

**RANGEVIEW LIBRARY DISTRICT
BOARD OF TRUSTEES
REGULAR MEETING
October 18, 2023**

1. Call to Order

A meeting of the Rangeview Library District (d.b.a. “Anythink Libraries”) Board of Trustees was called to order at Anythink Commerce City at 5:06 p.m. A quorum was present.

Trustees Attending

Lynne Fox, Gretchen Lapham, Savannah Vickery, Trisha Kramer, Suzie Brundage

Trustees Absent

None

Staff Attending

Mark Fink, Executive Director; Susan Dobbs, Assistant Director; Logan Macdonald, Director of Products and Technology; Suzanne McGowan, Director of Customer Experience; Stacie Ledden, Director of Strategic Partnerships, Nan Fisher, Finance Manager

Guests

Elizabeth Dauer, Legal Counsel; David Daniel, Davis Partnership; Ben Kallechey, Davis Partnership; Dr. Ashley Hazelwood, Tangible Development

2. Additions or Changes to Agenda:

A motion was made to accept the agenda.

Motion to approve the agenda as amended was made by Trustee Brundage and seconded by Trustee Kramer.

3. Public Comment

None

4. Approval of the Minutes of the September 20, 2023 Regular Board Meeting

Motion to approve the Minutes of the September 20, 2023 Regular Meeting was made by Trustee Vickery and seconded by Trustee Lapham. Motion carried.

5. Presentation and Acceptance of the September 2023 Financials - Nan Fisher

Nan reviewed the September 2023 Financials.

A motion to accept the September 2023 Financials was made by Trustee Lapham and seconded by Trustee Kramer. Motion carried.

6. Old Business:

None

7. New Business:

a. Anythink Commerce City Branch Manager Report-Ricardo Cardenas

Ricardo Cardenas, Anythink Commerce City Branch Manager, welcomed the Board and guests to the branch. Ricardo stated there have been many good things that have happened in the last year. He discussed staff transitions, including some promotions, and a staff departing to pursue educational opportunities.

Ricardo highlighted recent success stories and services at Anythink Commerce City. Vanessa R., a Youth Services Guide, offered an adult education course, in partnership with Metro Denver and local nonprofit Cultivando, which included a tour of the library, and an overview of library resources, that was conducted in Spanish. She also provided information for caregivers on how to do story time at home with kids, with an emphasis on early literacy skills. Jacob P., an Adult Services Guide, led a Hispanic Heritage Month event with the Anythink Commerce City team. The event included food, a mariachi band and pinatas for the kids, and 150 customers attended.

The branch welcomed several art exhibits in 2023:

1. Boulder Museum of Contemporary Art (BMoCA) *Fall Artist Showcase* artist, Chelsea Kaiah
2. Jessica Moon Bernstein, whose *Animal Lore* original artwork was used for Anythink's mySummer program incentives.

3. In partnership with Denver Art Museum's *Art Lives Here* program, there was a "Landscapes" exhibit of displayed in the library.
4. In partnership with the Mexican Cultural Center, Anythink Commerce City hosted *Identidad* an art exhibition by local artist Arturo Garcia. Garcia's work celebrates Latin American identity.

Ricardo noted that his favorite aspect of this partnership was that Garcia wanted to share his art with local youth, so the branch reached out to Adams City High School and hosted a special event with their advanced art classes, in which Garcia shared his background, his pieces and answered questions. It was special for the students to have time to interact with the artist who shared common interests and heritage.

Trustee Lapham mentioned that she attended the CAL Convention, and one of the programs she attended focused schools partnering with libraries provide more art programming for youth that is not offered in schools. She said, "It is so cool and refreshing to know [Anythink] is partnering with Adams City High School and to know we have programs with them and that maybe we will grab one or two teens that will come back to the library."

b. Nature Library Presentation with Davis Partnership

David Daniel and Ben Kallechey from Davis Partnership presented an update on the Nature Library. David reviewed the high-level details of the design criteria for the project and how these criteria will measure the success of the design of the library. David spoke about Davis' work with the AAIP Advisory Council, which has identified new opportunities and perspectives for this project.

Ben reviewed the floor plan of Nature Library, which will include meeting rooms, a café, and interior garden. Ben also discussed the building materials which will be environmentally friendly, including wood, glass, and a custom exterior tile.

Executive Director Fink added that the building design was modeled on the principles of the Environmental Kinship Model which focus on four elements: In, About, With, and For Nature. Fink added that working with Davis Partnership has been a rewarding experience, as they have been patient, receptive to Anythink's ideas and have helped us understand what our vision could become. Fink thanked Davis Partnership for their great collaboration and partnership.

Trustee Lapham commented, "This building is incredibly impressive, [and I] love the idea you don't see cars until you're in the actually in the parking lot, [this is] super unique and I am so excited about it."

Trustee Vickery mentioned that the materials stood out to her. She loved the “windswept feel of the design, [and that] it captures the elements of the prairie,” and she had the impression “the building will introduce so many people to their environment in a way they have never experienced before.”

Trustee Lapham commented that the spiral design of the feature column is reminiscent of the spirit nests designed by Jason Fann at our other libraries.

Trustee Fox said the design is “beyond what we could dream this library could be.”

c. Tangible Development’s Presentation of DEI Audit’s Findings by Dr. Ashley Hazelwood-Cameron via Zoom

Dr. Ashley Hazelwood-Cameron, an Inclusion Strategist with Tangible Development reviewed the project goals and activities which included: conducting a Leadership Readiness survey, Leadership Readiness training with Directors and Managers, conducting a Policy and Practice Document Review, offering 18 focus groups, inclusion interviews, and administering and analyzing the DEI CAT survey.

Trustee Vickery stated that she was not totally surprised by the findings or recommendations. She said, “I am very happy staff were willing to share this much information [with Tangible Development] and they felt they could, and I am really happy that, when asked, staff were willing to share what they were feeling.”

Trustee Fox agreed and noted that she has been through this experience in previous workplaces, and “to see this much participation was a very good sign because if you think no one is listening to you might fill out a survey but you don’t really say what you really mean. I feel like people said what they meant.”

Dr. Ashley provided an overview of the DEI Climate Survey tool. She noted it is a psychometric tool which measures thoughts and perceptions. She reviewed the components of the institutional and personal components of the overall score for Anythink.

Dr. Ashley also spent time providing an overview of the scores, findings and recommendations related to the Tolerance Thermometer, Organizational Structure, Organizational Processes and Organizational Culture components of the DEI audit.

Trustee Lapham asked the timeline for working with Tangible on prioritizing and implementing the recommendations. Executive Director Fink stated that Anythink is moving into Phase 2 of its work with Tangible Development,

which will focus on developing a DEI strategic plan. That work will last up to 6 months. Fink added that Phase 3 will run concurrently with Phase 2, which focuses on organizational training and development.

Trustee Fox asked, “What is the Board role with this? Dr. Ashley responded that she has resources for the Board, including a self-assessment, so Board members can ask some critical questions when Trustees make decisions impacting the Anythink organization.

Trustee Fox mentioned that Trustee Lapham and her attended the CAL Convention, and we were discussing strategies to make the Board more diverse. She stated, “I like hiring a DEI Director who will be able to help us recruit from different populations and who understands the barriers that keep people from fully participating on Boards - this will be helpful.” Dr. Ashley mentioned she has some creative ideas she can share to help diversify the Board and said that hiring a new full-time DEI Director to work in tandem with Mark and the Board to elevate this DEI work could also help diversify the composition of the Board.

Trustee Kramer asked if the Board had been called out in the findings? Dr. Ashley stated the Board had not been identified as a barrier to the DEI work from occurring.

Trustee Kramer said that “every company has something to work on, and the fact that [Anythink] brought [Tangible Development] in because we recognize there is an issue makes me feel hopeful.”

Executive Director Fink provided information on next steps for this work. First, we are scheduling meeting dates for the strategic planning team and developing selection criteria for team members. Fink mentioned that Dr. Ashley will facilitate the meetings and the team will look review the audit recommendations and prioritize what they want to address first, and the meeting schedule will start in January 2024.

Next, Fink stated “we know another high priority Anythink will be addressing is offering DEI training resources for everyone in the organization. We will be looking at offering a combination of in-person and online training that will be required for all staff.”

Reflecting on work that is in progress, Executive Director Fink observed that “Anythink has been working to improve transparency and accountability for the last year. For example, we formed a leadership team of managers and directors and meet quarterly align this group around our organizational values and become more trusting and effective as organizational leaders. In addition, for the first time, every manager was involved in the FY 2024 budgeting process.”

Trustee Fox said she participated in the microaggressions training offered at Staff Day, and felt it was a good start. However, she was concerned that “we rely on marginalized groups to do the ‘calling in’ and this could be a burden on staff and I would be disappointed with that result.” She emphasized that every Anythinker needs to be active in addressing issues with the public and between staff so the emotional and social burden isn’t on the same people all the time.

Trustee Fox stated she feels “both overwhelmed and hopeful,” and encouraged Anythinkers to approach this DEI work with same enthusiasm, curiosity and openness that is part of our culture.

Trustee Lapham asked if staff left training day feeling like their voice was heard? Fink said folks are cautiously optimistic. Fink said staff liked sharing their experiences and now they are waiting to see how the leadership team is going to respond.

Vanessa, a Youth Guide at Anythink Commerce City shared that she attended Staff Day, and as a woman, person of color, and a citizen she appreciated the comments of the Board. She mentioned that she encourages community members to attend Board meetings when she has the opportunity. Vanessa observed that it is going to take time for Anythink to feel impact of our work, and that we are moving in the right direction.

d. Presentation and Discussion of the Preliminary 2024 Annual Budget by Nan Fisher and the Administrative Team

The Directors went over their budgets for 2024 and highlighted notable changes. The budget was developed with the most conservative estimates, which was based Prop HH passing in November.

No action taken on the budget. Approval will happen once we have public hearing.

Trustee Fox asked, “does this budget include the new accounting system.” Nan confirmed that the cost of a new accounting system is included in the budget.

Trustee Fox asked, “do we have the operating reserves required to meet government guidelines?” Nan confirmed we have the appropriate operating reserves allocated in the budget.

Trustee Fox thanked the organization for all their work on the budget.

8. Legal Counsel Report -Beth

Legal counsel let Board know the legal report was distributed in their packet for their review.

9. For the Good of the Order

Stacie thanked the Board for their active participation at a long meeting and recognized Mark's one-year anniversary with Anythink.

Trustee Gretchen commented she was able come out to solar eclipse party at Anythink Wright Farms and shared how impressed she was and how well done the entire event was, and the community was blown away.

Executive Director Fink gave shout out to Anythink's Finance Manager, Nan Fisher, who worked so hard to finalize the FY2024 budget and present it to the Board.

Executive Director Fink said he has talked to other Library Directors around the state and country, and noted that Anythink is fortunate to have this Board representing us. Fink noted, "you support our work, and let us do our work. Thank you for giving us the trust to do our work well."

Trustee Fox congratulated Executive Director Fink for being the new Chair of CAL Legislative Committee. She noted, "you will do great things for libraries in Colorado."

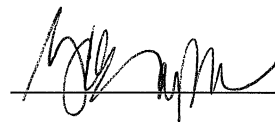
10. Adjournment

There being no further business to come before the Board, the meeting was adjourned at approximately 8:10pm.

Motion to adjourn was made by Trustee Lapham and seconded by Trustee Kramer. Motion carried.

Respectfully submitted,

Susan Dobbs
Assistant Director/Recorder



Acting Secretary of the Board
Rangeview Library District

