



Minutes of the VPL Board Regular Meeting held on Wednesday, September 25, 2019 at 5:30 p.m. in the Morris J. Wosk Boardroom at 350 West Georgia Street, Vancouver, B.C.

Present:	Clr. Christine Boyle	—	Vancouver City Councillor
	Jennifer Chan	—	Vice Chair (via conference call)
	Kurt Heinrich		
	Zahra Hussein		
	Kevin Lowe		
	Raji Mangat	—	Vice Chair (via conference call)
	Harlan Pruden		
	John Schaub	—	Chair
	Rhonda Sherwood		
Absent:	Abeer Yusuf		
	Stuart Mackinnon	—	Vancouver Park Board Commissioner
	Barbara Parrot	—	Vancouver School Board Trustee
Management Present:	Rebecca Jules		
	Christina de Castell	—	Chief Librarian
	Kay Cahill	—	Director, Collections & Technology
	Julie Iannacone	—	Director, Neighbourhood & Youth Services
	Dawn Ibey	—	Director, Library Experience
	Julia Morrison	—	Director, Corporate Services & Facilities
	Carol Nelson	—	Director, Planning & Communications
	Balwinder Rai	—	Director, Human Resources
Staff:	Maryn Ashdown	—	Assoc Director, Neighbourhood & Youth Services
	Jon Downey	—	Manager, Security Services
	Scott Fraser	—	Manager, Marketing & Communication
Guests:	Ann True	—	President, Friends of VPL Board
	Kari Scott-Whyte	—	President, CUPE Local 391
	Julian Key	—	Member-at-Large, CUPE Local 391
	Jean Broughton	—	Member-at-Large, CUPE Local 391
Recording Secretary:			
	Chrysalyn Tolentino	—	Executive Assistant

ADMINISTRATION

1. Removal of Items from Consent Agenda

The Board agreed to pull the Monthly Outcomes Report – July and August 2019 from the Consent Agenda.

2. Approval of the Agenda

Moved by Kurt Heinrich and seconded by Kevin Lowe

THAT the Board approve the regular meeting agenda as amended.

CARRIED UNANIMOUSLY

3. Minutes

The draft minutes of the Regular Meeting held July 24, 2019 were presented to the Board for approval, with the addition of an amendment received in writing from Trustee Chan.

Moved by Harlan Pruden and seconded by Abeer Yusuf

THAT the draft minutes of the Regular Meeting held July 24, 2019 be approved as amended.

CARRIED UNANIMOUSLY

4. Approval of the Items for Consent

Moved by Kurt Heinrich and seconded by Kevin Lowe

THAT the following Board reports be approved on consent:

- Draft Minutes – September CRPD Committee Regular Meeting
THAT the Library Board receive the minutes for information.
- VPL 2020 Quarterly Progress Report – Q2 2019
THAT the Library Board receive the report for information.
- Oakridge Branch Redevelopment Update
THAT the Library Board receive the verbal update for information.

CARRIED UNANIMOUSLY

REQUEST FOR INFORMATION

➤ CUPE Local 391

Kari Scott-Whyte, President of CUPE 391 was pleased to attend the All Staff Conference keynote and heard from many members who were happy that the staff conference is back.

Kari also referred to the Meeting Room & Facilities Use Policy and highlighted the employer's duty to provide a safe workplace. The Union is pleased to have established a Trans and Non-Binary Advisory Group. Kari asked that the Board endorse the #AllOnBoard campaign since this has a direct impact on their vulnerable members. Kari introduced Jean Broughton, who is an acting Teen Librarian, a staff lead in the Teen Summer Challenge and a new member of the Grievance Committee. Trustee Pruden asked if Two-Spirit will be included in the Trans and Non-Binary Group. Kari responded that they will include Two Spirit in the group.

➤ **Friends**

Ann True, President of Friends of VPL, reported that the September book sale was very successful and sold over \$25,000 worth of materials. The Friends held a farewell party for the former manager of Bookmark and thanked the Chief Librarian for attending this event. Friends recently hired Bookmark's new manager and thanked VPL Human Resources for helping in the selection process.

➤ **VPL Foundation**

No report.

➤ **Trustee Reports**

Vice Chair Raji Mangat reported that she attended the following events: introduced the event "In Memory – Wayson Choy" on July 27, attended the unveiling of Dilawri Square on September 5, introduced the summer reading club celebration at Kerrisdale Branch on September 7, provided input to the strategic plan consultants over the phone on September 18 and conducted a phone interview regarding the strategic plan with Councillor Bligh on September 18.

Trustee Kevin Lowe attended the launch of the new Writer in Residence and met twice with Vancouver City Councillor Pete Fry.

Trustee Rebecca Jules completed the online Kory Wilson Truth & Reconciliation cultural training.

Vice Chair Jennifer Chan conducted strategic planning interviews with Councillor Hardwick and Councillor Carr and attended a strategic planning workshop.

Board Chair John Schaub attended the VPL Foundation Gala, an amazing event that showed the library in an excellent light. Thank you to all the sponsors and volunteers. John also toured a number of amazing libraries including the long hall at Trinity College during his trip to the UK. He attended the VPL Foundation Board meeting; this was Erfan Kazemi's last meeting as a VPL Foundation Board member. Erfan served eight years on the VPL Board

before moving to the VPL Foundation six years ago. He has been a fantastic contributor to the VPL and John would like to thank him for all his efforts.

ITEMS FOR DECISION

5. Meeting Room & Facilities Use Policy

The Chief Librarian presented for Board approval the draft Meeting Room & Facilities Use Policy, which was updated incorporating public feedback and Board revisions. She noted that we have been in discussions with the City about obtaining additional legal advice, and will also seek guidance from the BC Human Rights Commission to further understand how we can work within Canadian and BC law to respect individual rights to freedom of expression without enabling an environment that promotes discrimination. Trustees sought clarification on prohibited activities for which the Chief Librarian has been delegated authority to deny or cancel a booking, and which would be determined by the Board.

Clr. Boyle acknowledged the thought and work that went into drafting this policy and wrestling with freedom of expression and protection of those who experience discrimination. She noted that, while she does not like where the law currently is, she understands that the Board has landed where it needs to be within the law. She expressed support for the Library consulting with the Human Rights Commissioner and appreciates that the Board may make refinements accordingly in the future. Trustee Pruden acknowledged the incredibly difficult conversations and work related to this policy since last December. He observed that libraries have been sanctuaries for marginalized individuals, and have been one of the only places where LGBTQ people could have conversations in the past. He noted that if the Library becomes an arbiter we could set a precedent which might stifle speech in the future, including that of LGBTQ people. This policy balances difficult perspectives, yet avoids censorship and ensures free flow of information. Trustee Yusuf echoed thanks to staff, commented on the challenge of coming into this issue as a new trustee, and concurred with the impact on staff noted by CUPE 391. She added that equity is a process and intersectional, and that standards can change. Trustee Lowe observed the difficulty of the policy and that, while he does not love it, he understands where we are and why we're here. He encouraged Trustees to reflect on the process, and to consider the lessons learned for the future. He thanked staff for their patience as the Board worked through this issue, and for working through it with them. Board Chair Schaub noted that this was a difficult process for the Board and thanked everyone for their work on this issue.

Vice Chair Mangat advised of a conflict of interest related to the position of her employer, and the Chair excused her from the vote. She left the meeting and was called back after

the vote on the motion was taken.

Moved by Harlan Pruden and seconded by Kurt Heinrich

THAT the Board approve the Public Meeting Rooms and Facilities Use Policy; and

THAT the Board direct staff to incorporate any further legal advice into the implementation of the Pre-Rental Screening and Risk Assessment as applicable.

CARRIED UNANIMOUSLY

6. Trans, Gender Diverse and Two-Spirit Inclusion Planning

Community Relations, Planning and Development Committee Chair Kurt Heinrich presented for Board approval a report that recommends recommitting to and strengthening VPL's efforts towards the Trans, Gender Diverse and Two-Spirit Inclusion Strategy in the 2020-2023 VPL Operating Plan, recognizing the impact of 2019 events on these communities. Trustee Pruden asked that we be attentive to language in the report and next plans, as gender expression and gender identity are distinct, and suggested additional points of clarification to include. Trustee Lowe noted that he had heard a desire expressed during the public consultation process for the Board to respond directly, and suggested that the Board discuss their role in future consultations and in building relationships with stakeholder groups. Trustee Pruden concurred that discussion of the role of Board members individually and collectively in the strategy would be valuable.

Moved by Harlan Pruden and seconded by Clr. Christine Boyle

THAT the Board endorse a VPL goal to increase understanding of, and reduce discrimination against trans, non-binary, gender diverse, and Two-Spirit people and communities through recommitting to and strengthening the Trans, Gender Diverse and Two-Spirit Inclusion Strategy, and directing staff to develop an ongoing action plan as part of the 2020-2023 Operating Plan.

CARRIED UNANIMOUSLY

7. #AllOnBoard Campaign Request

CRPD Committee Chair Kurt Heinrich reported that the Committee recommended endorsing the #AllOnBoard campaign and that participation should be limited to sending a letter of support to have minimal impact on operations. There was extensive discussion of the pros and cons of the initiative, and its connection to the Library mandate, including Trustee Heinrich suggesting that CRPD consider asking Translink to speak to the Board about the impact of the proposal, and Trustee Lowe expressing that there may not be

enough information to fully understand the model. Clr. Boyle noted appreciation for CUPE 391 speaking to the relevance of transit to staff, Trustee Sherwood noted her support following from her experience on the Women's Advisory Committee, and Trustee Yusuf noted the importance of transit as a young person and renter. Chair Schaub noted his support of free transit generally but expressed concern with the model itself. At the conclusion of the discussion, trustees raised the following motion:

Moved by Abeer Yusuf and seconded by Harlan Pruden

THAT the Board endorse the #AllOnBoard campaign and direct staff to send a letter of support on behalf of the Vancouver Public Library Board.

CARRIED
(7 in favor and 3 against)

ITEMS PULLED FROM CONSENT

8. Monthly Outcome

Trustee Heinrich suggested considering a holistic approach to supporting modular housing and inquired about how staff support use of digital content technology.

Moved by Kurt Heinrich and seconded by Kevin Lowe

THAT the Board receive the report for information.

CARRIED UNANIMOUSLY

ADJOURN

Moved by Harlan Pruden and seconded by Zahra Hussein

There being no further business, the Chair declared the meeting adjourned at 7:55 p.m. and moved to in-camera as per Board Procedure Policy 5(n)(3) *Labour relations or other employee relations*; and 5(n)(10) *Negotiations and related discussions respecting the proposed provision of an activity, work or facility that are at their preliminary stages and that, in the view of the Board, could reasonably be expected to harm the interests of the Library if they were held in public.*

John Schaub, Chair

Christina de Castell, Secretary