Brenner, I. Cumming, J. Sabeen, D. Sharma,
S. Sheehy, I. Thomaidis, S. Van Steen.

Absent: R. Coelho

Staff attending: C. Grant, K. Williams, E. Bird, T. Sinclair.

Meeting Commencement Time: 7:00 pm

1. Public Delegations (none)

2. Approval of Agenda, Disclosure of Interest

No interest was declared

Motion #25.16

Moved by D. Sharma. Seconded by S. Bhatia. **MOTION** THAT the Agenda be adopted as presented.
Carried.

3. Consent Agenda (none)

4. Board Education

4.1 Library Trends

T. Sinclair and K. Williams reported on their main takeaways from the Public Library Association Conference. T. Sinclair recognized three main themes from the various sessions that she attended: 1. Design places for clients not for collections. Create experiences 2. Reducing collections to open up space – think with a merchandising perspective. 3. Make it easier for clients with fewer rules and unprogramming (present options for individuals not pre-determined programs).

[Link to Tanya's presentation](#)

K. Williams reported her three main takeaways were: 1. Libraries are about experience and books are just one tool. 2. Design thinking used extensively. Design for libraries for client experience 3. Measuring outcomes is now very important (not just outputs). What effect is the library having on clients?

[Link to Kathy's presentation](#)

C. Grant reminded the Board that there will be a review of various options for reorganization of space at the Central Library in 2016. She noted that it is important that there is exposure to ideas from outside the library world.

5. Minutes of the Board meeting held March 24, 2016

Motion #26.16

Moved by I. Thomaidis, Seconded by S. Sheehy. **MOTION** THAT the minutes of the meeting held March 24, 2016, having been reviewed by each Board Member present at the meeting, be adopted as amended. Carried.

5.1 Business Arising ELs relating to workforce diversity

C. Grant had reviewed the Executive Limitation and Governance policies and found that none of them mentioned diversity of the library workforce. The Library currently follows all human rights legislation and reaches out to community partners to try to attract staff members that reflect the community's diversity. Given the Board's policy environment there are two options to include diversity as a policy element. The Hiring Policy

could have the concept of employment diversity added. The concept could also be added to the Executive Limitation on Staff Treatment (EL 3).

Motion #27.16

Moved by M. Brenner, Seconded by D. Sharma. **MOTION** THAT the CEO be directed to present additions to the Hiring policy regarding the importance of diversity of in the Library workforce at the June Board meeting. Carried.

6. Ends Discussion (none)

7. Staff Reports

7.1 CEO Information Update (distributed)

C. Grant reviewed the highlights of her report. She will send a link to the Rogers interview with B. George the Local History Librarian when available. She noted that there will be a renaming ceremony on June 11 at the Claremont Community Center. C. Grant noted that she had attended the Ajax Public Library ceremony of their official designation as a positive space for the LGBTQ community.

7.2 Advocacy Plan (distributed)

C. Grant reviewed the report highlights. She noted that she recommended that the Board focus on the need for an expanded Central library and at 2017 budget time ask for support for improving the current space.

Motion #28.16

Moved by S. Sheehy, Seconded by S. Bhatia. **MOTION** THAT the CEO be directed to revise the Advocacy Plan to focus on sharing the Board's business case for a Central Library expansion with the community in anticipation of a request for funding. The plan will be developed by a Board task group. Carried.

8. Monitoring Reports

8.1 EL 1 General Executive Constraint (distributed)

I. Thomaidis reported that the Monitoring Report contained reasonable interpretations and sufficient evidence to conclude that the policy had not been contravened. She felt that there were no necessary amendments.

Motion #29.16

Moved by I. Thomaidis Seconded by D. Sharma. **Motion** THAT the Board adopt Monitoring Report EL 1 General Executive Constraint as presented and; THAT the Board adopt Policy EL 1 General Executive Constraint as presented, the Policy being complete, sound and effective.
Carried.

9. Report of the Community Linkage Committee

I. Thomaidis had attended a Lego session and talked to parents about what they wanted from the Library. She found they had an interest in more science programs and cooking. There was a suggestion that staff should talk to clients more about available programs. They suggested that weekend afternoons was the best time to hold programs. There was also a suggestion to hold drop-in programs that are more unstructured. There were lots of positive comments about programming and children's staff.

S. Sheehy had also attended programs to talk with parents and caregivers. She also noted that there was lots of positive feedback. One parent commented that there was not enough space in the Getting ready for Kindergarten program. Some parents asked for more programming in French. Most of the parents noted that they lived within walking distance, and came at least 2x per week.

M. Anderson reported that she had attended the Battle of the Books. She was impressed with the kid's love of reading, and how well they worked together as a team. She recommended that Board members attend this event in the future if they get a chance.

10. Ownership

10.1 Member Reports

S. Bhatia reported on various community events that she had attended. She also reported that the Canadian Forces was interested in doing a presentation to the Board. Board members felt that this was not necessarily related to the Board mandate and that it might be better as a public program.

I Thomaidis had judged the Library's short story competition. She was pleased to meet the winners. It was a very encouraging experience.

J. Sabean reported that the May Historical Society Meeting will feature a former National Gallery curator of Canadian collection. He will be talking about Tom Thomson and the Group of Seven.

11. Governance

11.1 Board Self Evaluation Report

S. Van Steen reported that members felt 100 per cent satisfied with the March meeting.

11.2 BCD 4 Delegation to the CEO

S. Van Steen reported that there were no necessary amendments to BCD 4 and that she felt that the Board was in compliance with the policy.

Motion #30.16

Moved by S, Van Steen, Seconded by D. Sharma. **Motion** THAT the Board adopt Policy BCD 4 Delegation to the CEO as presented, the Policy being complete, sound and effective and; THAT the Board continue to comply with this Policy.

Carried.

12. Board Policy Review

12.1 Assigned for May 26, 2016 (All members should read):

EL 4 Staff Conduct	M. Anderson
GP 3 Board Job Description	S. Bhatia
GP 4 Board Member's Code of Conduct	R. Coelho

13. New Business (none)

14. Confidential Matter (none)

15. Board Self Evaluation (distributed at meeting)

16. Date of Next meeting and Adjournment

The next Board meeting will be held on Thursday May 26, 2016 at 7 pm at the Claremont Branch.

Motion #31.16

Moved by M. Anderson. Seconded by I. Cumming. **Motion** THAT the meeting be adjourned.
Carried

The meeting was adjourned at 9:10 pm.

Signature of Board Secretary

Date

Signature of Library Board Chair

Date

Alternate formats available upon request. Please contact Elaine Bird at elaineb@picnet.org or 905-831-6265 ext. 6231.