

**Library Board, Santa Monica Public Library**  
**Director Report**  
**March 2019**  
March 7, 2019

**Library Budget**

**Performance Based Budgeting:** The Library examined all areas of operations and recommended recommendations in the funds for collections (2.7%), the 2.4% increase in most of the categories (the 2.4% annual maintenance of effort increase applies only to operations, and so does not pertain to personnel costs), and significant operations associated with administration of key areas and small reductions in training. The next steps will involve rethinking systems associated with key areas.

**Budget priorities:** While the budget efficiencies are under review, the Library placed three additional items in line for increases: 1. Framework priority: Reducing Homelessness – a. funding for 2.0 FTE permanent LSO positions b. additional funding for the as-needed social worker c. as needed clerical support for data analysis and reporting and d. evaluation and renovation of existing space for Homeless Support Services that could include a workforce development component.

2. Engaged and Thriving Community: Equipment and staffing to support outreach and completion and filing of Census 2020 forms for Santa Monica residents. The upcoming Census will be completed online; public libraries across the country will be referred to assist with the task of Census completion.

3. Safe Neighborhoods: Installation of security cameras and alarm system for the Main and four branch libraries. While investments have been made in improving safety and security, we can further protect our important community assets by enhancing our security through technology and more consistent monitoring of activities.

Library staff is engaged in the four of the six Framework Priorities: Reducing Homelessness, Keeping Neighborhoods Safe, Affordability and Engaged and Thriving Community.

**Facilities:**

Pico: Outstanding items: Acoustical tiles will be added to the interior in the hopes of reducing reverberation and noise; new front desk; interior painting; replacement end panels on shelving in adult.

Main: We need replacement seating as the fabric and upholstered seating is replaced with less porous materials.

Ocean Park: The branch is scheduled to reopen on March 11 as planned. The lawn will need to be repaired and staff and Office of Sustainability is seeking funding for drought resistant plantings.

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 vendor selection was approved by City Council on 2/26. The contract is near completion.

**Library Facilities Master Plan:** Finalists will be identified through a ranking system with an interview and presentations scheduled for mid-March.

### **Library Services and Programs:**

**Diversity:** The Equity Think Tank will begin meeting in March with representatives from several classifications. The team planning will include implicit bias training at Staff In-service Day, regular trainings and speakers at each All Staff Meeting, regular communication on equity and diversity topics and more.

Santa Monica Public Library has been tapped as a potential lead in a statewide diversity effort to cultivate a culture of equity and inclusion as a result of GARE (Government Alliance on Race and Equity) work. If successful, the Library would provide assist other Southern CA libraries to participate in training and leadership to examine operations from an equity and inclusion lens as well as strengthen our work internally. Library staff member Jeff Kaplan has joined the 2019 GARE cohort, the third group from the City committed to this process.

Jeff Kaplan is one of the leads to establish stronger LGBTQ programming throughout the City and within the Library. His plans include partnerships to bring a Santa Monica Daily Press column – “Libraries are for everyone” highlighting collections and programs, a book display and LGBTQ pioneers slide show on the media wall, a Promenade pop up featuring SMPD, LA LGBT Center and other LGBTQ Service Providers, a Samo Pride Lighting Ceremony, documentaries on LGBTQ History in LA with the filmmaker, and potentially Drag Queen Story Time at the Pier (we are providing resources). We are very excited about this line up and especially proud of Jeff’s leadership and planning.

Let’s Read with Gleam: The second program featured the Seuss-a-bration with a milieu of Dr. Seuss reading, accompanied by a craft and cupcakes! More than 300 youth and families attended the Seuss read in. Mayor Gleam Davis will provide story time at the Arts and Literacy Festival and will support the book giveaway in April at the Pico Branch Library.

Library leadership met with City Council Member Greg Morena for a tour of the Main Library and a Q and A about library services.

LSO Lynnette Lawetzki provided an outstanding presentation about her role at the Library and its impact on the community, her individual learning and how her work has resulted in powerful, positive engagement with communities experiencing homelessness at the 2/21 SamoStat meeting on Homelessness. Lynnette's story was so moving audience members were brought to tears and applause. City Manager Rick Cole recommended that the Office of Communication feature Lynnette in an upcoming spotlight.

### **Human Resources**

Conferences and trainings: Marc Morgenstern and Patty Wong attended the State of the City Economic Sustainability Summit: Shaping a Changing World featuring an address from Mayor Davis and City Manager Rick Cole and a panel discussion facilitated by Mr. Cole that featured Deputy City Manager Anuj Gupta, Jesse Draper from Halogen Ventures and DJ Peterson from Longview Global Advisors.

The Library and Public Works are discussing ways to collaborate to bring gender diversity training to our respective teams, especially at the frontline level.

Director Patty Wong is one of four presenters providing a day seminar on the Color of Leadership: Developing People of Color and Allies as Change Agents at Pasadena Public Library. The Northern California seminar will be held in Fremont, CA in late March.

Principal Librarian Cecilia Tovar continues her work in developing the messaging and processes for Census 2020 with ALA and preparations for public library engagement with implementation.

New Staff: Delia Galan joined Public Services as a Librarian I. Previous to joining the SMPL team, Delia worked for the LA County system for eight years. She is extremely passionate about working in libraries and getting to know and understand our customers and community. Outside of work, Delia loves being outdoors and enjoys hiking, camping, traveling and trying new things. She is a full time dog mom to her German Shepherd, four-year-old Brady. She loves dogs, which means she will fit in well with our pet-loving team. Delia is currently reading Anthony Bourdain's *Medium Raw*. Her guilty pleasure read is *The Time Traveler's Wife* – SMPL's 2007 Santa Monica Reads selection! Delia is a fluent Spanish speaker.

Vacancies: First interviews for the as needed **social worker** positions were held over two days in mid-February. References are being checked and the finalist interviews will be held in mid-March. The Library hopes to hire two part-time social workers to collaborate with Stacy Allen, outreach specialist for The People Concern and connect with our

library customers experiencing homelessness. The social workers will provide resources, counseling, triage and some case management as needed. They will work under the direction of Human Services but will work with Erica Cuyugan on a day to day basis.

**LSO** finalist interviews were held in late February. An offer has been made and has been accepted, pending Livescan screening. An anticipated first day of work should be on or near April 1.

Praesidium: The City is working with Praesidium, a company specializing in anti-sexual abuse practices for government and related institutions. Consultants are scheduled to review current youth serving programs throughout the City – including two Library afterschool homework and enrichment programs – LEARN – that take place at Pico Branch and the Main Library. The review will include examination of program operations, interviews with participants and volunteers and staff as well as consultation with the Director. The resulting report will provide sustainable key practices and recommendations for stronger administrative guidelines and facilitated trainings and processes, as well as critical skills for all staff to ensure safety for all youth. It is a much needed effort.

### **Library Partners and Allies**

Santa Monica History Museum: Thanks to Library leads Kathy Low and Susan Lamb and SMHM Archivist Sara Crown, the Santa Monica Public Library and the Museum are hosting their first joint exhibit. *Light & Shadow: Capturing Early Santa Monica History* features seven local photographers that illustrate the richness of the collection and capture iconic and historic Santa Monica. The Library will feature Kenneth Strickfaden and Victor Barnaba and the Museum will feature HF Rile, Adelbert Barlett, Emerson Gaze, Bill Beebe and George Tate, Jr. The exhibit will run from March 9-June 15.

Respectfully submitted:

Patricia M. Wong, Director of Library Services