

**Library Board Minutes  
GREENDALE PUBLIC LIBRARY  
Wednesday, November 17, 2021**

President Dombrowski called the Regular meeting of the Greendale Public Library Board of Trustees to order at 5:30 PM.

Trustees Present: Dombrowski, Hughes, Kobleska, Unger  
Excused: Amidzich, Jensen  
Also Present: Van Klooster- Library Director

Library Director Van Klooster stated that the Agenda for this meeting had been published in compliance with the Open Meetings Law.

**PUBLIC COMMENTS (1)**

Corrine Damato spoke against PAGE participation in Library Dickens programming.  
Lara Miller spoke in favor of PAGE participation in Library Dickens programming.  
Cathy Podd spoke in favor of PAGE participation in Library Dickens programming.  
Colleen Fechtmeyer spoke against PAGE participation in Library Dickens programming.  
Mary Grogan spoke against PAGE participation in Library Dickens programming.  
Diannia Merriett spoke in favor of PAGE participation in Library Dickens programming.  
Heidi Ripka spoke against PAGE participation in Library Dickens programming.  
Kathy Vincent spoke against PAGE participation in Library Dickens programming.

**APPROVAL OF THE MINUTES**

Trustee Hughes\_ moved, Trustee Kobleska\_ seconded approval of the October 20, 2021 minutes.  
Ayes: All                      Noes: None                      Abstentions: None                      Motion : Carried

**APPROVAL OF FINANCIAL REPORTS**

Check Register: October 2021

Trustee Unger\_ moved, Trustee Hughes\_ seconded approval of the October 2021 expenditures in the total amount of \$959.06

Ayes: All                      Noes: None                      Abstentions: None                      Motion : Carried

**REVIEW OF FINANCIAL STATEMENTS**

- a) Revenues and Expenditures to Actual Comparison: October 2021
- b) Balance Sheet: October 2021

**UNFINISHED BUSINESS**

NONE

**NEW BUSINESS**

- a) Discussion and/or Action on Policy in the context of public celebrations: [Library Mission Vision and Values](#), [Community Meeting Room](#), [Volunteer](#), [Notices and Solicitations](#), and [Programs Displays and Exhibits](#)

Trustee Unger moved to have the Library Director cancel and not allow PAGE or its members or supporters to participate in any future Library-sponsored events whether held inside the Library or on Village property until further notice. Trustee Kobleska seconded.

Unger read a prepared statement including a list of Village diversity achievements, included as an addendum to these minutes at Unger's request. Kobleska summarized his concerns about PAGE involvement in the Library's Dickens activity. Hughes followed with additional commentary in favor of 'a pause' in the Library's relationship with PAGE. Dombrowski stated her support of a pause in

Library work with PAGE. She then read two Programs, Displays and Exhibits Policy statements\* highlighting the Library's discretion in matters of programming. Dombrowski did not call for action on the motion saying no action needed to be taken because no policy changes were being made in the Library Board's choice to disallow specific persons or organizations from participating in Dickens under the auspices of the Library/Village planned program.

\*Library-initiated programs *may* (Dombrowski emphasis) take place onsite at the library, off-site at other locations, or online, and may be provided by library workers, volunteers, or partners. The library *may* (Dombrowski emphasis) participate in cooperative or joint programs with other agencies, organizations, institutions, or individuals to facilitate information access in the community the library serves.

### **INFORMATIONAL AND DISCUSSION ITEMS**

- a) Library Director and Staff Reports: Library 2022 hours and 2022 Wage Plan to come before Board at December meeting.
- b) President's Report: no report
- c) Friends/Foundation Report: Unger noted inability to attend meetings due to frequency of Village Board special meetings and suggested that another Library Board member may be better able to fulfill this role.

### **CORRESPONDENCE**

Email from [pagegreendale@gmail.com](mailto:pagegreendale@gmail.com) distributed to Library Board members in advance of meeting. Resignation email from Deb Huberty distributed to Library Board members in advance of meeting.

### **PUBLIC COMMENTS (2)**

Ron Barbian spoke against PAGE participation in Library Dickens programming.

### **ADJOURNMENT**

The meeting adjourned at 6:55 PM.

**VILLAGE OF GREENDALE  
GREENDALE WELCOMES DIVERSITY  
INITIATIVES AS OF  
OCTOBER 2021**

1. **VILLAGE:** Equity training for all staff.
2. Diversity flags.
3. Created New Resident Guide to WELCOME new residents with commonly asked questions.
4. Hired someone to translate Village forms into Spanish.
5. Attendance at Greendale Welcomes Diversity meetings.
6. Public Celebrations Committee is more diverse.
7. **PARK & REC:** Hosted PAGE booth at green markets.
8. **EVENTS:** Blues, Jazz & BBQ Fest in 2020, Aztec Dancers at Hay Days in 2019, PAGE group in 4<sup>th</sup> of July parades.
9. **LIBRARY:** 12 rotating monthly displays of library materials that celebrate a wide range of diverse cultures and perspectives found in our community – autism, LatinX culture, LGBTQ+ persons, etc.
10. Hosted 3 community book studies on issues of race and diverse perspectives in summer and fall of 2021. (*Action Plan Goal 3-1-c*)
11. Hosted 2 author talks from community book studies. (*Action Plan Goal 3-1-d*)
12. Developed World Languages collection for youth with greatest emphasis on non-English languages represented in the Greendale School District and US Census data. (*Action Plan Goal 4-3-a*)
13. In talks with The Human Library organization to host a Human Library event in the Village in 2022.
14. Have reviewed and revised Library hiring practices to anonymize applicant data that has been shown to lead to implicit bias (non-western personal names, graduation dates), as well as award application ‘points’ for statements of affiliation, experience, or skill with diverse groups (e.g. LGBTQ+ SafeZone certification, work experience with elderly or disabled).
15. Scheduled a ‘collection diversity audit’ for winter 2021 using CollectionHQ software, and skills acquired by staff through diversity audit training.
16. Completed the WI DPI Inclusive Services Assessment with the intent to integrate improvements into operations in 2022.
17. **POLICE:** Have done additional training on issues in diversity, de-escalation training, etc.
18. **FIRE:**
19. **HEALTH DEPARTMENT:**
20. **DPW:**
21. **INSPECTION:**