SOUTH SHORE REGIONAL LIBRARY GENERAL MEETING, March 23, 2022

The South Shore Regional Library Board administers South Shore Public Libraries. South Shore Public Libraries celebrate reading, discovering, learning and sharing.

Present: Mr. Patrick Hirtle Chair

Councillor David Brown Ms. Cynthia Bruhm

Councillor Stacey Colwell Councillor Jenni Birtles Councillor Michelle Greek Ms. Marie Hogan Loker Ms. Cathy LeBlanc Ms. Diane Racette Mr. Tom Sheppard

Mr. Jeff Mercer, Acting Chief Librarian

Ms. Christina Pottie, Staff Ms. Lynn Robart, Recorder

Ms. Kara Turner

Regrets from: Councillor Tina Connors and Ms. Wilma Stewart-White

Chair Patrick read a Land Acknowledgement and asked the board if they would agree that we start each meeting with this.

Motion: "THAT the South Shore Regional Library Board accept the

Minutes of the January 21, 2022 as circulated."

BROWN/Greek All in favour. Motion carried.

LBANS REPORT

The next meeting of the LBANS will be April 23 at 10 am in Truro. If anyone wishes to attend on behalf of the board please contact Christina.

THOMAS H. RADDALL/REGION OF QUEENS

The Region of Queens has set aside three million dollars for a new library in Liverpool. A committee made up of the SSPL CEO, a Library staff member, two members of the Board, two Thomas H. Raddall library users and Region of Queens staff will be commissioned to begin this work.

Motion: "THAT David Brown and Tom Sheppard volunteer to be on

the new Liverpool Library Committee."

RACETTE/Brown All in favour. Motion carried.

Councillor Brown left the meeting to attend a Council Special Meeting.

EQUITY, DIVERSITY AND INCLUSION

Christina updated the board by sharing new possibilities for further EDI staff development. Christina asked that the board approve the second draft of the EDI Statement as amended from board suggestions.

Motion: "THAT the draft Equity, Diversity and Inclusion Statement be

adopted by the board.

BROWN/Marie All in favour. Motion carried.

Equity, Diversity, Inclusion Statement

South Shore Public Libraries Board believes that a diverse and pluralistic society is central to our community's identity. Libraries have a responsibility to contribute to a culture that recognizes diversity and fosters social inclusion. Libraries strive to deliver inclusive service. South Shore Public Libraries Board recognizes and energetically affirms the dignity of all people we serve.

South Shore Public Libraries is committed to fostering a diverse, equitable and inclusive community in which all people, including borrowers, employees, and volunteers, feel welcomed and can thrive. We are committed to providing equitable access to all facets of the library experience and to providing the resources that further these objectives.

Creating a diverse, equitable and inclusive community is an ongoing and evolving process. The Board, employees and volunteers challenge ourselves to do this work on a personal and institutional level, with empathy and mutual respect.

Cathy LeBlanc suggested we look at Halifax Public Libraries, and their response to the 94 Calls to Action from the Truth and Reconciliation Commission actions we can work on as well.

STAFF ASSOCIATION

A letter was received from the Staff Association with a request to add one additional staff person to sit on the policy review committee. The committee will consist of the CEO, two board members and two members of the staff association.

The letter also reiterated a request to engage an independent third party to conduct confidential interviews in order that people who may have feared reporting harassment or offensive behaviour will feel safe to report. The request is noted and acknowledged, however, the Board requires a process based in policy for this to take place. It is the Board's vision and intention to support staff's request in that future revisions to the Respectful Workplace Policy would incorporate an anonymous reporting process through an independent HR expert or through resources available through the Provincial Library. Work on revising the policies will be done with the assistance and expertise of an HR consultant or Provincial Library supports.

VEHICLE REPORT

Documents were circulated regarding the mobiles. The new mobile had had some Deficiencies that have now been resolved. The older mobile needs repairs which have to be addressed in order for it to remain on the road and be used in upcoming projects.

RECRUITMENT OF CEO/CHIEF LIBRARIAN

Tom Sheppard is the lead on the recruitment committee. Tom thanked Christina for her technical support on this matter. Many highly qualified applicants from across the county have sent in their resumes for consideration and the committee has narrowed the shortlist to five. Interviews will be arranged soon. Michelle thanked Tom for all the work he has done spearheading this committee.

SSPL 50TH Anniversary

We have received \$5,900 grant toward our 50th Anniversary. Work has started on planning activities and events for these special celebrations and a time line of events will be shared soon.

MIGRATION

Jeff reported that all eight regions (excluding Halifax Public Libraries) will migrate to a shared catalogue. This project is called "Same Page" and will result in a much more streamlined service enabling patrons to borrow items from around the province by themselves and to use the same one library card in all eight regions.

<u>RETIREMENT</u>

The Board was informed that two long term staff members will be retiring in the near future. Sandra Whitman, Technical Services (35 years) and Lynn Robart, Executive Assistant (40 years).

DATE, TIME AND PLACE OF NEXT MEETING

The next meeting will be held May 18, 2022 at the LCLC or via Zoom.

ADJOURNMENT

Stacey Colwell adjourned the meeting.