

Attendees: Cynthia Cochran, Aaron Jones, Kimberly Seay, Megan Bolinder, Nathan Pollet, Octavio Sanchez, Teresa Stafford, Chuck Pribbernow, Hadi Dudley, and Vira Kousol. The group met via Zoom videoconferencing due to the COVID-19 pandemic.

Call to Order & Roll Call

Hadi Dudley, Library Director, called the meeting to order at 1:05 p.m.

Approval of July 1, 2020 Minutes

The group reviewed the minutes from July 1, 2020 meeting. Kimberly Seay moved, Cynthia Cochran seconded, to approve the minutes as presented. The July 1, 2020 board minutes were approved as presented.

Agenda Items

1. Hadi gave the Library Report.
 - a. Hadi gave updates on COVID-19 operations.
 - i. We are now accepting book donations on the front porch.
 - ii. Read it Again Books store is now open in the fireplace room.
 - iii. The Library removed our magazines from in-library browsing area and for checking out. There's a new report out from REALM, called Reopening Archives, Libraries and Museums. The new report contains studies that certain items such as cellulose based materials hold the virus longer.
REALM Project: Reopening Archives, Libraries and Museum by OCLC, IMLS & Battelle-
<https://www.webjunction.org/explore-topics/COVID-19-research-project.html>
 1. We have Flipster digital magazines online which patrons can use, and also through Flipster, the Consumer Reports magazine is now available.
 2. Hadi discussed the Overdrive budget, consortium and new Advantage account, along with Sora app for Bentonville Schools.
 - b. Personnel updates:
 - i. We hired four (4) Part-Time Clerks and they are in-training.
 - ii. We also have two (2) Full-Time positions.
 1. When promoting internal candidates, additional positions may open to "back-fill" in the next few weeks.
 2. We filled the Teen Services Librarian with an announcement forthcoming; staff will begin mid-August.
 3. The offer is pending for Full-Time Specialist; staff expected to begin mid-August.
 - c. FY2021 Budget preparation is underway.
 - i. Expectations for O&M and Capital budgeting to down -5% from beginning FY2020.
 1. As a reminder this year, we are holding off on Capital purchases and freezing approximately 10% of the library's O&M.
 - d. Update on future library planning / needs assessment:
 - i. The Committee ranked eight (8) qualified firms' proposals.
 - ii. MSR Design was selected and ranked the highest.
 - iii. Currently negotiating with firm to align its proposal with the City's agreement.
 - iv. The plan is to take to agreement to City Council for approval late August or early September.

1. The grant application was submitted to the Walton Family Foundation. This was accomplished in collaboration with the Bentonville Library Foundation.
 - v. We are looking to begin in September with a winter timeframe to complete the study.
- e. Hadi mentioned the new Bentonville Together campaign, a city initiative that focuses on Diversity, Equity and Inclusion. City staff will participate in listening sessions and a community task force will be formed to host public listening sessions.
- f. 211 Café hours of operation are changing to be open and closing earlier (M-Thurs, 9AM-4PM & F-Sa, 9AM-2PM).
2. Friends of the Bentonville Library Report.
 - a. Hadi provided the Friends report mentioning the group's volunteer work, sorting and organizing backroom and preparing to accept book donations and open the bookstore in the Fireplace area.
3. Teresa gave the Bentonville Library Foundation Report.
 - a. YTD donations totaled 188 gifts from 90 donors for a total of \$63,974.62.
 - i. This is 3X higher than this time last year (232% increase).
 - ii. We are 58% to goal for 2020.
 - b. Naming gift/pledge received for the McGaugh Family Literacy Area (Max and Charlene McGaugh (children are Jamey and Jodi))
 - i. Area being named is the existing Sunroom.
 - ii. Signage will be going up soon to match all of the other signage in the library.
 - iii. Dedication of space will be planned for later this year.
 - c. Bentonville Library Foundation has launched a new website developed in collaboration with two Ignite students – www.bentonvillelibraryfoundation.org.
 - d. The next Foundation board meeting is scheduled for September 14th. The Executive Board continues to meet as necessary between full board meetings.

The Library Advisory Board will meet September 2, 2020 at 1 p.m. through Zoom videoconferencing.

Adjournment

The Library Advisory Board adjourned at 1:50 p.m.

BENTONVILLE TOGETHER

Listen. Learn. Lead.

A journey toward meaningful actions for inclusion.

The City of Bentonville is beginning to explore, both within city departments and externally in the community, diversity and equitable approaches for our community.

- The Bentonville Community Plan's vision of Bentonville as a welcoming and diverse community that embraces its increasingly diverse and culturally rich population and prioritizes quality of life, equality and inclusion for all.

The city is initiating a new campaign called Bentonville Together to:

- Improve our understanding of local diverse representation, backgrounds and cultures;
- Identify ways inclusion and equitable approaches may support Bentonville's community vision; and
- Provide guidance for meaningful and transformative actions with the goal of ensuring the City of Bentonville is welcoming and inclusive of all.

As we strive for inclusion, we believe there are long-lasting benefits if we proceed with the following approach:

Listen, Learn, and Lead

Listen

We want to better understand issues related to diversity, equity and inclusion by actively listening to individual experiences. The LISTEN phase seeks to:

- Educate staff, officials and individuals on how to listen with an open mind. Encourage staff, officials and individuals to actively and respectfully listen to community members of different backgrounds and experiences;
- Hold active listening sessions, internally for city department employees and externally for the community members that are inclusive of all, where participants feel comfortable and respected to share and receive information.

Learn

We want to learn how to improve community member's personal experiences, build trust and shape future actions with ongoing organization and community conversations. The LEARN phase seeks to:

- Provide resources to help individuals recognize their own biases, prejudices and behaviors as well as understand how their own experiences and background shape what they bring to and take from a conversation;
- Establish open and honest conversations between the community, city staff and city officials to discuss diversity, equity, and inclusion in a healthy and productive manner;
- Review city policies, practices, and programs that may create inequality or exclusion.

Lead

We want to lead by example and work collectively within the community. The LEAD phase will:

- Establish a Mayor's DEI (Diversity, Equity, and Inclusion) Employee Committee consisting of internal city department representatives to guide the city's organizational strategies and actions;
- Establish the Mayor's DEI Community Task Force consisting of individuals to guide community strategies & actions;
- Establish the Mayor's DEI Advisory Board consisting of DEI field experts and Community Stakeholders to advise the city employee committee and community task force in the creation of a strategic short and long-term plan.