



Minutes of the VPL Board Community Relations, Planning & Development Committee Regular Meeting held on Monday, July 13, 2020 at 5:30 p.m. via conference call.

**Present:** Jennifer Chan  
Kurt Heinrich – Chair  
Rebecca Jules  
Kevin Lowe  
Harlan Pruden  
Abeer Yusuf

**Management**

**Present:** Christina de Castell – Chief Librarian  
Julie Iannacone – Director, Neighbourhood & Youth Services  
Dawn Ibey – Director, Library Experience  
Julia Morrison – Director, Corporate Services & Facilities  
Carol Nelson – Director, Planning & Communications

**Guest:** Kari Scott-Whyte – President, CUPE 391

**Recording**

**Secretary:** Chrysalyn Tolentino – Executive Assistant

**ADMINISTRATION:**

**1. Approval of the Agenda**

Moved by Jennifer Chan

*THAT the Committee approve the regular meeting agenda as amended.*

**CARRIED UNANIMOUSLY**

**2. Minutes**

The Chief Librarian presented the draft minutes of the Regular Meeting June 15, 2020 for approval by the Committee.

Moved by Harlan Pruden

*THAT the draft minutes of Regular Meeting held June 15, 2020 be approved as received.*

**CARRIED UNANIMOUSLY**

## POLICIES

### 3. Policy Management Framework

Staff presented a report to update the policy template provided as part of the Policy Management Framework at the June Board meeting. Staff noted that the template presented had unintentionally omitted a new section for Indigenous considerations, which had been identified by Trustees in discussion at Governance this year and in prior years. This section will serve the purpose of ensuring that staff and trustees consider the impact that a policy or service could have on Indigenous individuals and communities, consider specific dialogues or partnerships with Indigenous groups or organizations that may inform the policy or service, and reflect on Indigenous ways of knowing, being and doing in policy development. Trustee Pruden suggested the addition of consideration of how a policy responds to the Truth & Reconciliation Commission's Calls to Action, the United Nations Declaration on the Rights of Indigenous People, and the provincial legislation enacting the UN Declaration passed in November 2019. He and Trustee Lowe commented that operationalizing the lens of reconciliation and enumerating the responses in this way in policy would make VPL a leader in reconciliation. Committee members supporting the inclusion of the section for Indigenous considerations, and the suggestions made by Trustee Pruden. Chief Librarian de Castell thanked Trustee Pruden for the suggestions and noted that staff will amend the report to the Board to incorporate them.

Moved by Harlan Pruden

*THAT the Community Relations, Planning & Development Committee receive the amended report for information.*

**CARRIED UNANIMOUSLY**

### 4. Board Policy Review

Carol Nelson, Director of Planning & Communication, presented a report listing 53 Board policies that staff have categorized during the initial policy review, and those policies that staff have identified should be rescinded. She asked the Committee to review the prioritization and timing suggestions for the policies within their scope. She added that staff have identified five policies as high priority for review by the CRPD Committee: Donor Recognition; Petitions, In-Person Solicitation of Donations and Leafleting; Poster and Newspapers; Public Space; and Sponsorship, and one new policy required on Naming. Trustee Jules noted that her comments made at the Governance Committee had been omitted from the report and asked that they be included, and Chief Librarian de Castell acknowledged the omission, noted that this was a suggestion to prioritize policies related to safety and equity, and that staff will ensure this is included in the Board version of the report. Board Chair Chan noted the Strategic Plan goal of "Fostering an inclusive workplace that reflects the diversity of our community" and suggested

that a new Board level policy on staff diversity including the hiring of Black, Indigenous and People of Colour should be prioritized, addressing representation in leadership, voice within VPL, and representation among staff at all levels. Trustees concurred with and discussed the recommendation, suggesting potential diversity targets, ways this could be used to promote change in recruitment for education, the importance of diversity in leadership, and the need to explore the need for and differences between what would be administrative and Board level policy through the process, as well as implication for the Library's collective agreement. At the conclusion of the discussion, the following motion was raised:

Moved by Harlan Pruden

*THAT the Board direct staff to develop a policy around diversity hiring, promotion, and mentorship with a view to increasing representation among VPL staff of Indigenous and other People of Colour.*

**CARRIED UNANIMOUSLY**

Moved by Abeer Yusuf

*THAT the Community Relations, Planning & Development Committee receive the report for information.*

**CARRIED UNANIMOUSLY**

## **DEVELOPMENT**

### **5. Reopening Update**

Chief Librarian de Castell reported that 10 locations are on track to reopen in the afternoon of Tuesday, July 14 and she was pleased to note that more than 100 staff are back to work. She noted the preparation of a robust safety plan and signage to support the safe delivery of service. Christina added that funding is approved to expand all locations to takeout service by September, and that funding for fully reopening all locations is not yet confirmed. The City has identified that support from provincial and federal governments will be needed to fully reopen all public facilities, and we may need the Board's support in this. Trustee will be guided by the Privacy Commissioner in this area and their recommendations for public facilities, and the Chief Librarian noted that we have the means to contact our patrons should there be an urgent need related to delivering library service.

### **6. Capital Projects Update**

The Chief Librarian shared that the mid-term review of all capital projects is taking place at the City and the report will go before Council before the end of July. She added that due to the pandemic, capital projects with significant public consultation are slowed down, which

affects consultation at Joe Fortes, Britannia and Marpole. She also noted that she hopes to have more details about Oakridge in September. The Central Library Children's Area project is underway, and will also need public consultation, while the Renfrew Early Literacy Space is on track and is estimated to be completed in Q4 2020.

## **ADJOURN**

Moved by Harlan Pruden

There being no further business, the Chair declared the meeting adjourned at 6:25 p.m.

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Kurt Heinrich, Chair

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Christina de Castell, Secretary