

Library Board, Santa Monica Public Library
Director Report
February 2019
February 7, 2019

Citywide Priorities:
City Council Retreat 1/26

From City Manager Rick Cole’s weekly city-wide message on 1/31; “The Council unanimously selected six of the twenty-three sub-outcomes as Framework Priorities -- which now supersede the Strategic Goals that have been in place since August of 2015. The Framework Priorities (in alphabetical order) are:

- Affordability
- Climate Change
- Engaged & Thriving Community
- Keeping Neighborhoods Safe
- Mobility & Access (a new Sub-outcome added by Council)
- Reduce Homelessness

You will note some continuity from the Strategic Goals. *Maintaining an inclusive and diverse community* has shifted to *Affordability*. *Regional leadership on homelessness* is now *Reduce Homelessness*. Elements of *Learn + Thrive* will be integrated into *Engaged & Thriving Community*. *Creating a new model of mobility* is now *Mobility and Access*. *Climate Change* and *Keeping Neighborhoods Safe* are new citywide priorities.

These six Priority Sub-outcomes selected by Council will not only assist us in allocating resources during the upcoming budget cycle, but will help us focus our time and talent on these six priorities to achieve the greatest impact. We will develop plans of action for each to achieve measurable results during the next two budget years.

Guiding our work toward the achievement of the sub-outcomes and to guide the budget and policy making process are the following values adopted by Council (again in alphabetical order):

- Accountability
- Equity
- Inclusion
- Resilience
- Safety
- Stewardship

So what does this mean?

First, we have made significant progress toward integrating the original Strategic Goals into the new budget Framework adopted two years ago. That paves the way to better align and track all of the City’s workplans and projects. In turn, that will make trade-offs more transparent – when Council adds a new project or priority, it will now be clearer where that fits – and what resources (time, staff and/or funding) must be shifted to accommodate the new work.

Creating a single list of all the plans, projects, and Council 13 items and priorities is the ultimate goal. It's unlikely we will ever achieve a perfect system for tracking all the commitments Council and staff make in a dynamic city like ours, but we are making progress toward greater clarity, focus, transparency and accountability.

The overarching values will also help guide the review of all the shifts and adjustments within the budget process ahead. Stewardship particularly will be an important consideration in evaluating whether to fund new investments and initiatives within our more limited means – requiring choices be made to shift resources to work and projects that reflect the Council's values and priorities.

We will be sharing more about the reimagined budget process in the weeks ahead, including further opportunities for input from the community and staff. The timeline is to preview the outlines of the draft budget at a Council workshop on April 30, with submission of the final City Manager's Recommended Budget for FY 2019/21 by the Charter deadline."

I share this with you verbatim, because there was a lot of comment from the public and some from Council on Learning, Lifelong Learning in particular, with specific reference to the Library's role. We have been working with Tim Dodd, Chief Performance Officer and Karen Ginsberg, Director of Community and Cultural Services to elaborate on Learning in the new Framework iteration.

Performance Based Budgeting: The budget continues with the instructions focused on examining all current Library activities, prioritizing the areas where efficiencies can be achieved and making recommendations for changes in allocations. The first benchmark is February 21 for all efficiencies to be considered. The process calls for Subject Matter Experts to form working groups for each of the six Framework priorities. These working groups will then review the efficiency submissions for each area.

Library Facilities and Budget Update:

Pico: There are a few more deliverables that warrant attention. Acoustical tiles will be added to the interior in the hopes of reducing reverberation and noise. The staff have patiently waited for a new front desk, the interior requires painting, and the damaged end panels of shelving needs replacement.

Main: The EV charging stations were open to the public on January 28 with a hosted introduction in the courtyard. 30% of the 11 charging stations appear to be used at all times – more analysis will be shared over time. It appears that T-mobile and AT&T cell use is available throughout the parking structure. Sprint and Verizon use will be addressed with support from ISD.

Ocean Park: The Branch will close temporarily from Monday, February 18 to Monday, March 11, 2019 for necessary structural improvements. Enhancements to the 100-year-old Branch focus on upgrades to plumbing. The lawn in front of the Library will also be

inaccessible during the closure. Customers will be invited to visit the three branches and the Main library. The book drop will be open for materials return.

Fairview: Architectural Services is working with the Library to schedule replacement of all exterior facing windows. This is a substantive project, but the Library plans to phase in the work and remain open during the construction.

Library Classification and Compensation Study: The library will go to request Council authorization for the vendor selection on 2/26.

Library Facilities Master Plan: Six proponents returned their proposals on 1/17; Architectural Services will review the materials and interview finalists in mid-February.

Library Services and Programs:

Diversity: The Library has been planning a program to bring stronger training to the City, building upon the gender diversity training at Public Works and the Library in the past months. This training will be discussed potentially as an integration with some SMI considerations. The library hopes to initiate an informal Diversity Think Tank with staff volunteers who wish to dedicate time and energy to creating opportunities where equity and diversity learning and conversation become a part of our existing events and activities.

Library Director Patty Wong and Library Board Members Kathy Sheldon and Lu Plauzoles attended the North of Montana Association at their monthly meeting in January. Participants were very appreciative of the good work of library staff, particularly at Montana Branch. There were significant concerns about safety and homelessness. Other questions ranged from technology and future use in the library to the continued need for the printed word and use of print vs. digital, especially for children. One NOMA member is interested in the potential to archive the neighborhood association documents.

Let's Read with Gleam: The Library and Mayor Davis are working together to promote literacy and early education! Mayor Davis will be reading at story times and other organized events as part of a year-long initiative! The first program will be held at the Main Library Children's Room on February 19 at 6 p.m.

Council Member Sue Himmelrich will be hosting office hours at the Main Library on February 10 from 2-4 p.m. at the Main Library.

Council Member Greg Morena will be visiting the Library and will meet with Library leadership on February 11.

ALA Conference:

Highlights of ALA:

- Opening Session with Melinda Gates (2019 National Library Week Honorary Chair)
- Robin DiAngelo discussing her book “White Fragility: Why It’s So Hard for White People to Talk about Racism”
- 20th Annual Dr. Martin Luther King, Jr. Holiday Observance and Sunrise Celebration
- 2019 Youth Media Awards featuring the first time announcements of the AJL Sydney Taylor Book Award, American Indian Youth Literature Awards, and the Asian/Pacific American Library Association Awards for Literature.
- Conversations about ALA Headquarters, the future of ALA MW meeting, and the Steering Committee on Organizational Effectiveness (SCOE)
- There has been much discussion in ALA corners about workplace violence; it is something that is very much on everyone’s mind.
- There was a significant incident that took place between two ALA Councilors at a Council forum. The incident has sparked heated conversations about race and equity and decorum that has permeated the association and has reached many corners of the profession. While much of the details remain confidential, it is a difficult time and as a community we can only grow stronger if we can have hard conversations, provide for space and safety to have those conversations and are committed to the change that is needed to support all.

Several resolutions were approved at ALA Council, ALA’s governance body that have positive impact on libraries and may be of strong interest to the Library Board:

- [A Resolution in Support of Civil Rights Protections for People of Diverse Gender Identities](#)

I have only included the portions that refer to libraries:

1. Encourages libraries to defend those civil rights protections, in their policies, procedures, and their actions, in accordance with the first principle of the *ALA Code of Ethics*: “We provide the highest level of service to all library users through appropriate and usefully organized resources; equitable service policies; equitable access; and accurate, unbiased, and courteous responses to all requests.”
2. Encourages libraries to create welcoming and inclusive spaces to meet the information needs of people of diverse gender identities, as well as create inclusive programs, projects, and events to support and demonstrate equality, inclusion and respect.
3. Creates avenues within existing ALA structures to highlight model policies as well as identify model training and educational opportunities for library staff and administrations that encourage the creation of all-inclusive spaces and provide an understanding of bias.

- Resolution on Eliminating Monetary Library Fines as a Form of Social Justice

I have only included the portion that pertains to libraries:

2. urges libraries of all types to stop the practice of imposing fines on library patrons; and
3. urges governing bodies to fund libraries so they are not dependent on monetary fines as a necessary source of revenue.

There were also revised interpretations:

Meeting Rooms: An Interpretation of the Bill of Rights
Prisoners' Right to Read: An Interpretation of the Bill of Rights
Copyright: An Interpretation of the Code of Ethics

Copies of each of these are available through the Director.

Human Resources

Conferences and trainings: Cecilia Tovar and Patty Wong attended the ALA Midwinter Meeting in Seattle, WA. All staff are attending Cybersecurity and Preventing Workplace Harassment, Discrimination, and Retaliation training. Erica Cuyugan and Cecilia Tovar attended California Library Association Board meetings.

New Staff: Youth and Family Services Coordinator, Lenore St. John joined the team on January 22, 2019

The Library will be filling all vacant positions. This process includes Social Worker interviews later this month. A thorough update on all of the changes will be included in the March Secretary's Report.

Library Partners and Allies

Connections for Children: Santa Monica based staff are providing drop in and office hours as resources after story times at the Main Library. This is an organic process and will most likely develop into ongoing support for our families most in need.

Safety & Security:

The Library will be interviewing for the Library Service Officer position later this month. New radios are being ordered for all service desks and managers to ensure expediency in response. Additional technology has enhanced radio connections between the Main Library and the branches. Installed transmitters allow for stronger connectivity for cell phone use in the Library parking lot on all levels. Use of the new TrakForce system

within the LSO team will allow for deeper analysis of the work; a stronger graphical report will be available in March.

Respectfully submitted:

Patricia M. Wong, Director of Library Services