



Aloha Community Library Association

We honor our past, showcase the present, and inspire the future

The Aloha Community Library Association

Board Meeting

Time and Place: Wednesday, March 20, 2019 at the Aloha Library

Members Present: Ellen Mickanin (President), Jean Doane (Vice President), Eric Nickerson (Treasurer), Daniel Hauser (Secretary), Cassie Roberts

Members Absent: Sam Sheikh, Melanie Belles

Staff Present: Terri Palmer (Library Director), Jared

Guests: None present

The meeting was called to order at 6:40 p.m. by Ellen.

Eric moved to approve and Cassie seconded approval of the February meeting minutes. The vote was unanimous.

1. Director's Report – Terri Palmer

Terri described that she has been engaged with the WCCLS strategic planning process and participated in a full-day retreat.

Terri also noted that Leslie Sanocki has moved from on-call to the regular position. Staff are assessing needs before going out for any new hires.

2. Diversity Plan Report – Terri & Jared

Terri led off by noting that foundations have been making it clear they expect funded organizations to document efforts on Diversity, Equity, and Inclusion (DEI).

Terri highlighted that they are considering work done by other libraries who have been emphasizing greater services and access for older people and people with disabilities. However, most libraries do not appear to be making much progress actualizing a plan.

Terri noted that the top priority of survey participants as part of the WCCLS strategic planning is to expand service for houseless and underserved populations.

The overall goal is to show the ACLA is respecting and valuing all diverse populations to set on a goal of radical inclusivity. The diversity plan will be implemented beginning in the next fiscal year. Terri emphasized a set of priorities:

Forming an IDEA (inclusivity, diversity, equity, action) committee of staff that will meet monthly to review progress on the plan, incorporate external feedback into operations, plan staff training, review policies with a DEI lens, and more.

Improve physical library environment by having an occasional walk-through of the library with specifically targeted communities that are currently underserved.

Form a DEI advisory committee to assist in an ongoing basis in keeping the library on the right track.

Jared then shared a DEI plan and highlighted the need and importance of including neurodiversity and socioeconomic status in their definition of diversity. Jared then walked us through the DEI plan. Jared emphasized the need to focus on micro-communities for the Adult Services department, such as the writers group. Next, Jared highlighted the return of Spanish Storytime as way that Youth Services can emphasize increasing participation by Spanish speaking families. Representation in the library's collection was also clearly lacking and they intend to continue auditing and improving this issue.

Jared then described how Aloha's community is about 40% non-white. However, about 78% of the adult fiction collection has no representation of Aloha's diverse community. About 87% of the authors in adult fiction were not representative of Aloha's diverse community.

Staff and board members then commenced a discussion of the plan. Terri indicated they will have action items and a timeline forthcoming to accompany the current plan.

Terri committed to sharing a more complete diversity, equity, and inclusion plan with the board. The board asked to receive quarterly updates on progress.

3. Treasurer's Report – Eric Nickerson

Eric shared that he met with the finance committee to think about how to present information to the board in a helpful way. He then passed out a page with charts on each side, one for revenue and one for expenses.

Eric noted that we have a positive profit and loss for the month of February and overall the budget is fairly balanced. It was suggested that the profit and loss capture changes from grant funding that is released and spent. This way, some expense items wouldn't look like the library is overspending when that isn't the case.

4. Around the Room

Ellen asked if Jean could Chair next month's meeting and she said she hopes to be able to but if not Daniel or Eric can fill in.

Jean shared that the Philanthropy Committee met and emphasized marketing out the book sale and tulip sale. April 11th has been set as a tentative date for the ad hoc business partnership committee.

Board volunteer hours in the past month:

Jean: 11

Daniel: 11

Eric: 16

Ellen: 12

Sam: 17

Cassie: 8

Meeting adjourned at 8:26 p.m.

Respectfully submitted,

Daniel Hauser
Board Secretary