Massachusetts Libraries
Board of Library Commissioners
mass.gov/mblc

**MINUTES OF THE BOARD OF LIBRARY COMMISSIONERS monthly regular meeting**

**Date** : Thursday, February 6, 2025

**Time** : 10:00 A.M.

**Place** : Zoom Meeting

**Board**

**Present** : Vicky Biancolo, Chair; Timothy Cherubini, Vice-Chair; Karen Traub, Secretary;

Kate Chang; George Comeau, Esq.; Debby Conrad; Joyce Linehan; Jessica Vilas Novas

**Staff Present (Zoom):**

Maureen Amyot, Director; Heather Backman, Library Building Specialist; Andrea Bono-Bunker, Library Building Consultant; Celeste Bruno, Communications Director; Kate Butler, Library Information Systems Specialist; **Jessica Branco Colati,** Preservation Specialist; Terry D'Angelo, Administrative Assistant / Business Office; Tanesha Deane, Contract Specialist; Tracey Dimant, Head of Operations & Budget / Business Office; Allyson Dowds, Consultant to Special Populations; Susan Faiella, Accountant; Robert Favini, Head of Library Advisory & Development / Government Liaison; Al Hayden, Library Advisory Specialist; Jennifer Inglis, State Aid Specialist; Rachel Masse, Assistant to the Director; Jaccavrie McNeely, Electronic Services Specialist; Aparna Ramachandran, Data Analyst / IT Support Specialist

Cate Merlin, Head of State Programs; June Thammasnong, Communications Specialist

**Observers Present:**

Courtney Andree, Executive Director, Massachusetts Center for the Book; Eileen Chandler, CLAMS; Kim Charlson, Watertown Perkins Library; Buffie Diercks; Lt. Gov Kim Driscoll; Sarah Jackson; Isabella Lanata; Laurie Lessner; Marie Letarte; Jeanette Lundgren; Kathy Lussier

Philip McNulty; Ellen Rainville; David Slater; Sarah Sogigian; Maureen Strauss

**Meeting called to order by Chair Biancolo**

Chair Biancolo called the meeting to order at 10:03 A.M.

**Roll Call of Commissioners**

Commissioner Traub stated that she is required to take a roll call of Commissioners to comply with the Open Meeting Law for hybrid meetings.

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|  | Commissioner Cherubini- Present | Commissioner Linehan- Present |
| Commissioner Biancolo - Present | Commissioner Comeau- Present | Commissioner Traub- Present |
| Commissioner Chang - Present | Commissioner Conrad- Present | Commissioner Vilas Novas- Present |

Chair Biancolo explained that she would be making a motion to comply with a consent agenda. A consent agenda is a board meeting practice that groups routine motions into the consent agenda. If there are no objections, the Chair can declare a motion passed, rather than counting votes for each motion separately.

Chair Biancolo moved to adopt a consent agenda for agenda items #8- Consideration of approval of municipalities requesting waivers for the FY2025 municipal appropriation requirement in the FY2025 State Aid to Public Libraries Program within the 5% threshold; #9- Consideration of approval of a petition for a waiver of the municipal appropriation requirement for the FY2025 State Aid to Public Libraries Program above the 5% threshold- WALES; #10- Consideration of approval of the FY2026 Plan of Service and Program and Budget for the Massachusetts Center for the Book.

Commissioner Vilas Novas seconded.

Chair Biancolo then requested a roll call vote for the consent agenda.

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|  | Commissioner Cherubini- Yes | Commissioner Linehan- Yes |
| Commissioner Biancolo - Yes | Commissioner Comeau- Yes | Commissioner Traub-Yes |
| Commissioner Chang - Yes | Commissioner Conrad- Yes | Commissioner Vilas Novas- Yes |

**Approval of Minutes from the regular monthly meeting:**

**February 6, 2025**

Chair Biancolo asked if there were any corrections to the February 6, 2025 as presented.

No corrections were needed.

**Chair Report**

Chair Biancolo provided the following report-

January 16: I attended the virtual CMLA meeting

January 17: I spoke at the legislative breakfast at Leicester Public Library

January 24: I attended the virtual MLA Legislative committee meeting

January 28: I attended the virtual MBLC eBoard meeting

I know there is a lot of anxiety about what will happen to MBLC services and our libraries with uncertainty swirling around Institute of Museum and Library Services (IMLS) funding. I know that conflicting and erratic news reports are not helping. As of now, IMLS is advising us to stay the course, keep business as usual, and so that is what we are doing. You heard Director Amyot say that contingency planning is underway, so for now, I hope we can just do what we do best. We are forging ahead with our legislative agenda and our excellent work supporting libraries across the Commonwealth. When there is reliable information to share, she will share it.

**Commissioner Activities**

**Commissioner Cherubini**

* January 13 attended MLS Executive Board Meeting
* January 24 attended Legislative Breakfast in Chicopee
* January 28 participated in MBLC Executive Committee Meeting
* January 31 attended Legislative Breakfast in Pittsfield

**Commissioner Conrad**

* January 17 – virtual – Small Libraries in Networks
* January 24 – Legislative Luncheon – CLAMS
* January 27 – (virtual) Legislative Advocacy Workshop planning committee

**Commissioner Linehan**

* January 22- Attended Governor’s Council Policy Meeting
* February 3- Governor signed Executive Order for Poet laureate program

**Commissioner Traub**

* January 10 Legislative breakfast Greenfield Community College
* January 15 Mass Library Trustee Association meeting
* January 23 Mass Library Trustee Association meeting
* January 28 MBLC Executive committee
* January 29 Boston Public Library webinar “Social work at the library with Taylor Morris

**DIRECTOR’S REPORT**

Director Amyot presented the following report:

**Business Office**

This has been a very busy month for the Business Office. The team has been working on the following projects, among others:

* Crafting a response to the Comptroller regarding the now-rescinded federal OMB Memo M-25-13: Temporary Pause of Agency Grant, Loan, and Other Financial Assistance Programs – Maureen and Tracey Dimant worked together on this.
* Tracey met with our House Ways & Means analyst (Sarah King) on 1/30 regarding the legislative agenda, as well as the situation around Federal funding.
* Processing of State Aid payments (completed as of 1/31)
* Processing of Construction Planning and Design contracts (all contracts sent out as of 1/31, and are in process)
* Start of work on SLAA (State Library Administrative Agency) Survey – Tracey and Cate Merlin, due 3/25/25

**Communications**

January was busy for the Communications Team, heading into Legislative Breakfast season and the Massachusetts Municipal Association Annual Conference and Tradeshow. Celeste Bruno, Rachel Masse, and June Thammasnong did a fantastic job designing and setting up the booth and we had a lot of traffic throughout the show.

Celeste, Rachel, Maureen, Rob Favini, and Lyndsay Forbes met with the staff at the Massachusetts Library System for a discussion about Summer Reading Programs and the responsibilities and work that each organization is doing. It was a useful meeting so we can understand how to support each other’s work without overlapping.

The team put together Empowered by Libraries packets for every legislative event, and after the federal funding freeze issue, added the newly updated Federal Funding one-pager. Staff who are attending breakfasts are bringing them along so that our branding and signage is present and prominent.

Rachel and Maureen participated in a joint meeting at Cradles to Crayons with representatives from the Boston Bruins, Wonderfund, and Cradles, to talk through the final plans for the PJ Drive, which is now underway. We have challenged the Massachusetts Library System to see who can collect the most pajamas (us!) between February 1 and March 15. The loser (MLS) will present the winner (MBLC) with the official PJ Cup trophy filled with chocolate, in their pajamas, at the April MBLC board meeting. Our hashtag is #BeatMLS and we hope you will join in the fun! The Bruins are collecting PJs at two of their games, so we will be staffing tables at those games to receive the PJs. (Those don’t count toward the #BeatMLS challenge though!) We’re excited to be part of this project again for the 18th year.

**Library Advisory and Development**

**LSTA Grant Update**Applications for Library Services and Technology Act (LSTA) Explore Grants closed on January 16, 2025. We received 12 applications for the ESOL/Citizenship Corner grant and 6 applications for Preservation Assessment grants. As a reminder, this is the first time the MBLC has offered Explore grants. The LSTA ream are encouraged by the response. The Explore Grants will be awarded in February-March.

**Social Cohesion Event Date Announced**Ally Dowds has been working with the Massachusetts Library System and Simmons University to create the Library Summit on Social Cohesion. This in-person event will take place on April 11, 2025, and will provide a nourishing day for library staff to strengthen relationships within our profession and to support our important role fostering social connection in our communities.

The theme of the event is: Together We Thrive: Libraries as Catalysts for Social Cohesion. By the end of the summit, participants will be able to:

* Describe how librarians can foster social connections in their communities.
* Discuss strategies to strengthen library staff wellbeing and collective care.
* Apply a 4-step process to develop a relationship-driven library.

We will share program and registration details as they develop.

**Mass Humanities**

On January 16, 2025, Maureen, Jess Colati, and Rob Favini met with Brian Boyles, Katherine Stevens, and Deena Caswell from Mass Humanities. After staffing changes at both institutions, this call was a reboot of a long-standing quarterly call to exchange grant and programming information between the two organizations. We hope to be able to regularly pass along Mass Humanities grant opportunities to libraries and explore areas of collaboration.

**MMA Connect 351 Trade Show**The MBLC continued the annual tradition of staffing a booth at the Massachusetts Municipal Association’s conference and trade show. This year’s trade show ran Thursday afternoon (1/23) and all-day Friday (1/24). As usual the booth was a busy place where attendees made up of municipal and state officials stopped by to connect with the MBLC. As always, the most discussed topics were construction and state aid. Most visitors included thanks to the MBLC for the work that we do. (This included multiple Town Councilors from Amherst.)

Many thanks go out to Celeste, Rachel, and June from the Communications team for pulling together materials and booth set up. Also, thanks to Andrea, Cate, Al, and Tanesha for working at the booth.

**Perkins Access MBLC Web Accessibility Audit and Training update**On January 16, 2024, MBLC staff met with the Perkins Access team to review progress on our website accessibility audit and staff web accessibility training. The website audit is meeting all performance deadlines. The staff training series will run through February covering the following topics: Creating Accessible Web Content, Writing Image Descriptions, Accessible Multimedia, and Inclusive Language Skills.

**State Programs**

**Construction**The Construction Team continues to assist small population libraries with weekly or bi-weekly check-ins. They hosted virtual workshops for all standard grant type recipients, who are currently executing contracts with the MBLC for the Planning and Design Phase.

Andrea helped staff the Agency booth at MMA's annual conference, and she attended Legislative events in Leicester and Pittsfield. Heather and Andrea visited Fitchburg Public Library to see their initial progress, and Andrea visited Melrose and Sharon, which are nearing completion.

On February 4, Andrea facilitated a webinar for the Northeast Summit on Climate Adaptation for Library Facilities, which was planned with Heather, Sarena Deglin from Delaware, and Michele Eberle from MLS, who hosted the virtual webinar and ran registration. Andrea planned the upcoming March 25th webinar entitled "Breaking Bad Conversations about Climate Change" and features John Fernandez, a full MIT Professor and Director of the Building Technology Program in the Department of Architecture, Director of the Urban Metabolism Group, and co-Director of the International Design Center at MIT.

**State Aid**The State Aid Unit continues to wrap up the FY25 State Aid cycle, with the Board vote on waivers at the February 6 meeting and the second State Aid payments coming. Uechi is beginning to work on the FY25 ARIS report (already!), working on questions and data that will be submitted over the summer.  
  
Aparna has been working with our IT support vendor Custom Tech and the Executive Office of Technology Services and Security (EOTSS) on new Virtual Private Network (VPN) software installations for staff devices. She has set up and installed new Owl cameras and microphones in the Board Room (and will next move on to the new travel ones), and is beginning the setup of new staff laptops. Aparna is also working on the LibStat reports that compile all ARIS and Financial Report data, to be made available on the Agency website in the next month or so. She is also creating a template to import new sets of data to the internal database that she has been building, now that the new and old server are finally in sync.

Jen Inglis attended the State Data Coordinator annual meeting where she worked with colleagues across the country to prepare for the upcoming reporting of Massachusetts data for the Public Libraries Survey (PLS). Data appears on the [Library Search and Compare](https://www.imls.gov/search-compare) tool funded through the IMLS. Jen also volunteered for a subcommittee of State Data Coordinators to review future additional questions and definition changes for the PLS. Her next big project is the annual data submission for the PLS. Prep for this project involves talking with Baker & Taylor and AIR, the vendor used by IMLS, and reviewing documents ahead of the three/four month project.

Cate Merlin is working with the State Aid unit to finalize preparations for the Baker and Taylor Connect rollout, and is designing the training for BLC Staff and the library community, which will begin in late February. (Baker and Taylor Connect is the system that allows libraries to create comparison graphs and charts, using their own library’s data and the data of other Massachusetts libraries.)

Cate staffed the Agency booth at MMA for both days and attended the Leicester Legislative Breakfast in January. She and Jen are putting together a welcome email for new Directors, with important State Aid and ARIS information that Directors need to know on Day 1. Cate has held her first two State Aid Office Hours and has been impressed with both the questions about specific and general State Aid/budget issues and pleased that directors have remained on the meeting after their questions have been answered to offer moral support to their fellow directors. She meets with multiple individual Library Directors and Trustees each week, to discuss their budget processes and issues as they begin the FY26 budget season.

**Director Activities**

This was an extremely busy month on the legislative and government side of things. I attended legislative events at Greenfield Community College, Leicester Public Library, Chatham Public Library, and Taconic High School in Pittsfield. I was happy to have the opportunity to meet legislators at each of the events and talk with them individually about the importance of the legislative agenda and state funding for libraries.

Rob Favini and I met with Representatives Higgins and Murray, House co-chairs of the Library Caucus, to talk about the legislative agenda and get their insights on the climate at the State House. As you all know, the Governor’s budget was released in January and all our lines were level-funded except 7000-9506, which funds the networks, and was not one of our priority lines. The increase was tiny – only a little more than $3,000. The caucus will advocate for us, but the Representatives cautioned us that level funding is a “win” in this climate, a sentiment that was echoed by Senator Cyr at the Chatham legislative lunch.

Rob and I, and Celeste Bruno, met with the MLA Legislative Committee leadership last week to talk about federal funding and our need for some advocacy from the library community on that topic. They talked through the issues with us and issued a Call to Action via the listservs toward the end of the week.

I spent most of last week working on contingency planning with the management team. The order on the freezing of federal funds that was issued last Monday and rescinded a day later was unexpected, and the effect on our agency would be dire if (or when) it takes effect. Celeste updated the Federal Funding one-pager, and talking points about how we use federal funds have been shared with all Commissioners. Please include that information in all your messaging about our legislative agenda going forward. If you have questions about how we use federal funds or need more information, please reach out to me anytime. Loss of our federal funds will be debilitating, and we need all Commissioners to reach out to state and federal officials to communicate the message. We know dark days are ahead, and we are ready to fight for our libraries.

**Legislative Report**

Rob Favini, Head of State Programs presented the following report:

**Library Legislative Caucus meeting**

On January 22, 2025, Director Amyot and Rob Favini met with Library Legislative Caucus Chairs Representative Higgins and Representative Murray. The meeting provided an opportunity to provide background information on MBLC Legislative Agenda and demonstrate the impact on library services in the Commonwealth should the budget requests pass or fail. Also discussed was the added pressure on public libraries in a climate of shrinking municipal budgets.

Rep. Murray emphasized that this is going to be a tough budget year where level funding can be looked at as a win. Rep. Higgins committed to the library caucus’ support of MBLC budget lines through the amendment process with tempered optimism.

**Budget**

Gov. Healey filed her $61.5 billion state budget plan for fiscal year 2026 on January 22, 2025. In it the MBLC’s budget lines were level funded.

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| **FY 2026 Governor's Budget** |  |  |
|  | **FY 26**  **Governor's Budget** | **FY26 MBLC Legislative Agenda** |
| **7000-9101** Board of Library Commissioners | $2,074,268 (level funded) | $2,489,122 |
| **7000-9401** Regional Libraries Local Aid | $19,000,000 (level funded) | $19,950,000 |
| **7000-9402** Talking Book Program Worcester | $711,942 (level funded) | $747,539 |
| **7000-9406** Talking Book Program Perkins | $4,053,441 (level funded) | $4,256,113 |
| **7000-9501** Public Libraries Local Aid | $20,000,000 (level funded) | $22,000,000 |
| **7000-9506** Library Tech and Automated Networks | $6,172,690 (slight increase) | $6,477,944 |
| **7000-9508** Mass Center for the Book | $420,000 (level funded) | $550,000 |

As the budget makes its way through the legislature, we are keeping track of the following important dates:

* March 2025, FY26 Agency Testimony to Joint Ways and Means Committee
* April 9, 2025, House Ways and Means Budget released
* April 21, 2025, House Floor Debate Begins
* May 6, 2025, Senate Ways and Means Budget Released
* May 19, 2025, Senate Floor Debate Begins
* June 2025 House and Senate Conference Committee meet to prepare final budget to be approved by the Legislature. The final budget is sent to the Governor.

You can follow the budget process on the Massachusetts Legislature’s website: <https://malegislature.gov/Budget>

**Library Related Legislation**

With the opening of the new Legislative Session in January came a flurry of bills filed that relate to the library and the MBLC.

**Freedom to Read**

The Bills commonly known as Freedom to Read were reintroduced by the same legislators who originally filed them. [SD.141](https://malegislature.gov/Bills/194/SD141) *An Act regarding free expression* and [HD.625](https://malegislature.gov/Bills/194/HD625) *An Act regarding free expression* are essentially unchanged from last session.

Two new bills on the topic were also introduced. [HD.2546](https://malegislature.gov/Bills/194/HD2546) *An Act ensuring our freedom to read in the Commonwealth* was introduced by Representative Hawkins and [HD.2779](https://malegislature.gov/Bills/194/HD2779) An Act protecting against attempts to ban, remove, or restrict library access to materials was introduced by Representative Saunders. It is too early in the process to know how these bills will complement SD.141 and HD.625.

**E Books**

Last session’s bill commonly known as the E Book Bill was refiled as [HD.1221](https://malegislature.gov/Bills/194/HD1221) *An Act addressing challenges facing public libraries and digital resource collections* by Representative Murray and [SD.2329](https://malegislature.gov/Bills/194/SD2329) *An Act addressing challenges facing public libraries and digital resource collections* by Senator Feeney. These bills are identical to the bill filed last session by retired Representative Balser.

**School Libraries**

[SD.1769](https://malegislature.gov/Bills/194/SD1769) *An Act relative to school library standards* was filed by Senator Oliveira and seeks to adopt American Association of School Librarians and Massachusetts School Library Association school library standards that promote effective school library programs.

**Digital Equity**

Two bills were introduced relating to digital equity. [HD.2342](https://malegislature.gov/Bills/194/HD2342) *An Act preserving broadband service for low-income consumers* was introduced by Representative Mendes requires providers of broadband service in the Commonwealth to offer high speed broadband services to low-income consumers at a cost of no more than $15 per month.

[HD.3908](https://malegislature.gov/Bills/194/HD3908) *An Act establishing a commission to study a statewide credentialing program for digital navigators* was introduced by Representative Sabadosa. If passed, would establish a Massachusetts Digital Navigation Commission to study and make recommendations on ways to address the inequity of digital access through the recruitment and implementation of digital navigators. A representative of the MBLC is named as a member of the commission.

**Consideration of approval of municipalities requesting waivers for the FY2025 municipal appropriation requirement in the FY2025 State Aid to Public Libraries Program within the 5% threshold**

Cate Merlin, Head of State Programs presented the 7 libraries requesting waivers.

* Dunstable
* Florida
* Hancock
* Hanover
* Salisbury
* Tyringham
* Westford

Commissioner Conrad moved and Commissioner Traub seconded that the Massachusetts Board of Library Commissioners grants a waiver of the FY25 Municipal Appropriation Requirement (MAR) and certifies that the communities on the attached list have met minimum standards of free public library service and awards each a FY2025 Library Incentive Grant (LIG), a FY2025 Municipal Equalization Grant (MEG)and a FY2025 Nonresident Circulation (NRC) offset in the indicated amounts, totaling $ 71,251.53, and authorizes any additional FY2025 State Aid to Public Libraries disbursements that may be possible toward the end of the grant cycle.

**The motion passes.**

**Consideration of approval of a petition for a waiver of the municipal appropriation requirement for the FY2025 State Aid to Public Libraries Program above the 5% threshold- WALES**

Cate Merlin, Head of State Programs presented the request at the February meeting for the Town of Wales.

Commissioner Conrad moved and Commissioner Comeau seconded that the Massachusetts Board of Library Commissioners grants a waiver “with reservation” of the FY2025 Municipal Appropriation Requirement and certifies that Wales has met minimum standards of free public library service and awards it a FY2025 Library Incentive Grant, a FY2025 Municipal Equalization Grant and a FY2025 Nonresident Circulation offset in the indicated amounts, totaling $ 2,967.30, and authorizes any additional FY2025 State Aid to Public Libraries disbursements that may be possible toward the end of the grant cycle.

**The motion passes.**

**Consideration of approval of the FY2026 Plan of Service and Program and Budget for the Massachusetts Center for the Book**

Courtney Andree presented her Program and Budget at the previous meeting.

Commissioner Cherubini moved and Commissioner Linehan seconded that the Massachusetts Board of Library Commissioners approves the FY2026 Plan of Service and Program and Budget filed on January 9, 2025 for the Massachusetts Center for the Book, with a bottom line of $420,000 as presented in agenda item 10.

**The motion passes.**

**At 11:02 AM Chair Biancolo made a motion to recess the meeting.**

During the recess Lt. Governor Kim Driscoll joined the meeting.

**At 11:58 AM Chair Biancolo moved for the meeting to resume.**

**Report from Massachusetts Library System**

**Strategic Initiative 1**

**MLS ensures its services are sustainable, prioritize member needs, and equitably serve all member types.**

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| Goal | Actions | Measurement of Success | **Monthly work towards goal** |
| MLS ensures service value to all member types. | MLS will create new avenues for active member engagement, including task forces, class leaders, and project engagements. | *MLS will report to member libraries on an annual basis the number of active member engagements.* | Changes made by the new School Library Membership Policy are being implemented.  Sarah Sogigian and Rob Favini (MBLC) launched their 2023 Road Trip program  Two Masscat public library members (Huntington and Becket) have signed contracts to join C/WMARS, with support from MLS. |
| MLS will continue to strengthen its partnerships and collaborations to allow MLS to focus on what it does uniquely well. | Utilizing the newly created partnership policy and process, MLS will explore possible partnership work with the Library for the Commonwealth and other organizations. | *MLS will report to member libraries on an annual basis the value of their partnerships.* | We launched the five-part webinar series with ALA on intellectual freedom topics. Three webinars occurred in February with 176 participants at the live events and 94 views of the recordings. Two additional webinars will occur in March. Recordings of the webinars will be available for 18 months.  We continued working with MBLC and other organizations to host a webinar series on mental health supports and libraries. One webinar occurred in February and two will occur in March.  Staff from MLS, MBLC, public libraries, and other New England state libraries began the *Touchpoints for Libraries* train- the-trainer program to teach the Touchpoints program to Massachusetts library staff. The training will continue in March.  We continued working with other New England states on this year’s Summer Summit, to help libraries prepare for the youth and adult summer library program. The event is scheduled for March 31. |
| New services will be designed to deliver the greatest statewide impact, able to expand and contract due to available funding and need. | MLS will evaluate current, new, and proposed services using a new internal service review process. | *MLS will ensure that services are able to expand and contract due to available funding, need, and capacity.* |  |

# **Strategic Initiative 2**

**MLS empowers leaders to emerge at every level of library service, connecting staff throughout the stages of their careers.**

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| Goal | Actions | Measurement of Success | **Monthly work towards goal** |
| MLS promotes excellence and continuity by providing professional development, conversation, and community around leadership. | Together with our partners, MLS will lead the planning of learning opportunities on leadership and management topics and ensure networking options in our engagements. | *MLS will report to member libraries on an annual basis the leadership and management learning opportunities hosted and the reflection from participants.* | We scheduled a series of four workshops with the Employers Association of the NorthEast on HR topics relevant for libraries (employment Law, interviewing, performance management, and documentation skills). They will take place March through May.  We are working with EANE to schedule four community chats on HR related topics. |
| Leadership, professional development, and networking opportunities will have flexible offerings in order to include participants from various library types, library sizes, and resources. | MLS will explore the creation of grants and/or scholarship opportunities to support member library staff in their professional development work. | *MLS will report to member libraries on an annual basis the number of opportunities available, awarded, and the reflection from participants.* | We launched the Language Learning Grant program and approved 20 applications in February. |

# **Strategic Initiative 3**

**MLS will take the lead in facilitating important conversations, and support member-facing initiatives focused on DEI: diversity, equity, inclusion, accessibility and social justice.**

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| Goal | Actions | Measurement of Success | **Monthly work towards goal** |
| MLS will integrate the core values of diversity, equity, inclusion, accessibility and social justice into its policies, practices, procedures, and programs. | Utilizing learnings from our work last year, MLS will continue its review of documents, resources and practices to ensure they align with core values.  In partnership with trusted experts, MLS will begin an accessibility audit of MLS services. | *MLS will demonstrate both increased resource allocation as well as substantive, visible progress in representation throughout MLS services.* |  |
| Following the lead of trusted experts, MLS will build awareness in using the DEI tenets with member library staff to identify and eliminate barriers to inclusive library services. | Utilizing established services, MLS will showcase member libraries that are using the core values of DEI within their communities. | *MLS will report to member libraries on an annual basis the DEI learning opportunities hosted and the reflection from participants.* |  |

**Unfinished Business and General Orders**

**PUBLIC COMMENT**

**OLD BUSINESS**

There was no old business.

**ADJOURNMENT**

The meeting adjourned at 12:25 PM



Karen Traub

Secretary