

**CITY OF NOVI LIBRARY BOARD
MINUTES, VIRTUAL MEETING
February 25, 2021**

Call to Order by President, Melissa Agosta

The meeting was held virtually with assistance from the City of Novi. The meeting was called to order by Melissa Agosta, President, at 7:00 p.m.

Pledge of Allegiance

The Pledge of Allegiance was recited.

Roll Call by Secretary, Torry Yu

Library Board

Melissa Agosta, President
Kat Dooley, Vice President
Bill Lawler, Board Member
Craig Messerknecht, Board Member
Tara Michener, Board Member
Geoffrey Wood, Treasurer
Torry Yu, Secretary

Student Representatives

Sarah Chang (left virtual meeting at 7:44 pm)
Tarun Tangirala (absent, excused)

Library Staff

Julie Farkas, Director
Barbara Cook, Bookkeeper

Library Attorney

Anne Seuryneck
Foster, Swift, Collins & Smith PC, Attorneys

Approval of Agenda

President Agosta reviewed approval procedures, stating that first will be the motion to approve an item, next it will be seconded, then discussion will take place, and lastly the vote. Trustee Wood added that after the motion is seconded, the first person that is allowed to speak is the person that made the motion. President Agosta asked the attorney, Anne, who is a guest at the meeting for guidance on the proper procedure for Trustee Michener's motion (listed in the notes below). Trustee Michener read her motion several times during the meeting to be clear about her ask. The attorney clarified Trustee Michener's motion is to add the specific request to the agenda, and under matters for Board action is when the Trustees will decide whether they agree to make the change. Therefore, right now if the motion below passes it does not approve the change, it approves to add the request to the agenda.

Trustee Michener moved to add item 2 Under Matters for Board Action, the approval to amend the document Library closings, 2021 on page 91, to show the Juneteenth Holiday as a paid Holiday, just like July 4th Independence day and every other Holiday on the Library calendar.

1st – Tara Michener

2nd – Torry Yu

The attorney suggested a roll call vote due to the meeting being held virtually. Roll call vote was taken and there were 5 yes votes and 2 no votes. The motion passed.

Trustee Michener mentioned that the whole packet has changed and asked for the distinction between correspondence and communication. Director Farkas said that she picked up the wording from the City Council meetings and correspondence has the same meaning as communication.

A motion was made to approve the Agenda as amended.

1st – Tara Michener

2nd – Craig Messerknecht

Roll Call Vote was taken and the motion passed unanimously. No further discussion.

Presentations

- A. Kulture City & Safe Space Implementation – April Stevenson, Information Services Department Head
 - i. April Stevenson, provided the Trustees with an informative presentation about advocating for the sensory processing needs for Novi Library guests.
 - ii. April Stevenson, provided the Trustees with a presentation about safe space and affirming the LGBTQ+ community is welcome at the Novi Public Library.
- B. Recognition of Years of Service as Board Trustee (December 2013 - February 2021) – Craig Messerknecht
 - i. Director Farkas thanked Trustee Messerknecht for over 7 years of dedicated service to the Library Board. Trustees said goodbye and sent well wishes to Craig.
- C. Recognition of Years of Service on the Library Board (February 2015 – February 2021) – Bill Lawler
 - i. Director Farkas thanked Trustee Lawler for 6 years of dedicated service to the Library Board. Trustees said goodbye and sent well wishes to Bill.

Reports

- 1. Student Representatives Report
 - On page 4 of the February Board packet. Director Farkas commented that both student representatives will remain onboard until June. Trustee Yu asked if students from other high schools attend the TAB meetings. Student representative Chang said she believes the majority attending are Novi High School students. Trustee Yu inquired about the past Tween Advisory Board for middle school students and Director Farkas said participation was not adequate to continue.
- 2. President's Report (Melissa Agosta)
 - A. 2019-2022 Strategic Planning Goals
 - On page 5 of the February Board packet.
 - B. 2020-2021 Goals Document Update – N/A
 - C. Election of Officers: Begin nomination process in March, slate provided and election at April meeting, officer duties go into effect at May meeting.
 - i. President Agosta requested that trustees interested in consideration for officer positions please let Trustee Yu know by March 31, 2021.

3. Treasurer's Report (Geoffrey Wood)
 - A. 2020-2021 Library Budget Fund 268
The 2020-2021 Library Fund 268 budget (COVID column) calls for revenue of \$3,124,300 with expenditures of \$3,221,824 consuming \$97,524 of the fund balance.
 - B. 2020-2021 Contributed Budget Fund 269
The 2020-2021 Library Contributed Fund 269 budget (COVID column) calls for revenue of \$46,500 and expenditures of \$51,050 consuming \$4,550 of the fund balance.
 - C. Financial Report January 2021
On page 11 of the February Board packet.
 - D. Library Fund 268 Expenditure and Revenue Report ending January 31, 2021
Revenue ending January 31, 2021 was \$3,163,613
Expenditures ending January 31, 2021 was \$1,622,378
 - E. Library Fund 269 Contributed Fund ending January 31, 2021
Revenue ending January 31, 2021 was \$15,549.
Expenditures ending January 31, 2021 was \$5,616.
 - F. Balance Sheets for Funds 268 and 269 as of January 31, 2021
Ending Fund Balance for Fund 268 as of January 31, 2021 was \$3,803,528
Ending Fund Balance for Fund 269 as of January 31, 2021 was \$1,716,912
 - G. 2019-2020 Annual Report
On pages 18-19 of the February Board packet
4. Director's Report (Julie Farkas)
On pages 20-66 of the February Board packet.
Staff members celebrating anniversaries for March are:
 - Jean Aldrich – Support Services- 4 years
 - Hillary Hentschel – Information Services -4 years
 - Maryann Zurmuehlen- Support Services- 10 years
 - Jolanta Borek – Support Services-14 years
 - A. Information Technology Report (pages 49-50)
 - B. Facilities Report (page 50)
 - C. Information Services Report (pages 51-55)
 - D. Support Services Report (page 56)
 - E. Library Usage Statistics Report (pages 57-65)
 - F. Friends of Novi Library – N/A
 - G. City of Novi Historical Commission – February Agenda (page 66)

Consent Agenda Removals and Approvals

All items listed under Consent Agenda are considered routine by the Library Board and will be enacted by one motion. There will be no separate discussion of these items unless a Board Member so requests, in which event the items will be removed from the Consent Agenda and considered at the end of the normal Agenda.

A motion was made to approve the consent agenda on pages 76-89 of the February packet.

1st- Craig Messerknecht

2nd- Kat Dooley

Discussion:

No comments

Roll Call vote was taken and the motion passed unanimously.

Matters for Library Board Action

1. Approval of the Guest Behavior Policy (2nd draft)

Director Farkas said over 30 grammatical changes were made and she thanked Hillary Hentschel and the Novi Library staff for their effort.

President Agosta asked for a Trustee to make a motion to approve the Guest Behavior Policy. Trustee Michener indicated she would like to make a motion to approve the Guest Behavior Policy and the Anti-hate Speech clause. President Agosta rephrased and asked for a request from a Trustee to make a motion to approve the Guest Behavior Policy as presented.

A motion was made to approve the Guest Behavior Policy as presented.

1st- Craig Messerknecht

2nd- Trustee Yu

Discussion:

Trustee Messerknecht had no additional comment. Trustee Michener wanted to point out the hate speech clause in this policy, since it is of ultimate importance.

Roll Call Vote was taken and the motion passed unanimously.

2. Approval of Juneteenth as a paid Holiday

Trustee Michener made a motion for approval to amend the document Library closings, 2021 on page 91, to show the Juneteenth Holiday as a paid Holiday, just like July 4th Independence day and every other Holiday on the Library calendar.

1st- Tara Michener

2nd- Trustee Yu

Discussion:

Trustee Michener reiterated the importance of Juneteenth as a paid Holiday. Discussions took place at the June 25th meeting for the closure and it was voted on unanimously. Further clarification of Juneteenth was engaged at the August meeting labeling it as a Holiday. It was a Holiday on the calendar until after December, 2020. Trustee Michener is looking for the same consideration as other similar Holidays or else it becomes an equity issue, making it lower.

Director Farkas added that she does believe that this is a typo and it is noted on other information she has that it is a Holiday. Trustee Wood asked if there is a motion to be made. President Agosta asked Director Farkas to clarify if Juneteenth is a paid Holiday. Director Farkas confirmed Juneteenth is a paid Holiday. Again, this is a typo on the calendar and will be a red H on future calendars.

Motion was withdrawn as noted below:

Attorney Anne, suggested Trustee Michener withdraw the motion as unnecessary (due to the typo error). Trustee Michener requested additional clarification that Juneteenth is a paid Holiday. President Agosta confirmed that it was a typo on the calendar and Juneteenth is a paid Holiday.

Trustee Michener then withdrew the motion listed above under Matters for Board Action item 2.

Consent Agenda Removals for Library Board Action

Consent Agenda items which have been removed for discussion and/or action

N/A

Public Comment

President Agosta asked the speakers list their first name, last name and Novi address. None of the speakers listed their address.

Shy, (did not provide full name, and did not provide address/residence). Shy said every time Trustee Michener brings a motion everyone seems to be a bit confused and there seems to be a lot of aggression. Shy said that seems to be the case tonight and also last month. Shy believes Trustee Michener is owed an apology, she said Trustee Michener is not being treated fairly considering the work she has put in. She asked for a comment from the Board as to why that is the case. The President stated it is not a question/answer session. Shy added that a Board Member (president) has been rude and nasty and that Trustee Michener and all of the Board Members, should be treated better in the future.

Regina Sharma (did not provide an address/residence) Regina is a patron of the Novi Library and wanted to share that she is profoundly disappointed to observe the way Trustee Michener was treated at the January 28 meeting. She said Trustee Michener is a committed Novi resident, a dedicated volunteer and served on the Library Board many years, including as past president. Trustee Michener has been asking for a hate clause to be added to the Library's policy manual for more than half the year and was questioned as to why a hate clause would be a DEI initiative. A policy that would protect Library visitors from discrimination. When she (Trustee Michener) requested, after seven months of discussion that this clause be voted on she was interrupted, she was talked over and she was talked down to. Regina said she (Trustee Michener) was the only member of your Board being treated in this manner and she was being sent a message that her voice does not count. No one should have to explain in a public meeting that it feels bad to be discriminated against, it is shameful and Trustee Michener deserves better and she is owed an apology. Regina added that the community members who visit this Library deserve better.

Lisa Goss-Hopson (provided a Novi address at a previous meeting) Calling in to express her sheer and utter disappointment in the (Boards) blatant disregard to make conscientious decisions in the matter of updating the diversity and equity policies. For months now, about 7 months she and many others have listened to the Board's president, filibuster her way through ignoring the pleas of (Trustee) Michener to have the Board recognize Juneteenth as a Holiday that is equal in worth, in regards to closing the Library as the 4th of July. Lisa quoted the late, great Dr. Martin Luther King, justice delayed is justice denied. Lisa takes offense to the Board's president's multiple attempts to silence (Trustee) Michener, who had every right to speak in last month's meeting in regards to the Board approving of the anti-hate speech clause in the official policy packet, which she said is conspicuously is never quite ready to be approved. Lisa continued that the rest of the Board and their complicit silence approves of the Board's Presidents bullying tactics further substantiates her main point which is, it is time to replace some of the Board members in exchange for ones who will champion the cause of celebrating and embracing every aspect of multi-culturalism in Novi. Lisa was further nauseated earlier tonight by President Agosta's perpetual reiteration of her pseudo state of confusion, while (Trustee) Michener made several attempts to make a motion to re-visit the Library's closing for the celebration of Juneteenth. She wants the Board to know she can see all of them and recognizes voter suppression a mile away. Lisa said it was (President Agosta's) intention to subvert and confuse things that were so very submissively clear. Lisa added that it is time for the Board to step up to the plate and realize they are not going away, denounce hate speech, honor Juneteenth or face losing your next election.

Betsy Beaudoin (did not provide address/residence) Betsy commented that she sent in a letter and did not notice it included in the correspondence section (of this meeting). She and NNRAAA thank the Board for approving the hate speech policy and she did see the money allocated in the 269 fund, as requested for Diversity, Equity and Inclusion. She appreciates this progress. Betsy wants to reiterate that Trustee Michener's treatment in response to her request last month was embarrassing to her, as a member of the community. She thinks that Trustee Michener was treated with disrespect. Betsy has listened in on several of the meetings and she has not heard anyone else treated that way and she has seen her (Trustee Michener) treated that way a couple of times, which she finds disappointing. Betsy added that (Trustee Michener) as the sole African American Trustee on the Board, for her to discuss her views on Racial Justice and what is needed. Betsy thinks that the white members of the Board should consider if they could be better listeners in regards to that. Additionally, her most important point of the evening is why are the bylaws changing to say that the minutes and meetings may be made public as opposed to shall be made public? Betsy said the timing of this seems very unusual to her given the scrutiny that the Board is under, that the Board is suddenly looking to hide behind the curtain and maybe not have people know how things are going. She said if the (Board) is unable to conduct themselves professionally in a way that can be publically presented as a Board this may not be a good position for anyone who is not comfortable having the meetings/minutes made public. NNRAAA will be keeping an eye on how all this is going.

Danielle North (did not provide address/residence) She is speaking up on behalf of Board Member Michener and her right to put forward a policy. Danielle watched the video from the last meeting. Danielle said she has a lot of skills, experience and background in Robert's Rules of order and in last month's meeting the Board was in clear violation of Robert's Rules of order. She said the meeting was not conducted properly. Any motion can be put forward and Board member Michener continues to be suppressed in her rights and ability as a Board member to either put forth a motion and that the Board does not have to approve the motion, but the motion can be put forward. She is very disappointed in what she continues to see in terms of the actions of the Board and she is also very disappointed in the silence from other Board members. Danielle said as people of color, Black people in America should have folks who are allies who are not the same color as they are, who understand that hate is wrong, discrimination is wrong and any type of bias is wrong. That is what she continues to see in the meeting as it relates to Board Member Michener, and as it relates to putting forth a policy that seems to be very clear, common sense that would need to be passed by a public place, a library where people of all backgrounds will need to feel safe. Danielle hopes that the Board can follow proper policy, rules and guidelines and also finalize. She said she hopes in the coming month that policy can go forward.

Aaron Martinez (did not provide address/residence) Aaron said he is a longtime Novi resident, almost 30 years. He wanted to follow up on his written comments that were included in tonight's Board packet. First, Aaron thanked the Board for finally getting the hate speech policy passed through the Library Board. He said it has been long overdue and he appreciates the efforts by Trustee Michener to facilitate that, as well as Director Farkas and her whole team. Aaron said he had an opportunity to read the proposed bylaws for the Library Board and he did take a couple issues with similar points brought up as it pertains to the minutes of the meeting. He is glad that the folks from Foster Swift are present and could potentially clarify some of that. As he reads the laws, specifically MCL 15.269 it is not a may it is a shall. Adding that a public body must be able to provide the minutes of the meeting for public inspection. Aaron encourages the Board to consider that and keep it in mind. As a public body he expects the Board to follow the open meetings act and said the Board is required to.

Sharon Trumpy (provided a Novi address at a previous meeting) Sharon stated she is a Novi resident and has been contacting the Board pretty continuously since June of this year because she loves the library and because she is the white mother of a Black son, in Novi. Sharon is going to do everything she can to make sure Novi is a safe and welcoming place for her child and for all of the citizens. Sharon is glad that the hate speech policy was passed tonight. She wanted to thank Trustee Michener for being a vocal advocate for Racial Justice. She hopes that the rest of the Board will reflect on why the delay was so unacceptable. Sharon shared private information with Board members about a racist incident that her child encountered in the past month. Her point in doing that is to point out that this does happen in Novi. Every day the Board failed to pass the hate speech policy was a day that the patrons and employees were unprotected in the Library, which is unacceptable to her. She would like to implore the Board to look at the stereotypes that they are perpetuating when they treat the only Black Board member as an angry Black woman when she is advocating for her community. Her (Trustee Michener's) treatment at the last meeting, as well as at the August meeting was unacceptable. Lastly, Sharon would like to point out that the bylaws are an equity issue and she believes it is imperative that the minutes and the video recording always be made available, so that individuals with disabilities are those who are unable to leave their homes have access to that information.

Paula Henry (provided a Novi address at a previous meeting) Paula is one of the presidents of PAASN (Parents of African American Students in Novi) She would like to speak on behalf of the behavior that was afflicted upon Trustee Michener. Paula feels that Trustee Agosta is unprofessional, rude and out of order in the way she conducted herself towards her (Trustee Michener). Paula added because Trustee Agosta's behavior was very public she believes her apology should be as well. She thanked the Board for finally passing the hate speech policy, even though it has taken almost a year to pass. Also, Paula thanked the Board for acknowledging and passing Juneteenth as a paid Holiday. Again as previously discussed the attempts to change the bylaws from shall be to may be is inappropriate for the Novi Public Library and the theme to inform and to inspire. Keep that in mind. Again, Paula thanked the Board for passing the hate speech and the Juneteenth. Paula believes that Trustee Michener should receive a public apology for the way she was treated in the last meeting and in previous meetings. Paula said again she (Trustee Michener) is the only African American on the Board. Paula added it really did make the Novi Library look bad to treat her that way.

Trustee Michener said she requested to read her letter during correspondence, which is now communications but president Agosta asked her to use the time during public comment (as recommended by the library attorney). Trustee Michener wanted to be transparent about this. Trustee Michener read the letter she wrote to the Board regarding the January 28, 2021 meeting in its entirety. Trustee Michener's letter can be found in the Communications section of February 28, 2021 Board packet on pages 72-74.

Committee Reports

1. Policy Committee: Review current public policies for the Library
(Michener-Chair, Agosta, Staff Liaison – Julie Farkas)
 - Staff Committee consists of: Julie Farkas, Barb Rutkowski, Maryann Zurmuehlen, Betty Lang, Keith Perfect, Dana Brataniec and Hillary Hentschel.
 - 2nd draft of Guest Behavior Policy
 - Trustee Michener added that the Guest Behavior policy passed this evening, which includes the anti-hate speech clause.

2. HR Committee: Review HR Policies for the Library, Director Review & Goals
(Agosta – Chair, Wood, Dooley, Staff Liaison – TBD)
 - Staff Committee consists of: Julie Farkas, HR Specialist (open position), Lindsay Gojcaj, Kirsten Malzahn.
 - HR Policy staff review has been suspended until a new HR Specialist is hired.
 - Committee met on 2/11/21 to discuss the open HR position. Director Farkas provided an update. The Committee is waiting on a staff survey that was created in the DEI committee to review and possibly include additional questions. Director Farkas is coordinating board trainings for spring on the topics of Roberts Rules/OMA and conflict resolution (pending new board member appointments). Committee asked for a review of the Director Performance Evaluation form.
 - New posting for HR position as of 2/19/21. Closing date for posting: 3/17/21
3. Finance Committee: Financial plan based on building assessment review, Library endowment investigation.
(Wood- Chair, Messerknecht, Lawler, Staff Liaisons – Julie Farkas & Barbara Cook)
 - No Report
4. Events/Marketing/Fundraising Committee: Outreach opportunities
(Yu – Chair, Michener, Dooley, Staff Liaison – Julie Farkas)
 - a. Library/ Community Events Attended by Library Board Members in the Last Month:
 - No Report
5. Strategic Planning Committee
(Dooley – Chair, Yu, Staff Liaison – Julie Farkas)
 - No Report
6. Building/Landscape Committee: Entrance Project
(Messerknecht – Chair, Lawler, Wood, Staff Liaison – Julie Farkas)
 - No Report
7. Bylaw Committee: Review of Library Board Bylaws
(Lawler – Chair, Agosta, Staff Liaison – Julie Farkas)
 - Committee met on 2/17/21 to discuss draft based on attorney review. 1st draft of the Bylaws included Director's report.
 - i. Update: Draft that Committee has been working on for several months is included in the February packet, with changes highlighted in yellow. Not asking for approval tonight.
 - ii. Trustee Michener thanked the bylaw committee for their work and listed items below, to consider, that she said could put the Library at risk of violating OMA.
 1. Article 4, section 5: Changing words from shall be posted to may be available, regarding meeting minutes. Per OMA act 267 of 1976, section 9, 1 through 9.33, Public Bodies Shall make the Minutes available.
 2. Article 4, section 8: Removing... "and committee meetings". Example is if a committee consisting of three trustees not including the president meets all committee members are present and the president joins as is their right under article 3, section 4 of the bylaws, then there would be a quorum of the Library Board, therefore the OMA shall apply. Trustee Michener suggests they do not remove and committee meetings from this section.
 3. Changes that while not in violation of any superseding acts, charters or ordinances are in opposition to the Library slogan, which is Inform. Inspire.

Include. Article 4, section 10.9, the Library Board has full discretion of the inclusion and detail of any public comment including written correspondence within the minutes. Trustee Michener added this would break with the current practice of including summaries of all public oral comments and all written correspondence in their entirety, this could result in minutes that are less informative and inclusive. It could also open the door to one sided minutes, or oral public comments and written public correspondence favorable to the Library Board, it's actions, staff etc... are included in the minutes but those oral public comments or written public correspondence, that are critical, are not included in the minutes.

4. Article 4, section 11 changing language from shall be available to may be available regarding meeting broadcast recordings. Trustee Michener said this will be a break with the current practice of posting all Library Board meeting broadcast's on the Library's internet. This could result in a degradation to the Library's current commitment to the public. The public would be less informed as they would no longer be able to review or review Board meetings in their entirety to better understand the operation of the library and how it is working to serve the community. Less members of the public would be included as it is not always possible nor practical for community members to attend in person or virtually due to work, family and other commitments, access to transportation, access to live broadcast, etc...action would result in a less inspired public as viewing a meeting first hand has a much greater impact and leaves one generally with a much larger appreciation for the work the library board and library staff are doing to serve the community, then just reading over the meeting minutes.
5. Changes that could degrade the equity of all Board members and impede the Boards deliberative and decision making process. Article 3, section 4, shall act to ensure the integrity of the Board process. Trustee Michener said this is redundant to the very first sentence of section 4 is the very definition of preside, is to exercise guidance, direction or control. So one, why is this addition being necessary and two if additional clarification of the role of president is required could one just refer to Robert's Rules.
6. Article 4, section 3 emergency agenda items can be considered at the discretion of the president. Trustee Michener said this is in conflict with the last sentence of the paragraph the agenda may be amended by the action of the library board during library board meetings. Adding, it can result in a lack of equity where certain Trustees are consistently granted that their emergency agenda items are considered and other Trustees are consistently denied their additions to the agenda. In general what promoted the need to require agenda items be submitted in advance by Board members thus resulting in this emergency agenda clause, at the requirement to submit agenda items in advance and the subsequent emergency agenda clause remain in the final version of the bylaw, then there should also be included a very clear definition of what qualifies for an emergency agenda item.
7. Article 6, section 7 Board members are required to share all guest and staff correspondence with the president or library director. The president or the library director serves as the designated spokesperson for the board and should respond in a timely manner to correspondence received by

library guests and staff. Trustee Michener said the president and library director are not equivalent positions and they should not be used interchangeably. Adding per section 2 of this same article library board shall select, appoint and supervise the library director. Per Novi code of ordinances section 1926.6 the library board of directors shall have power to appoint suitable personnel, and fix their compensation and shall have powers to remove such appointees. Trustee Michener said reporting all guest and staff correspondence to the president is both impractical and unnecessary. Suggest all official library board correspondence be shared with the library. Suggest this be merely defined by correspondence sent via official library board member email only, broader definitions that include personal email, text, phone conversations, etc...could result in individuals board members personal laptops, pc's, e-phones, tablets etc.. become the subject of a freedom of information act investigation. If the Library is insistent on maintaining a broader scope for official Library communication then all Board members should be issued Novi Public Library laptops and smartphones to conduct library business on.

8. Article 9 would suggest instead of the library follow Robert's Rules section 49, page 487 line 25 through page 488 line 20 procedure at small boards as this is more appropriate and in line with the boards current operating procedures if not then Trustee Michener would question items 6 and 8. Item 6 is questions or remarks must be addressed to the president. Board members are not to speak directly to each other or to a staff member. Trustee Michener said this is problematic or impractical since the Board as a whole is charged with the supervision of the director and needs to be able to converse with the director as such. Also, from time to time Library staff will be present for special presentations usually followed by a Q and A, sending all questions to the president would unnecessarily complicate the process especially for a small Board, like theirs. Trustee Michener added this also unnecessarily complicates and impedes healthy debate and discussion amongst the board members. Item 8, reading from books, reports, etc... is only allowed with general consent that is if there are no objections. Trustee Michener wonders what prompted the addition of this addendum. For more clarification on that Trustee Michener said you can reference section 43 line 20-25.

Trustee Michener said those additions really concern her and put them (the Board) at risk with violation of OMA and put them at risk for lack of transparency and equity not only with the community at large but as board members, having the freedom they were appointed to have.

8. DEI: Diversity, Equity and Inclusion Committee
(Michener – Chair, Dooley, Staff Liaison – Julie Farkas, April Stevenson, Barb Rutkowski, Maryann Zurmuehlen, Gail Anderson, Dana Brataniec, Tia Marie Sanders)
 - No Report. Next committee meeting scheduled for Friday, February 26, 2021
 - i. Update: Trustee Michener wanted to share that she shared an article from the PLA and MLA on understanding power, identity and oppression to the committee to review. The book suggested by Director Farkas is in the works. Also, a member gave the committee a resource to look at called the Black Tax: The cost of being a Black American.

- ii. Trustee Dooley added there have been some initiatives that the committee has been working on and she will make sure to present that information to the committee tomorrow at the meeting.

Communications

1. 1/22/21: Email from: Sandra Lockwood, Re: Thank you to Novi Public Library for Book Donation
2. 2/3/21: Email from : Sharon Trumpy, Re: Response the Novi Public Library Meeting on 1/28/21
3. 2/13/21: Email from Dawn Spalding, Re: student Representatives to the Library Board
4. 2/13/21: Email from: Audra Holdorf, Re: Board Meeting 1/28/21
5. 2/16/21: Email from: Ian Reed Twiss, Re: Approve Hate Speech Policy
6. 2/18/21: Email from : Colleen Crossey, Re: Please adopt the anti-hate speech clause into the Novi Public Library Guest Behavior Policy
7. 2/19/21: Email from: Tara Michener, Re: Letter to the Board Regarding the January 28, 2021 Meeting
8. 2/19/21: Email from Aaron Martinez, Re: Supporting Guest Behavior Policy

Consent Agenda

1. Approve Minutes of:
 - A. January 28, 2021 – Regular Meeting
Approved above under consent agenda removals and approvals.
2. Approve Claims and Warrants of:
 - A. Account 268 and 269 (#599)
Approved above under consent agenda removal and approvals.

Adjournment

A motion was made to adjourn at 8:43 p.m.

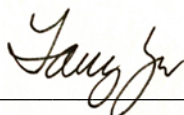
1st— Tara Michener

2nd— Kat Dooley

Roll Call vote to adjourn was unanimous.

Supplemental Information

- Library Board Calendar – 2021
- Library Closings



Torry Yu, Secretary

March 25, 2021

Date