

# Executive Director's Report

## ADMINISTRATION

*By David Slivken*

### Gallagher/Tabor Dilemma

Governor John Hickenlooper on November 20th submitted interrogatories asking the Colorado Supreme Court to weigh in on whether the Taxpayer's Bill of Rights (TABOR) and Gallagher Amendment have conflicts with each other. The interaction of TABOR and Gallagher has resulted in a system in which provisions in both amendments are not working as intended and is adversely affecting local communities. "Colorado's local governments must be able to provide essential services," said Governor John Hickenlooper. "With clarification from the Colorado Supreme Court, we will be able to address the funding issues caused by the conflict and find a workable solution."

### Colorado Association of Libraries Response to Lawsuit from Thomas Moore Society

On October 10, 2018, The Thomas More Society filed a lawsuit in Arapahoe County District Court against EBSCO Industries Inc. (EBSCO) and the Colorado Library Consortium (CLiC). The lawsuit is brought on behalf of Pornography is Not Education, a small Colorado group led by Robin and Drew Patterson. Their complaint alleges that EBSCO "knowingly provides sexually explicit and obscene materials to school children," and that CLiC "purchases from EBSCO and knowingly brokers sexually [sic] explicit, obscene, and harmful materials to Colorado school children." The Colorado Association of Libraries takes strong issue with the merit of this legal filing, and is herein expressing its deepest concern about the tenor and true intent of the action. The American Library Association Freedom to Read statement asserts: The freedom to read is essential to our democracy. It is continuously under attack. Private groups and public authorities in various parts of the country are working to remove or limit access to reading materials, to censor content in schools, to label "controversial" views, to distribute lists of "objectionable" books or authors, and to purge libraries. These actions apparently rise from a view that our national tradition of free expression is no longer valid; that censorship and suppression are needed to counter threats to safety or national security, as well as to avoid the subversion of politics and the corruption of morals. The statement above perfectly describes the motivations of the two individuals spearheading this entirely baseless lawsuit. They are on a personal crusade to impose one particular worldview upon the entire community, and the targets of their campaign extend well beyond EBSCO, CLiC, and Colorado. Their true aim is to censor all electronic materials from school and public libraries, despite the fact that both federal and Colorado state statutes adequately and appropriately address the need to ensure age-appropriate access to information in our public schools and libraries. Their goal is no less than to undermine the fundamental tenets of a free society. The Freedom to Read statement continues, "We, as individuals devoted to reading and as librarians and publishers responsible for disseminating ideas, wish to assert the public interest in the preservation of the freedom to read." In this spirit, on behalf of citizens who rely on our libraries, the Colorado Association of Libraries urges the public to stand up for their intellectual freedom rights and the right of each community to make local decisions about information resources.

### Front Range Public Library Directors Meeting Notes

- Front Range library director's discussed November election results, and lack of support for libraries this year, but looking to 2019 and how this impacts decisions for future elections.
- Discussion of the fire district's success this year, and their coordinated efforts across the state, and how they differed from those around k-12 funding. Discussion about Gallagher still being a major issue for the future. Suggestion that we may need to look to work together in 2019. Discussion around forming group to work on this, or the crossover with this conversation and

other statewide PR campaign groups. Point about importance of messaging that comes from city officials, conversation needs to be with more people than just library workers.

- CAL has launched the START committee (Strategic Advocacy and Response Team) and will be meeting soon to start their agenda for the year.
- Update from Crystal: State Library is looking to reconvene the group interested in a statewide PR/awareness campaign for libraries.
- Front Range directors discussing statewide messaging for voter support. She will follow up with Jon Walker/Pueblo City-County Public Library, who currently chairs the Gallagher task force.

## **COMMUNICATIONS**

*By Paula Watson-Lakamp*

- Completed monthly/weekly goals of Communication Plan
- Organized, managed and supervised all graphic design work for the District
- Worked with OrangeBoy on dashboard and Savannah messaging system to send out new campaign to “Occasional” users
- Worked on new social media promotions and platforms including “The River’s Mouth” blog
- Rolled out our new Captain Cache pod cast
- Worked with local and regional media on various stories
- Continued work on new Strategic Plan Marketing strategies
- Continued to roll out new Library District “Connect to Curiosity” to staff and public
- Worked with the Library Trust to get information into Colorado Gives Campaign
- Working with Master Plan project, web page, community events, promotion
- Beginning planning of 2019 Summer Reading Challenge – A Universe of Stories
- Gathering year-statistical data for Communications and District Annual Reports

## **HUMAN RESOURCES**

**HR Manager:**

*By Sabrina Stromnes*

- Selected a new vendor, Employer’s Council, to conduct an employee opinion survey. Working on developing the survey which will go out to all employees the week of December 10.
- Completed Leading at the City program.
- Posted and began interviewing for new Director of Finance.
- Recruitment
  - ❖ Hires:
    - Circulation Aide at Harmony Library: Jake Voss
    - Circulation Aide at Council Tree Library: Christina Eihausen
  - ❖ Extended Posting:
    - Director of Finance and Business Operations – closed November 16<sup>th</sup>
- Ongoing:
  - ❖ Employee relations issues
  - ❖ Performance management
  - ❖ Employee questions and support
  - ❖ On/offboarding
  - ❖ Manager/Supervisor questions and support

- ❖ Manage Workers' Compensation
- ❖ Assist employees with FML, STD, LTD, Non-FML medical leave
- ❖ Manage/support Volunteer Program Manager
- ❖ Liaison between City of Fort Collins HR, Payroll, Benefits and Learning

**Volunteer Program Manager:**

*By Audrey Glasebrook*

- Followed up and collected receipts from Book Fest authors for expense reimbursement.
- Supported several students in their service-learning assignments for school, including becoming a “mentor” for a student in her year-long service project and meeting with her to go over details.
- Interviewed 10 volunteer candidates, and placed them in volunteer roles.
- Recruited 2 long-term volunteers for new computer help program at OTL, and met with them to decide on details.
- Spoke with several potential volunteers for the Living Library event on February 2<sup>nd</sup>. Accepted 4 applications so far, and expecting a few more soon.
- Posted staff volunteer requests in Volgistics and sent out opportunity emails to all volunteers, finding help for special projects and events over the next several weeks, including the holiday staff party, Family Night at CTL, and others.
- Collected hours from 166 library and Friends of the Library volunteers who served in October.
- Attended first DOVIA Colorado Board meeting in Denver.
- As part of Learning Org team, began planning for Staff Day 2019 and Friday Fun classes.

**OUTREACH SERVICES**

*By Johanna Ulloa Girón*



The highlight of the month was the annual celebration of Día de los muertos. Over 700 members of our community celebrated and learned about this ancient Mexican tradition. As Robert Putnam said, “People may go to the library looking mainly for information, but they find each other there” and that’s exactly what happened during this event.

In the weeks leading up to the Day of the Dead, we displayed a

multicultural ofrenda (altar) on the grounds of Fort Collins Museum of Discovery where an infographic created by Laura Carter explained the meaning of this cultural celebration and the altar. It’s worth mentioning that this infographic has more than 5K pins in Pinterest and it’s the 2<sup>nd</sup> hit in Google when searching “Dia de los muertos meaning” under images. An exhibition of Mexican crafts and artifacts, and a slideshow about Mexico was also exhibited at the innovation Lab. All these elements sparked visitors’ curiosity to learn more about the country



and its traditions. We had a great experience partnering with the museum who is very intentional in the creation of cultural programs. The museum also invited the library to write a post on their blog about the celebration: <https://fcmo.org/blog/2018/10/23/dia-de-los-muertos/>



As part of the Master Plan for the District we held charla were 115 participants attended. We had over 65 adults, 40 children and 10 teens. We heard amazing stories from individuals who were our patrons for over 37 years to some that have never visit our branches.

Some people described their love to our work and how much it matters that the LatinX values are reflected in our practice. It was a great experience!

In partnership with the Community Equity Consortium the second presentation of the Health Equity Learning

Series took place and over 50 participants engaged in a lively discussion about Niki Okuk’s talk on poverty and oppression. An attendee stated “I am so glad the library is hosting programs where we can have safety to have difficult conversations”.



## COUNCIL TREE LIBRARY HIGHLIGHTS

*By Currie Meyer*

**Book Discussion Programs:** On November 7, **Rekindle the Classics** discussed *The Bean Trees* by Barbara Kingsolver. The facilitator, a student studying for her master’s degree in English, guided the discussion.



Rekindle attracts readers of all ages, most often young adults with an interest in literature. All Rekindle discussions take place at Wolverine Farm Public House, where participants can enjoy local craft brews, wine, coffee and snacks. I coordinate the program with CSU English professor, Dr. Ellen Brinks.

On November 12, the **Council Tree Book Club** discussed *Janesville: An American Story* by Amy Goldstein. Janesville tells the story of Janesville, WI, during the recession years of 2008-2011. General Motors built one of its original assembly plants in Janesville, and shut it down in 2009. Goldstein profiles several families, community leaders and politicians who were affected by the shut-down. The book provided the group with much to talk about including economics, politics, privilege and class.

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**Brighter lights!** Facilities staff Matt James and electrical contractor Gabe installed new lighting in Council Tree’s corridor between children’s and the staff break room in November. The two replaced 15 original CFC bulbs and fixtures with new fixtures that hold brighter, more energy-efficient LED lights. Matt and Gabe are currently working on the same enhancements in the children’s areas.



**Community Intercept 2.0 at Thanksgiving Day**

**Race:** After the Thanksgiving Day Race, CTL Children’s Librarian Amy Holzworth and I conducted a community intercept session. The community intercepts are coordinated by Master Plan consultant Group 4 and Carson Block, and facilitated by library staff. The intercepts ask passers-by for their quick input on the future of our libraries.

**Circulation Supervisor Angela James reports:** I completed the training of a new Circulation Aide, and began training for three Circulation Aides on customer service at the front desk. Interviewed and approved for training three staff to work as Assistant Circulation Supervisor subs. Co-coordinated children’s collection balancing and redistribution with Amy. Coordinating Otto (automatic materials handler conveyance system) service and repair.

**On-site Library Card distribution at Shepardson STEM and Linton Elementary Schools:** Amy and I visited two of our partner elementary schools at evening events in November to create new library cards for students and families. With photo ID, anyone who didn’t already have a library account could fill out our on-line form and receive a library card on the spot! Dozens of children and adults lined up to get theirs!

## OLD TOWN LIBRARY HIGHLIGHTS

*By Eileen McCluskey*

- The OTL team welcomed and on-boarded new Adult Information Services Librarian, Ian Holmes. Ian jumped right in and began researching the parameters and scope of the Seed Library while program planning for the SRC.
- From Digital Literacy Librarian, Kristen D.:
  - Tech Toys @ CTL - ~75 participants
  - Learning Org Team – Friday Fun classes and Staff Day organization
  - Colorado Name Change event at OTL – 30 people
  - Organization meetings with team for the OTL Tech Help service launch
- From Erin L.
  - November STREAM story time featured apple science. After learning about the life cycle of an apple tree, participants investigated why apples float. They started with a picture of astronauts in the space station with fruit floating in space, and then talked about gravity. They decided to see if they could get fruit to ‘float’ here on earth. The kids had a fun guessing which fruits would float in water and which fruits would drop to the bottom. They came up with several hypotheses about our results (is it size? weight?) and ended by learning about density. Kids were fascinated by the water-based activity, got to learn about fruits and vegetables, and practiced science concepts along the way.

- Erin attended the NASA-focused Space Institute with Outreach employee Leah W. This 2-day seminar was full of program ideas and children’s activities that tie into to space and astronomy learning. Leah and Erin left with lots of program ideas for families and children to incorporate into next summer’s astronomy activities and year-round STREAM programming.
- Nicole B. had an article published in VOYA magazine about the Glow-in-the-Dark Egg Hunt party. She also hosted an Ugly Sweater program for teens.
- Eileen filled in for the volunteer who facilitates the Conversations in English group. It was so much fun! She led a PIC training, worked on the United Way Campaign with Chris Cortez (\$5,500+ raised by PRPLD employees!!) and attended Leading at the City. She facilitated a couple of interviews with millennials for the Master Plan and hosted Outreach Fort Collins for a Friday Fun class.
- Vicky is part of the Summer Reading Challenge planning team and they are going full force to get ready for summer 2019. The OTL children’s team continues to seek out ways to leverage the OTL children’s space for engaging, interactive and collaborative activities. This month, we were gifted beautiful, handcrafted felt food pieces that volunteer Linda Hoornbeek made for the OTL kitchen set. These pieces are used with the play kitchen for imaginative play.

