

BOARD OF TRUSTEES
OSSINING PUBLIC LIBRARY
Special Meeting/Board Development
Monday, April 8, 2021, 10:00 a.m., Zoom

MEETING MINUTES

The following people acknowledged their presence remotely:

Board of Trustees: Matthew Weiss, President; Alice Joselow, Vice President;
Cecilia Quintero, Secretary; Amanda Curley, Althema Goodson

Staff: Karen LaRocca-Fels, Library Director; Molly Robbins, Assistant Director;
Kathy Beirne, Secretary to Library Director

Other: Michael Holmes, INSIGHTS4U

Absent: Lucinda Manning and Shandi Speller

Call to Order

At 10:07 AM Matthew Weiss called the April 8, 2021 Special Meeting of the Board of Trustees to order.

Pledge of Allegiance

The Pledge of Allegiance was recited virtually by all those participating.

Old Business

- *Long Range Planning Process and **D**iversity, **E**quity, **I**nclusion: Discussion with Michael Holmes, INSIGHTS4U*

Matt commented that it is important to make this effort to meet in spite of the attendance. We have to be transparent and we have to make these resources available to everyone.

Alice commented that she appreciates the updates that the Board gets at every meeting from Michael.

Matt commented that “the focus on DEI is a new effort. DEI is meant to go across the library – from collections to programming and to services – to reflect diversity, equity and inclusion. For our library this is a unique and enlightening effort that will lead to discussion and to more understanding.”

Matt asked Karen to give her input on how this is going with the staff.

Karen commented that the LRSP committee (Cecilia, Amanda, Althema, Matt, Karen, Molly, Suzy, Guillermo, Ignayra, Francine Vernon, Marcella Levin) “has been meeting since February. As Michael has them working on various pieces of the plan they have

broken out into smaller groups. One of the first things they tried to do is to define DEI and then what does DEI look like through the lens of these definitions?”

“At the beginning of this process Michael had made it a point to meet with as many staff members as possible – all of the department heads, full timers, etc. Several opportunities were made available to the staff. A real effort was made at the beginning of this process to get staff input.”

“Michael will be putting together communications to go out to the staff because the staff will need to be getting involved very soon since we are coming up with plans that will need to be implemented by the staff.”

Alice asked: “When does the community input begin?”

Michael pointed out that he had met one-on-one with 3 community members – there are presently 2 on board. “Moving forward: we’ve identified 22+ additional organizations to build stronger relationships with. We have specific goals, objectives, tactics and actions that will happen next. One of which will be inclusive of focus group kind of engagements. Instead of doing a community survey, Karen, Molly, Mallory, and Michael are designing questions so that when we engage with these focus groups “they can get us to really good conversations and dialogue so we can learn as opposed to just having data come back in without having engagement.”

Launch into Action Steps for May-June – we are in sync with timeline.

Alice asked if “the lists of community organizations could be shared with the Board since some Board members are more engaged in the community than others and it might be good to see the list in case they can add anything.”

Michael pointed out that this is exactly one of the Actions built – engaging Board, Staff, Volunteers. Engagement of Board, Staff, Volunteers = better outreach.

Focus: “*Build deep, lasting relationships – how can we partner with the communities we serve?*”

The next Regular Meeting of the Board (& Budget Hearing) is April 19, 2021.

Adjournment

At 10:18 AM, Alice Joselow moved and Amanda Curley seconded the motion to adjourn the April 8, 2021 Special Meeting of the Board. Motion passed unanimously.

Respectfully submitted,
Kathy Beirne
Secretary to Library Director