

Meeting minutes of the Tazewell County Public Library Board of Trustees held at the Tazewell Train Station, 135 Railroad Avenue, North Tazewell, Va., June 22, 2023, at 3:30 p.m.

**Present:** Regina Roberts, Chair  
Ginger Branton, trustee (arrived 4:13 p.m.)  
Patsy Murphy, trustee  
Connie Bailey Kitts, trustee  
Erica Galloway, TCPL Director  
Jade Crabtree, TCPL Circulation Supervisor  
Chase Collins, Tazewell County Attorney

**Virtual:** Karel Ryan, vice chair (left the meeting at approximately 5:30)  
Chris Wilkes, TCPL Assistant Director

**1. CALL TO ORDER:** Meeting called to order by Chair Roberts at 3.35p.m.

**2. CONSIDERATION OF APPROVING THE AGENDA FORMAT**

**ADDITIONS/DELETIONS:** Chair Roberts requested to add updates on the following: Library of Congress books, Library of Virginia recognition, and the event to held following the end of the Emma Yates Hat Exhibition at Crab Orchard Museum under unfinished business. Chair Roberts requested that the order of unfinished business be changed to allow extra time at the end for more discussion of certain topics.

Trustee Murphy made a motion, with a second by Chair Roberts, to accept the agenda with the requested additions. With all in favor, and none opposed, the motion carried.

**3. APPROVAL OF MINUTES:** After much discussion the following changes to May 18, 2023 were settled on: (see attached minutes with corrections) (Please note that all changes are underlined for better visibility.)

On page 7 under c: These sentences were added

Trustee Ryan said such disruptions are opportunities to educate people. Trustee Ryan asked if complaints could not be brought forth during the Public Comment section of meetings.

Trustee Kitts asked Chair Roberts about the parliamentary procedures of editing the minutes. Chair Roberts stated that corrections to the minutes are to ensure that the minutes are accurate view of the meeting. Chair Roberts also stated that minutes do not have to be a verbatim account of the meeting.

Chase Collins weighed in matter of minutes and editing of those minutes. Chase stated that Chair Roberts was correct in the statement that minutes are not intended to be a verbatim recording of what occurred but should cover all important topics. Chase said that if the Chair does not agree with proposed amendments to the minutes, a motion can be made to strike out the portion with which the chair disagrees and upon a second it is eligible for discussion and a vote. In summary: all members may make a motion for additions and deletions.

Chase Collins was asked about a sentence that Trustee Kitts felt dealt with personnel and should be struck from the minutes. After reading the sentence in context, Chase did not read it as threatening or showing disfavor toward Director Galloway.

On page 8 :

Chair Roberts added that she also approached Director Galloway with the complaint because she believed that political involvement, agendas, and ideas were putting pressure on the chair. Chair Roberts stated that she wrote the letter not as the chair of the board, but as a citizen and to attempt to take pressure off herself and Director Galloway.

#### **4. DIRECTOR'S REPORT:**

Friends of the Library: The FOL met in person on June 12, 2023. The FOL is anticipating many volunteer opportunities in the coming months. Preparations for the comic-con, which kick off with a “monster-mash” dance on October 20, 2023 and the actual event taking place October 21, 2023. The FOL is discussing the potential for t-shirts and swag to be sold at the event.

Foundation Update: The next Foundation meeting is on July 25, 2023, at 10:30 in Richlands. Wendy Barringer has resigned and will need to be replaced. Chair Roberts gave an update that the windows for Richlands had arrived, and that delivery needed to be coordinated.

General Update:

- The pop-up library at the Tazewell County administration building is going well and seeing steady patron traffic.
- The grouting in Tazewell is complete! The company was able to get the pressures they needed and even saw a small rise in the floor. The floor needs to sit for approximately a month and then be reassessed. Once that waiting period is over a bid package for the walls will go out and that process will take 30 days and the bid will be awarded by the Board of Supervisors.
  - A motion was made by Trustee Kitts for Erica to prepare a press release updating the public of the completion of the first phase in Tazewell with a second from Trustee Branton. With all those present in favor (Trustee Ryan had to leave early), the motion carried.
- The Richlands project has been going smoothly. Chair Roberts mentioned in the Foundation updates that windows had arrived and are waiting to be delivered. Chair Roberts and Director Galloway have been in touch with Mr. Huber about the bid packet for phase II. Chair Roberts advised that the packet should be ready mid-July. Erica and Chair Roberts also discussed with Mr. Huber moving the elevator location and extending elevator access to the third floor due to the monies received from the Shott Foundation. This necessitated an extension on the bid packet and will increase the price around \$20,000 dollars.
- The children's departments have done an excellent job keeping programs going in Tazewell considering the building being closed. Programs are taking place at Lincolnshire Park on Wednesday mornings with additional programming taking place at the Tazewell Train Station. The Board would like to do something in recognition of the hard work the children's department did for the summer. Trustee

- Ryan asked if we are keeping statistics for attendance and Director Galloway assured her that we (TCPL) keep those stats.
- Millions of Minutes -around 50,000 minutes have been logged so far. Director Galloway asked that all Board members log their hours and encourage those around them to do the same. Trustee Murphy mentioned that she had trouble with the site not wanting to accept her name and express concern over whether her minutes were counting if her name was not entered. Director Galloway assured Trustee Murphy that giving your name is optional, but Director Galloway did say she would investigate what could be causing the site to reject the person's name. Chair Roberts asked to be refreshed on how to get to the google form to log minutes and Director Galloway explained that if you go to our website (tcplweb.org) and click on the second spotlight (yellow with a bear on it) the form should pull up. If the link can't be found, please call one of the libraries and the staff will gladly put in the minutes for you.
  - Feeding SWVA is going well. TCPL sees a lot of interaction on social media when it is posted that food will be available. Currently Tazewell is the only location not giving out food due to the closure of the building. Feeding SWVA will be providing food for giveaway on Kid's Day during the Tazewell County Fair. Kids' Day is August 2<sup>nd</sup> 9-1.
  - Note of praise to Pocahontas and Darla Blackwell, branch manager! Darla's programs have really taken off this summer and she is seeing record attendance. The community of Pocahontas is very interactive with any social media posts about the Pocahontas branch.
  - Tazewell County Fair is scheduled for August 1-5. Kids' Day is August 2 and Senior Day is August 3. TCPL plans to participate in both those days. Chair Roberts asked if volunteers were needed, and Director Galloway said absolutely!
  - Kelli Hicks, the custodian at Bluefield, had to resign and interviews for her replacement will be taking place soon.
  - Director Galloway gave an overview of the upcoming Book Buddies program. Tammy Powers, Outreach Coordinator, is doing this project as her final project for

her MLIS degree. Book Buddies would see adult volunteers going into the second grades of all the local schools and being paired with a child who is experiencing reading difficulties. The volunteer would spend 30 minutes a week with a single student for the entire school year. Tammy is currently working on funding as each adult volunteer would need to have a background check before being admitted into the program. Background checks run around \$100 per person. The Book Buddies program would have 50 volunteers for all 5 elementary/primary schools. Trustee Kitts asked about training and Director Galloway stated that Tammy is currently working guidelines to help the volunteers. Trustee Murphy brought to attention that Dudley will no longer have 2<sup>nd</sup> grade and those students will be moved to Graham Intermediate. Tammy and TCPL would both be gathering statistics on this program. Trustee Branton asked if low reading scores had prompted the program and Director Galloway said that local reading scores are good when comparing with similar rural communities but that it is more to encourage community involvement.

- June 12 saw the beginning of a traveling exhibit provided by the Library of Virginia. Teetotalers and Moonshiners: Prohibition in Virginia is currently in the Bluefield Branch. Trustee Murphy has seen and found it interesting.
- Smyth County (SCPL) will be joining HAL and their live date is June 28<sup>th</sup>. Erica mentioned that this welcome addition to HAL will allow all patrons access to even more material and will lower TCPL's HAL membership price.
- Petting zoos will be taking place during the month of July. All petting zoos have been sponsored by the Board of Supervisors member for their district.
  - Pocahontas petting zoo, sponsored by Maggie Asbury, will be held July 1 from 3-5 p.m. in Pocahontas Town Park.
  - Tazewell petting zoo, sponsored by Aaron Gillespie, will be held July 4 from 10-1 at Crab Orchard Museum.
  - Bluefield petting zoo, sponsored by Charles Stacy, will be held July 15 from 3-7 at Jack Asbury Square

- Richlands petting zoo, sponsored by Shanna Plaster and Andy Hrovatic, will be held July 18 from 3-7 at Critterville Park.
- Chair Roberts requested that a thank you to each of the supervisors be sent out. Director Galloway and Lisa Tyson, children's librarian, will send those with pictures to each supervisor.
- Down on the Farm party will take place August 26, 2023.

#### 5. FINANCIAL REPORT:

- a. As of May 31, 2023, the library had spent \$1,056,484.97, 67.52% of the annual budget.
- b. As of May 31, 2023, the library had received \$11,423.61 in fines and business service fees.

Director Galloway informed the Board that looking at reports TCPL is way under budget, but that this does not reflect the minimum wage increase, and once that is factored in that TCPL has broken even for the fiscal year 2022-2023. Director Galloway has received the draft budget from Arlene Matney, and all requested items were included. Director Galloway requested that several line items be increased to reflect the increase in the price of services, such as the electric bill and water, as well as increase to the maintenance line to keep all our buildings in good working condition. Chair Roberts asked for clarification about the maintenance line, whether that line pertained to only one location, and Director Galloway stated that it covers all four TCPL locations. Director Galloway stated that Tazewell County is allowing TCPL to carry over \$400,000 for the repairs to the Tazewell Branch and this effects the 67.52% seen in 5a.

Trustee Kitts mentioned the Boards fiduciary responsibilities and has been in touch with Arlene Matney and stated that Mrs. Matney would willing to meet with the Board members to explain how the budget of Tazewell County works and how the library fits into the budget. Chair Roberts said that a budget talk with Arlene

Matney would be a great inservice and Trustee Branton said that the Board should get on Arlene's calendar and then plan the meeting. Director Galloway tentatively mentioned August but that she would follow up with Arlene and see if she's available. Trustee Branton suggested that the Foundation Board be invited, and all members agreed that was a good idea.

## 6. UNFINISHED BUSINESS:

### a. Louise Leslie recognition

Director Galloway is currently working with Susan Reeves and Tazewell Historical Society to find an appropriate picture of Louise Leslie so a portrait of her can be commissioned and hung in the library. Chair Roberts requested that an update be added to next month's agenda under unfinished business.

### b. Storywalk in Richlands

Chair Roberts asked about and budget and Director Galloway stated that it was sent out in the Board packet. Trustee Branton said she had reached to out the Vocational School to see if they would be able to work on the project but that due to costs and time, that has been ruled out as an option. Trustee Branton has contacted Brian Beck and Lyanna Mitchell Appalachian Agency for Senior Citizens have been assigned to help with this project. Trustee Branton then reached out to Ron Holt, who is the interim Richlands Town Manager, and was advised that a new Richlands Town Manager would be starting on June 26,2023 and Ron would like that person to be involved in place of himself. Trustee Branton suggested that the story featured in the storywalk could be changed to reflect local connections, i.e., if CART is performing Jack and the Beanstalk, the storywalk could feature that story. Trustee Branton stated that George West, Maintenance Supervisor, brought up the issue of safety in relation to the size of the poster attached to the lampposts. Director Galloway stated that 8.5 x 11 is standard. Chair Roberts brought up the issue of making sure that it would be visually accessible to

everyone, and Trustee Branton said that by expanding the number of lampposts used, that the lines of the story could be increased in size in accommodation. Director Galloway stated that ideally the story would be changed monthly. Trustee Branton suggested that a committee be formed of all the people she's been in contact with, Director Galloway, Lisa Tyson, and fellow Board members. Chair Roberts requested that Trustee Branton reach out to the people involved and bring a time and place to the next Board meeting. Chair Roberts also requested that the budget for the storywalk be reformatted into a shareable, workable format, as this will be an ongoing project and Director Galloway said that she would work on those changes.

c. Library of Congress books

Chair Roberts asked if the books have been received and Director Galloway stated that the books have arrived and are being processed. Trustee Murphy stated that she had spoken with Caleb Dishman, who is in the Abingdon office of Congressman Griffith, and was advised that Congressman Griffith's scheduler is working on dates that he will be in the area and would be able to available to come and take photos with the books. Chair Roberts asked that Trustee Murphy keep Director Galloway informed of any progress and to let the other Board members know once arrangements have been made.

d. Library Association Recognition

Chair Roberts requested that this discussion be tabled until the next meeting.

e. Emma Yates exhibition end event

Trustee Branton has been working with Crab Orchard Museum to arrange an event marking the close of the Emma Yates Hat Exhibit. The event will take place August 12 from 11-2 at the museum. The event will include finger food, door prizes, live entertainment. Entertainment will be split into two different locations



with music in the main lobby and local women sharing their craft or talent in the Gallery.

Before the discussion of item F, Chair Roberts asked Chase Collins if it was in the correct order of things to set a time limit. Chase Collins said that where there has been no previous time limit set, a member having obtained the floor can speak no longer than 10 minutes without unanimous consent from the body.

f. Discussion of Connie's letter/question

a. Follow up on LVA recommendations

Director Galloway summarized correspondence from Nan, who is with Library of Virginia, and Lisa Vargas, who is with the Virginia Library Association (these emails were included in the board packet).

Start of timed discussion. Each member is given 10 minutes.

Trustee Murphy liked that the library is the one who picks out all items. The complaint was truly anonymous in that Chair Roberts was facing harassment by some people and Chair Roberts knew who those people were. Trustee Murphy said that action did need to be taken to protect board members from continual harassment. Trustee Murphy said she felt Chair Roberts was within her rights to bring up the letter which Chair Roberts submitted to the Board.

Trustee Branton agrees with both Trustee Murphy and Chair Roberts. Trustee Branton then handed out a flyer to all members (the flyer is attached on page 19-20). Trustee Branton also received complaints and concerns following the groundbreaking at Richlands. Trustee Branton stated people had said to her that if that was the direction the library was taking that the library would not see a dime from those people. Trustee Branton said through her research that libraries across the country are being

used as a conduit to infiltrate and change the minds of young children by special interest groups. Trustee Branton said that if the library allows one interest group, then we must allow all interest groups and that isn't a precept that the library should stand on. Trustee Branton said she would resign before she would be party to special interest group infiltrating the library.

Trustee Kitts asked for clarification on Trustee Branton's use of the word infiltrate. Trustee Branton said that she means that as propaganda in and around a children's table. Chase Collins looked up the text and gave the source (the source is listed on page 20).

Chase Collins looked up the definition of the word propaganda on dictionary.com. Propaganda is defined as information, ideas, or rumors deliberately spread widely to help or harm a person, group, movement, institution, nation, etc.

Trustee Kitts said that she was hearing a contradiction between LVA's recommendation, and the actions taken. Chair Roberts clarified that her letter was not anonymous but the culmination of several complaints she had been hearing. Trustee Kitts said she felt the Board's misstep was not following policy. The policy says that if someone has a complaint, they should fill out a reconsideration form, which then goes to Director Galloway. Chair Roberts said the form only covers programs or books and Trustee Kitt said that there is a section labelled other that could be used for décor. Chase Collins looked at the form only covers programs and books even with the other section. Chair Roberts said the complaints were more of a flow of information and perception than something that could be filled out on a form. Chase Collins was asked what the appropriate process for flow of information complaints was when Board members are approached. Chase stated that libraries policies are open-ended and that seeing these

issues it may be incumbent on the Board to create a policy to address these new types of complaints. Chair Roberts reminded the Board that they are constitutional governing board members. Chair Roberts stated that it is up to the Board to guide the Director to meet the needs and interests of Tazewell County.

Trustee Kitts said the Board should consider writing a new policy with new guidelines for things like curtains, décor, and other things that are outside of the current collection development policy. Trustee Kitts feels that the Board is applying one set of logic when it comes to religion but another set when it comes to sex. Trustee Kitts mentioned Chair Roberts statement that the Board guides the Director, but Trustee Kitt mentioned that doing so without a good foundation of policy is like running a country with no constitution. Trustee Kitt said that the Board can't protect the status of the library if they are not carrying out the policies. Trustee Kitts expressed concern about what message the Board's action sent to library staff. Trustee Kitts read the motion (which can be found on page 21)

Trustee Kitts made a primary motion: that we ask the Director to communicate to the staff that, in reflecting on the minutes and the Trustee action taken at the April 2023 meeting to remove the curtains, we the Trustees would like to say that:

We do not believe that any Library staff chose the curtains 4 years ago out of any [nefarious intention to] intent to favor a special interest group, and We stand by our Diversity and Inclusion policy and Title VI Disclosure that does not discriminate on the basis of race, sex, color, religion, national origin, age, disability, or veteran status in the provision of Library services or employment opportunities and benefits.

We stand by the use of the reconsideration submission form.

The motion died for lack of a second.

Chair Roberts said that she has taken the actions that she has because she does believe that there are intentions for propaganda and special interest groups due to comments and emails she has received. Chair Roberts expressed concerns about the Trustee Board do a better job giving clearer directions to the Director going forward. Chair Roberts mentioned that color schemes can be overstimulating, and the library should be more neutral toned.

b. Review reconsideration policy

Trustee Branton asked for clarification of the roles of the Trustees, the Foundation and the Friends, and Chair Roberts explained the structure for the group.

Chair Roberts said she thought we needed to review our policies once the Tazewell Library is reopened and Director Galloway mentioned a process other libraries have gone about this type of review, forming a Rules Committee composed of the Director and Trustees. Chair Roberts asked Director Galloway to investigate who could be on such a committee.

Trustee Branton asked County Attorney Collins to explain why the Tazewell and Bluefield branch libraries were up as collateral for a loan needed by the IDA to finance the construction process at the Landfill. Chase Collins explained that this was a fairly normal procedure in obtaining a loan, and there were protections for the Library buildings if there would be a default on the loan.

**7. NEW BUSINESS:**

a. Election of new officers

Chase Collins conducted the elections. Trustee Branton nominated Chair Roberts for chairperson and was seconded by Trustee Murphy. Trustee Kitts nominated Trustee Ryan for chair but her nomination did not have a second. Trustee Branton, Trustee

Murphy and Chair Roberts voted for Chair Roberts to remain chair and Trustee Kitts voted against. Chair Roberts remains chair by a majority vote.

Chair Roberts made a motion for all other officers to be reelected to their current position and was seconded by Trustee Kitts. Trustee Murphy, Trustee Branton, Trustee Kitts and Chair Roberts all voted yes.

**8. PUBLIC COMMENT:** No members of the public present.

**9. ADJOURNMENT:** Motion by, with a second by, to adjourn the meeting. The meeting was adjourned at 7:10 pm.

The next regular meeting is scheduled for Thursday, July 20, 2023, at 3:30 pm at TBA

**Respectfully submitted,**

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**Jade Crabtree, Circulation Supervisor**

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**Tazewell County Public Library Board of Trustees**

**Regular Meeting**

**June 22, 2023**

**Tazewell Train Station,  
North Tazewell, Va.**

**3:30 p.m.**

**MEETING MATERIALS AND SUPPORTING DOCUMENTS**

- 1. Agenda (pgs. 14-15)**
- 2. Corrected Agenda (pgs.16-17)**
- 3. Director's Report (page 18)**
- 4. LGBTQ Users Special Interest Group (pgs., 19-20)**
- 5. Purposed motion and wording (page 21)**

**Tazewell County Public Library  
Board of Trustees  
Regular Meeting  
Thursday, June 15, 2023, 3:30 PM  
Tazewell County Administration Building, 197 Main St., Tazewell, VA  
[Access meeting via MS Teams Here](#)**

- I. Roll Call**
- II. Consideration of approving the agenda**
- III. Approval of May meeting minutes**
- IV. Director's Report**
  - a. Friends of the Library updates
  - b. Foundation updates
- V. Financial Report**
  - a. As of May 31, 2023, the library had spent \$1,056,484.97, 67.52% of the annual budget.
  - b. As of May 31, 2023, the library had received \$11,423.61 in fines and business service fees.
- VI. Unfinished Business**
  - a. Louise Leslie recognition
  - b. Discussion of Connie's letter/questions
    - i. Follow up on LVA recommendations
    - ii. Review reconsideration policy
  - c. Storywalk in Richlands
- VII. New Business**
  - a. Review book/program challenge policy/procedure
  - b. Election of new officers
- VIII. Public Comment**
- IX. Adjourn**

Next meeting is July 20 at 3:30PM at TBA

FUTURE ITEMS:

- June 2023: Discussion of Connie's questions
- June 2023: Review of Strategic Plan
- June 2023: Election of officers
- June 2023: Hat exhibit event; Ginger will coordinate with
- June 2023: Review book/program challenge policy/procedure
- June 2023: Chromebook circulation policy (proposed draft)
- July 2023: Trustee Board awards
- August 2023: Review Remote Participation Policy, revise, address section D of policy for remote participation
- September 2023: Review policies
- When Richlands Children's library is redone/reopened: Welcoming Library
- June 2024: Election of new officers



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- X. Roll Call**
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- XV. Unfinished Business**
  - a. Louise Leslie recognition
  - b. Storywalk in Richlands
  - c. Library of Congress books
  - d. Library Association Recognition
  - e. Emma Yates end of exhibition event
  - f. Discussion of Connie's letter/questions
    - i. Follow up on LVA recommendations
    - ii. Review reconsideration policy
- XVI. New Business**
  - a. Review book/program challenge policy/procedure
  - b. Election of new officers

**XVII. Public Comment**

**XVIII. Adjourn**

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## DIRECTOR'S REPORT

may-june 2023

### FRIENDS OF THE LIBRARY

- Met in person 6/12
- Volunteer opportunities
- Preparing for comic-con October 21
- Potential for t-shirts and swag for sale at comic con

### FOUNDATION

- Next meeting is July 25 at the Richlands library at 10:30
- Wendy Barringer has resigned; will need a replacement

### LIBRARY UPDATES

- Pop-up library in Tazewell Wed-Fri 11-1
- Update on Tazewell building
  - Grouting is done!
- Update on Richlands building
  - Phase 2 Bid Package
  - Elevator location
- Summer Reading
- Millions of Minutes- \*enter your minutes\*
- Feeding SWVA
- Kelli Hicks resigned, interviews early July to fill position
- Note of praise- Pocahontas programs going great!!
- Upcoming program: Book Buddies

### LIBRARY UPDATES & CALENDAR:

- June- see Summer Reading Calendar!
- June 12- beginning of Teetotalers and Moonshiners: Prohibition in Virginia
- June 28- Smyth Co go-live
- Week of July 4- Petting zoos, sponsored by the BOS
- August 2-5
  - Aug 2- Kid's day, giving out food
  - Aug 3- Senior day
- August 26- Down on the Farm party

## LGBTQ Users Special Interest Group


**The goal of the lesbian, gay, bisexual, transgender, queer/questioning (LGBTQ+) special interest group is to address the information needs of LGBTQ+ community members related to library services, programs or collections.**

To raise awareness of specific issues in professional knowledge about LGBTQ+ lives, we provide opportunities to engage in discussions about this often invisible user group, and offer tools to librarians and library staff who are considering the legal environment of where they live.

We also highlight the supporting role of libraries in building one's identity and capacity. By creating access to collections, safe spaces and services, we support LGBTQ+ community members as they question, construct and affirm who they are and who they wish to be.

For non-LGBTQ+ people, this SIG is a means to encourage meetings and conversations, by encouraging the expression of individuals, so everyone can develop their own opinion, citizens can act and re-enter the public debate, and libraries can play a positive political role, which is more than necessary in our societies today.

The LGBTQ+ SIG i supports and encourages libraries to consider topics such as:

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- How to address the LGBTQ+ community: professional attitudes, outreach, privacy, programming.
  - How to acquire and collect materials of importance to LGBTQ+ people and their allies. This includes literature, academic texts, materials of importance to LGTBQ+ youth and families, and other works that encourage thinking critically about issues of sexuality and gender identity.

- How to raise awareness on these topics in the professional field and build a strong professional network of librarians and library staff who work on these issues and related topics.

Dialogue to support librarians and library staff in addressing concerns raised about LGBTQ+ library services is also encouraged within the SIG.

We work with other SIGs and Sections according to the themes raised, especially with: Women Information and Libraries SIG; New professionals SIG; Indigenous Matters Section; Library Services to Multicultural Populations Section; and Library Services to People with Special Needs Section.

Our ultimate goal is to raise awareness, offer support and information, and encourage dialogue about LGBTQ+ lives, so all community members and library staff can thrive and be heard.

Source: International Federation of Library Associations and Institutions

<https://www.ifla.org/units/lgbtq/#:~:text=To%20join%20the%20LGBTQ%20SIG,%5Bat%5Dgmail.com>.



**MOTION:** that we ask the Director to communicate to the staff that, in reflecting on the minutes and the Trustee action taken at the April 2023 meeting to remove the curtains, we the Trustees would like to say that

- 1) We do not believe that any Library staff chose the curtains 4 years ago out of any [nefarious intention to] intent to favor a special interest group, and
- 2) We stand by our Diversity and Inclusion policy and Title VI Disclosure that does not discriminate on the basis of race, sex, color, religion, national origin, age, disability, or veteran status in the provision of Library services or employment opportunities and benefits.
- 3) We stand by the use of the reconsideration submission form.

**MOTION:** because we recognized the reconsideration form of our policy was not used to make this decision, I make a motion we backtrack, rescind the action taken on the curtains in April, and use our policy and the reconsideration form to decide the issue about the curtains.