Nashville Public Library Board of Trustees
Minutes
February 18, 2025
Bordeaux Branch Library
4000 Clarksville Pike
Nashville, TN 37218
12:00 PM

Members Present: Joyce Searcy, Keith Simmons, Charvis Rand, Katy Varney, Kate Ezell, Dr. Nadine de la Rosa, and Rosalyn Carpenter

Library Staff: Terri Luke, Sherry Adams, Susan Drye, Andrea Fanta, Kyle Barber, Jena Schmid, Shawn Bakker, Linda Harrison, Forrest Eagle, Emily Krieble, Marva Bryant, Kyle Cook, Bret Wilson, and Maria West

Others: Macy Amos and Tessa Ortiz-March, Metropolitan Attorneys at Metropolitan Government of Nashville and Davison County, Alexandria Danner, SEIU Representative, and George Luke

I. Call to Order / Roll Call

   a. Ms. Searcy called the meeting to order at 12:02 PM.

II. Metro Ordinance required to be announced at all Board Meetings – *Chair, Joyce Searcy*

   a. "Pursuant to the provisions of § 2.68.030 of the Metropolitan Code of Laws, please take notice that decisions of the Nashville Public Library Board may be appealed to the Chancery Court of Davidson County for review under a common law writ of certiorari. Any appeal must be filed within sixty days after entry of a final decision by the Board. Any person or other entity considering an appeal should consult with an attorney to ensure that time and procedural requirements are met."

III. Public Comments

   a. "Pursuant to T. C. A. § 8-44-12, time is reserved at the beginning of Library Board meetings for which there is an actionable item on the agenda for public comment germane to items on the agenda. Up to five people will be allowed up to three minutes each to speak. Speakers must register within one half hour prior to the beginning of the meeting by signing their name on a physical sign-up sheet available at the entrance and identifying any agenda item on which they intend to comment.
   b. Two people requested to speak: Alexandria Danner and Sherry Adams.

i. *Ms. Danner stated, "My name is Alexandria Danner, and I'm the organizer and union rep of over 180 NPL employees who have chosen to organize under the banner of SEIU. I'm here today to speak about your upcoming vote on the Interim Director's status. I am not here to rehash the events of last year's director search, but I am here to ask you today to not vote on this until a fair, equitable, and transparent process has been developed to decide who NPL's permanent director should be. Let me be clear: I am in no way questioning Terri's ability to lead this department. This is about the process. The decision you make today will impact hundreds of employees, their families, the tens of thousands of community members we serve, and the stewardship of millions of taxpayer dollars. It should also be mentioned that every other library system in this state is looking to NPL for leadership right now. We owe it to them, and to ourselves, to get this right. And to do that, Terri should be treated like any other applicant for this role. Again, this is in no way to disparage Terri or her ability to lead. She hasn't been given the opportunity to present to her staff or the community what her vision for NPL is, or her qualifications or why she wants to lead this department in the long run. She deserves that chance. And the staff deserve the chance to hear from her, too. It would also be a disservice to our members of color to not mention the pain and frustration that they have experienced throughout this process. It is not lost on them, nor the other union staff, that two qualified people of color had to go through a very rigorous application and public interview process, only to be passed over for a white woman who was nominated without applying, without the same level of scrutiny, without polling the staff, and without a transparent or democratic selection process. This has left many staff members feeling undervalued, unheard, and deeply hurt. Lastly, your librarians are living in fear right now. Fear for the erosion of their professional freedoms, for the safety of their families in a world that feels increasingly unstable, and for the future of the communities they serve. They are also deeply concerned about the future of libraries as institutions of knowledge and refuge. They are watching this process closely and looking to you for leadership. This is not just about a vote. It's about demonstrating that you understand the weight of this moment and the trust that has been placed in you to lead with integrity and foresight. It's about doing what's right, even when it's hard. Everyone can agree that we are all eager to see a permanent director in place. We're asking you to vote down this motion, and to let Terri remain as interim until you can develop a process that is holistic, democratic, and transparent. Let's* *take the time to do this right. Because the people who depend on NPL deserve nothing less. Thank you for your time."*

ii. *Ms. Adams stated, "I am Sherry Adams, HR Manager at the Nashville Public Library. One of my roles as HR Manager is to ensure that all staff are heard. All those staff were encouraged to voice their concerns during public comments today. They feared retaliation, so I was asked to read their statement. The statement reflects said staffs' opinion. The statement reads: 'After reading The Banner article in January, the Nashville Library Board opposed to leadership uncertainty, we were very shocked about the potential of the name of a director that has not completed the interview process. The board has made promises and comments about the Director search that have not materialized. How can we put our trust in this process? During the September 2023 board meeting, Joyce Searcy stated 'We have been totally transparent with staff.' We do not feel the Board has been transparent throughout this process dating back to the selection of the Interim. The Board publicly announced that it was not their desire to appoint an Interim that was interested in the position. Although Legal said that anyone could apply for the position, the Board moved forward with appointing someone that previously stated she was not interested in the position: Terri Luke. Fast forward to the four finalists, Mr. Simmons strongly expressed his desire to make Terri Luke the director without supposedly ever seeing the four finalists. To us, it seemed apparent that he and some of the other board members have been made aware of the finalists prior to the meeting. This would not have been the first time the NPL Board broke the Sunshine Law. The entire selection process for Kent Oliver broke the Sunshine Law. We do not recall any of that process being public. Naming a permanent Director that has not completed the process that the Library Board and Razel Jones created to be equitable, transparent, and inclusive of staff and the community is totally opposite of what Joyce Searcy stated at a Board meeting. She [Joyce Searcy] stated, 'if the Board rejected all candidates after the interview process, we would go back through the process.' Are we going back through the process? Can we trust the Board to do this? Was there a private meeting between the Board and Terri Luke to learn her vision for NPL and to answer questions posed to the finalists? Is it only fair that staff and the community hears Terri's vision and answers those questions since they were used to eliminate all four finalists? Ms. Searcy stated that the survey used for the four finalists was a way to keep our promise to staff that they would be involved in the search. If an appointment is made today, can you* *in good faith say you and the Board kept your promises about naming the Director today that has not completed an interview process? This will set a precedent that could be detrimental to NPL leadership's future.'"*

IV. Board Chair Comments, *Joyce Searcy*

a. Ms. Searcy welcomed Dr. Nadine De La Rosa back.
b. Ms. Searcy congratulated Bret Wilson, manager of Wishing Chair Productions for their "*War Time Love Letters*" production.
c. Ms. Searcy congratulated Katy Varney on being reappointed to the Library Board. In Terri's absence, Ms. Searcy attended the committee and council meeting with Ms. Varney.

V. Approval of Minutes: December 10, 2024

a. Ms. Ezell highlighted a few corrections to be made. Those corrections included changing "Katie" to "Katy" on page 6 and changing "Ms." to "Mr." on page 7.
b. Ms. Ezell motioned to approve the minutes with the changes. Mr. Rand seconded. The motion passed unanimously.

VI. Interim Library Director Report, *Terri Luke*

a. Ms. Luke stated, "I want to congratulate Katy on her reappointment but also to take an opportunity to thank her for all the years that she served on the Library Board. For those of you that don't realize, [Ms. Varney] is chairing the fundraising arm of the Begin Bright initiative. I just want to say thank you for everything that you do for Nashville Public Library."
b. Ms. Luke stated, "Next, I want to talk about our FY2026 budget requests. We submitted our request on February 7th. We asked for the following items:
    i. Our priority for next year is the Bookmobile. We asked to move two NPLF funded positions to Metro. One is the Program Manager and the other is a Program Specialist.
    ii. Our second priority was Branch Staffing. It is the same request that we asked for last year. Our priority next year is seven positions at our neighborhood libraries.
    iii. Our third priority is the NECAT lease. We've been able to have our lease at Nashville State for $1.00 a year. While we plan to renovate the old Donelson Branch to accommodate NECAT, we need an 18 month to 2-year time frame where we can stay at Nashville State and still operate out of that location. We're working with Metro Attorneys and the attorneys from Nashville State to put a new lease in place.

iv. NAZA/Anna Harutyunyan's request includes a part-time youth coordinator position, summer program slots, justice-involved youth program slots, and developing a community leaders' program.
v. We're asking for $400,000 to be added to our budget for contract security guards. Last year, we spent over $400,000 out of temporary budget for contract security guards.
vi. For Begin Bright, Mayor O'Connell has pledged $1 million to the campaign but we need to include it as part of our budget request."

c. Mr. Rand asked, "Is it possible to hear in the upcoming future about how NECAT is going to integrate more into the overall library system?"
d. Ms. Luke answered, "We've been fortunate that Larry Jirik is overseeing NECAT while Cameron McCasland is the Manager of NECAT. Larry has been overseeing NECAT since August and there has been a definite change since his oversight. They recently went out to one of the high schools to do a special program, they were at the Chinese New Year event as well as Celebrate Nashville. Yes, we can have Larry and Cameron come and do a presentation."
e. Ms. Luke stated, "I wanted to thank Paige Clancy and the NPLF Advocacy Task Force for making public comments at the February 4th Metro Council Meeting. Two NPLF Ambassadors spoke about making it a priority to fund not only our operating request but the collection 4% funding in FY26."
f. Ms. Luke stated, "The next step in the Budget process is that Susan and I will present our request to the Mayor's Office and to the Finance Department on March 19th."
g. Ms. Luke stated, "The next thing I want to talk about is the artist selection process for the Robinson Courtyard. More than 70 artists submitted their proposals. The architecture firm narrowed it down to 8, and now we will it narrow it down to 3."
h. Ms. Luke stated, "Update on the Continuous Improvement Plan. The admin team will meet on February 24th to continue discussing the feedback from managers and staff. We had two excellent feedback sessions with the library managers. We'll go ahead and identify action items and a timeline for the two focus areas which are Staffing and Internal Communications."
i. Ms. Luke stated, "We're moving forward with our Capital Spending Plan. Green Hills is the first renovation. We will have news about who was selected for that renovation at our next meeting. For NECAT, Susan is working with General Services to go through the design and development process for the old Donelson Branch."
j. Ms. Luke stated, "We have a couple of upcoming author events. The first one is on March 5th at 5:30 PM at the Main Library. There's an evening with industry insiders for a woman made music panel. The second one is Joyce is moderating a conversation with Elaine Weiss for her new book called ***Spell Freedom*** on March 6th at 6:30 PM. Finally, Votes for Women will kick off their Speaker Series that is

made possible by the Sandra Schatten Foundation with Lewis Raven Wallace who will discuss their book, ***The View from Somewhere: Undoing The Myth Of Journalistic Objectivity.*** That will be March 25th at the Main Library

k. Ms. Luke stated, "Two important dates to add to your calendar are March 21st at 9:00 AM. The Bookmobile will be celebrating its kickoff at The Rocketship United Academy. The second will be the premiere of the Sustainability Documentary, "***It's All Connected: The Art of Sustainability,"*** which is directed by Cameron McCasland and the NECAT team. This event is free and will be at the Main Library on Saturday March 22nd at 5:00 PM."

l. Mr. Rand asked, "Will you have the design for the old Donelson Branch by the March Board Meeting?"

m. Ms. Drye answered, "The architectural firm, Gresham Smith Partners, is working on feasibility, so the design will not be ready."

n. Mr. Rand asked, "Within that design do you plan on adding where the public could come in and help with programming for NECAT?"

o. Ms. Drye answered, "There is a program for the space already in place that Lee Boulie had worked on, but NECAT already has the space where they can come in and use the editing suite."

VII. Foundation Report, *Shawn Bakker*

a. Ms. Bakker stated, "You received an invite to come to a reception prior to the 6:30 PM talk. If you didn't get an email or would like me to send it to you again just let me know. We are having a small reception with Elaine, donors, and Board Members."

b. Ms. Bakker stated, "NPLF is working on a strategic planning process. We are wrapping up our last one which was from 2020 to 2025. We wanted to make everybody aware we've had our first kickoff meeting. We'll soon be starting with the focus groups and the conversations so that we get the input of Foundation staff, Library Admin staff, and Board Members. Our hope is that we start the new fiscal year with our new strategic plan."

c. Ms. Bakker stated, "April 27th will be Picnic with the Library."

d. Ms. Bakker stated, "Our Carnegie Society Book Club is coming up if you're a member of the Carnegie Society. Invites are in the mail. There will be an opportunity where we'll hear from Margaret Renkl on her latest book. Margaret will be in conversation with Ann Patchett at the Main Library."

e. Ms. Bakker stated, "Terri mentioned advocacy efforts. Take Action for Libraries Day is coming up in a couple months and we will be sharing a little bit more, but that's a chance where we have our ambassadors help to get the message out about the importance of our libraries and funding the library. Our message right now is funding the library fully and then also on collections because that comes out of the 4% fund."

f. Ms. Bakker stated, "Library Giving Day is April 1st."

g. Ms. Bakker stated, "For the Literary Award Weekend, we have our author. It will be Amor Towels. The dates are November 14th and 15th."

VIII. New Business

a. Vote on Interim Director Terri Luke's Status

i. Ms. Searcy stated, "I met with Metro HR and Metro Legal and want to report back with three options:

1. Continue with Terri Luke as Interim Director.
2. Begin a new director search.
3. Name Terri Luke as Director of Nashville Public Library."

ii. Dr. De La Rosa stated, "The bonus of option one would be that Terri brings about continuity, knowing the ins and outs of the organization whether through the experiences from the time that you were appointed to the search and afterwards. You are developing a Continuous Improvement Model. You've been getting continuous feedback which is phenomenal. So, you keep things going and those would be some benefits for continuity. I also think in this role some of the cons might be that we need to be very diligent and fair and equitable as we consider her leadership and how long she's been an interim. To be an interim and have a vision for the organization for this long, to some degree, Terri has been doing the job and that is the biggest question mark that I have. As I consider the cons of continuing this interim title, it is not reflective of what she has been doing for so long.'

iii. Ms. Carpenter asked, "How long is an interim position?"

iv. Ms. Amos answered, "Typically, it varies based on the need of the department. 6 to 18 months would be standard. That information was shared with you back in December."

v. Ms. Ezell stated, "To begin a new search, there were differences in how the search was conducted in prior searches, but I do not think any of the things that made that hard has changed. If the situation would be hiring a firm, it would be putting us back in the same situation."

vi. Ms. Searcy asked, "A Committee of Council appointed to review the process in which they have not given any new procurement process."

vii. Ms. Drye answered, "The procurement process would not change if you went out of house and did not use Metro HR. The procurement process for getting a search firm would be the same."

viii. Dr. De La Rosa asked, “Is the firm [from the last search] the preferred firm?”
ix. Ms. Drye answered, “Not necessarily. If we went out for a new search firm, and they bid again, it does not mean they are the preferred firm.”
x. Ms. Varney asked, “How many months did the process take?
xi. Ms. Drye answered, “Eleven months.’
xii. Mr. Rand stated, “Terri has done a great job leading this organization.”
xiii. Mr. Simmons stated, “I agree with Mr. Rand. Terri has done a great job and gives us stability. I believe the interim tag gives a lack of stability. Another search would be expensive and time consuming.”
xiv. Ms. Carpenter stated, “I do not have the benefit of being part of the previous search but what I do have is the experience of right now, and right now, my experience is seeing the thriving of our public library system. Terri has been doing this job every day, and the library is thriving. I’m very pleased with what I have seen. The qualifications are on display.”
xv. Dr. De La Rosa stated, “I believe the elephant in the room is transparency and communication. If I were to focus on number three, I would want to clarify and be transparent about context. Where we were a year ago is not where we are today. To meet that gap what are the needs of our staff members? Where can we reconcile the current feelings, transparency, and redefine interim and naming the director?”
xvi. Dr. De La Rosa continued, “It is important to consider assessing what it means to transition an interim role into director. What are the evaluative metrics that they would transition to? And to continue to get feedback from staff. I do not agree with starting a new search.”
xvii. Ms. Searcy stated, “Keeping Terri as interim sounds like we are unsure. If we go through another search, it will take another year.”
xviii. Ms. Amos stated, “This does not have to go through procurement. Metro HR does these executive searches, and you can go through Metro HR.”
xix. Ms. Varney stated, “It hurts me personally to hear that anyone on our staff, that any person of color, feels disenfranchised and I would like to apologize. And that there are staff members that fear retaliation. That if there’s any action that the board has taken that makes them feel in fear, it is not our intent. The stability, the consistency with Terri, lets us know we don’t need to live in fear.”
xx. Ms. Searcy stated, “The board is looking at this from all vantage points.”
xxi. Mr. Simmons stated, “Mayor O’Connell took time out of his schedule to come to our meeting to endorse Terri. That means a great deal to me.”
xxii. Mr. Rand motioned to remove option one. Ms. Varney seconded. The motion passed unanimously.

xxiii. Mr. Rand motioned to remove option two. Ms. Varney seconded. The motion passed unanimously.

xxiv. Dr. De La Rosa asked, “What is HR’s process for interim to director as opposed to a national search? Is there any difference?”

xxv. Ms. Adams stated, “Metro Central HR would post the position three weeks to a month, come up with a screening process that would not be required to be public. Metro HR would then present to the NPL Board the finalists. Only one member of the NPL Board could be a part of the process.”

xxvi. Ms. Varney asked, “Ms. Adams, as with any other Metro hiring process, the Board would not have any visibility as to who applies and how long it takes until the end of the process?” Ms. Adams confirmed this was the case.

xxvii. Ms. Searcy stated, “We will now discuss option three.”

xxviii. Dr. De La Rosa stated, “I would still want to know what the HR process would look like from interim to director and know how Terri would navigate decision making and cultural alignment, which I believe we could all identify and review. Continuous transparency and feedback from staff members to see how their experiencing the workplace.”

xxix. Ms. Luke stated, “We started with the Continuous Improvement Plan. We received feedback and determined that internal communication is one of the major things we need to look at as well as staffing. We would then move on to feedback from staff and see about the environment they are working in. Additionally, there will be an external customer service survey.”

xxx. Ms. Varney asked, “Nadine, are you asking that we go through the process before we vote on number three? And is it something we need to defer a decision on today? Or is it based on Terri’s annual evaluation?”

xxxi. Dr. De La Rosa answered, “That those are all things that are considered in the transition into that role so that transparency exists and that there is a plan of action.”

xxxii. Ms. Carpenter stated, “I would like to hear from Terri. I have heard early in the interim phase that Terri was not interested in having the job permanently. So, I would like to hear that she would like the job and her vision.”

xxxiii. Ms. Luke stated, “Yes, I would do this job for a couple of more years, and I have already done it for two and a half years. I did not apply for the director position because I felt that I wanted you would find someone who could lead you into the future for the next five, ten, or fifteen years.”

xxxiv. Ms. Searcy stated, "What Terri has been doing has been preparing us for the future with this continuous improvement."

xxxv. Ms. Searcy moved to appoint Terri Luke as the Director of Nashville Public Library. Mr. Rand seconded. The motion passed unanimously.

xxxvi. Ms. Luke stated, "I want to say thank you to the Library Board in having the confidence in me. It is an honor of a lifetime to oversee Nashville Public Library. I look forward to working with the Library Board, the staff, Nashville Public Library Foundation, the community, the Mayor's Office, and Metro Council Members."

IX. Staff Reports

a. Acknowledgement/ historical marker for Tom Tichenor, *Linda Harrison and Bret Wilson*

i. Ms. Harrison stated, "Good afternoon. The month of February holds a special meaning for the members of Wishing Chair Productions. As some of you may know by the publications issued at the beginning of the month, February 10th marks the birthday of our very own, Thomas Tichenor. Tom Tichenor faithfully served Nashville Public Library and the Nashville community for fifty years before his retirement in 1988. Wishing Chair Productions has chosen to honor the founder of the library's puppetry program this month. In early 2024, work began on a production originally adapted by Tichenor in 1978 and revised by Bryan Hull in mid-2000," *The Little Rabbit Who Wanted Red Wings*. Three months ago, the show was re-recorded, and the production is currently being performed at the children's theater. I'm happy to report that after only eight of the twelve public performances this show has enchanted over 1000 patrons, and it doesn't stop there. Through social media outlets, our patrons currently can hear from the talented group of performers responsible for recreating Tom Tichenor's, *The Little Rabbit Who Wanted Red Wings*. Currently, the five-episode segment that aired completely on the Wishing Chair Productions Puppetry Troupe Facebook page, has over 870 playable views. Tom Tichenor gave so much to NPL that this generation of puppeteers saw fit to honor the puppet master by creating the first of two commemorative Tom Tichenor marionettes and miniature wishing chairs. Construction began on the project in early 2024 and was unveiled on Tuesday, February the 11th during story time at the children's theater at Main. This marionette and wishing chair will be placed on a permanent display outside the children's theater. I mention all of this because a tremendous amount of planning and care went into this month-long celebration. In late 2023, a vision was shared with me. If this vision were to ever become a reality, its effects would forever mark the Nashville Public Library's puppetry legacy, not just for the library system or for the city of Nashville, but for the state and the world. To further explain the vision, I turn to Bret Wilson, who is our manager of Wishing Chair Productions."

ii. Mr. Wilson stated, "As you just heard, there's so many exciting things going on for us in the month of February. There is one more that marks the culmination of all this. I started working on this proposal in 2024. In 1967, the newly formed Metropolitan Historical Commission of Nashville and Davidson County initiated the historical marker program to commemorate significant people, places, and events in the city's past. Late last year, discussion started with members of the Historical Commission in the creation of a proposal to suggest or recommend Tom Tichenor be added as an official historical marker on behalf of the Nashville Public Library. This process has four key points that would allow it to officially be submitted to that commission for consideration. The first being a letter of significance. The letter of significance would cover all the different aspects of Tom Tichenor's life and his interaction with the library. The proposal that was created with the letter of significance highlights Tom Tichenor's time as a student within the Metropolitan School System. At the age of 15, Tom coming to the library and volunteering his services in the creation of the productions and enchanting children as a volunteer part-time and full-time student. That letter of significance also covers his time working with WNBC TV, and his greater broadcasting, Worldwide Forest Productions on Broadway. Then of course his eventual retirement from the Nashville Public Library in 1988. The second component covers ideas as far as what the historical marker would be. The historical marker would be the summarized version of the letter of significance. The opposite side would hold the likeness of Tom Tichenor but also feature a quote from the puppet master himself. '***I didn't have the looks to be a leading man or the talent to be a great character actor. You know I couldn't make any sense of Shakespearean speech. I just don't have that kind of mind. But through the marionettes and puppets, I can be almost anything I want. You can be whatever your imagination will allow.'*** The third is a location. The idea for the location of the historical marker, after conversations with library administration, it was determined that the potential best location for a marker of this type would be on corner of 7th and Church Street. That puts it very close to where Tom Tichenor last enchanted audiences. The fourth component is a letter recognizing the access to the funds which we do have all thanks to the Nashville Public Library Foundation. All four points of the proposal we do have minus one key point and that is permission. That is why I have examples of that and copies for this entire body. I ask this body to consider creating a resolution that approves this effort going forward in the recognition of Thomas Tichenor, and what he has done in the service of the Nashville Public Library. And what his work continues to do for this generation and hopefully for generations to come."

iii. The Board agreed no resolution would be necessary and they could vote on granting permission.
iv. Mr. Simmons motioned to accept the recommendations made by Mr. Wilson. Ms. Ezell seconded. The motion passed unanimously.

b. SEIU Update, *Kyle Cook*
   i. Mr. Cook stated, "I am Kyle Cook. I am the lead SEIU Steward of the Nashville Public Library. I just wanted to get back to you on the questions posed in October at the Library Board Meeting that Mr. Simmons and Ms. Searcy asked about if we were seeing divisiveness and hate from the patrons. Yes, staff regularly receives hostel remarks about their gender identity, race, and sexual orientation both in person and online. They share these with me regularly. Last month, a library patron painted a swastika on the door of the Green Hills Library. This is a symbol of hate, and that patron has previously been suspended at Madison after harassing them. I've heard firsthand accounts of staff being bullied by patrons and other staff, particularly towards Arab Americans and Jewish Americans regarding the war in Israel. Mr. Rand did ask about communication between the Union and HR as it pertains to policy and workflow. Our Union Leaders do meet with the library administration four times a year and we arrange this through our union organizer Alex Danner and Sherry Adams. We'd like to have these scheduled out in advance so that we could have more administrators attend those, because they generally are last minute. As it pertains to policy, we do not ask staff to consider new or revised library policy. I would characterize the communication as frayed whereas our communication with the mayor's office and Metro HR is more productive. Regarding parking at the Main Library, we're really pleased that the administration is pursuing a tiered system for charging different amounts for staff parking, and we feel this is the most equitable approach. Ms. Searcy asked if employee insurance covered mental health care. Our health insurance covers some types of therapy with select therapists. We do have an EAP provider where an employee can reach out to a mental healthcare provider on demand. The ideal mental health care coverage would be trauma prevention, and we worry that our management underestimates the constant stress that's put on them, especially

marginalized groups at work. We'd like to see all our staff educated about unconscious bias and discrimination. Ms. De La Rosa asked how we comprehensively capture the concerns of the staff. Our union has an online messaging system that we use constantly, and I meet with our six other stewards who are library employees every month. Then we have a larger organizing committee of about 30 of us that meets quarterly."

ii. Ms. Searcy asked, "Would temporary security guards help alleviate any of the issues?"

iii. Ms. Drye answered, "The instance involving the swastika being painted on the door happened before the library was open. That patron was caught and arrested. It is a lot more expensive to hire security guards than what we have budget for, but it is being requested for this year."

iv. Ms. Luke stated, "Since that meeting in October, an email went out to all staff along with a monthly email as well. We highlighted the anti-bullying policy that the board approved, and we acknowledged the impact of the November elections. We also wanted to reemphasize that we have procedures in place with the code of conduct."

v. Ms. Searcy stated, "We need to have the managers meet with the SEIU."

vi. Ms. Luke stated, "I will talk to Sherry Adams and Libby Cain to coordinate dates."

X. Adjournment

a. The meeting adjourned at 1:52 PM.

Next Scheduled Board of Trustees Meeting
March 18, 2025
Main Library
615 Church Street
Nashville, TN 37219
12:00 PM

Respectfully submitted by Maria West.