



Agenda: Board of Trustees
January 4, 2024, at 4 pm
Conference Room, Downtown Library

Literacy, Access, & Inclusion

Library Board Vice President – Monica Challenger

- A. Call to Order
- B. Consent Agenda – **Action**
 - Minutes: December 7, 2023
- C. Public Comments and Communications
- D. Foundation Report – Charity Tyler
- E. Friends of the Library Report – Libby Slappey
- F. Library Board Committee Reports
 - Advocacy Committee – Rafael Jacobo, Committee Chair
 - No Action
 - Finance Committee – Monica Challenger, Committee Chair
 - No Action
 - Personnel and Policy Committee – Susie McDermott, Committee Chair
 - **Action:** 1.05 Statement on Labeling
 - **Action:** 1.05a Labels and Rating Systems
 - **Action:** 1.06 Statement of Ethics for Library Trustees
 - Westside Project Committee – Jade Hart, Committee Chair
 - No Action
- G. Library Director's Report
- H. Old Business
- I. New Business
- J. Adjournment

The next Board of Trustees meeting is **February 1, 2024 at 4 pm**, in the Conference Room, Downtown Library.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a City program, service, or activity, should contact Jessica Musil, Library Administrative Assistant, at 319.261.7323 or email musilj@crlibrary.org as soon as possible but no later than 48 hours before the meeting.

**DRAFT Meeting Minutes
Cedar Rapids Public Library
Board of Trustees
December 7, 2023**

Board members in attendance: [President] Clint Twedt-Ball, Jade Hart, Chris Casey, Susie McDermott, Jeremy Elges, Elisabeth Hepworth (in person); [Vice President] Monica Challenger, Rafael Jacobo (via Zoom)

Board members unable to attend: Hassan Selim

Staff in attendance: Dara Schmidt, Kevin Delecki, Erin Horst, Todd Simonson Jessica Musil (in person); Amber McNamara, Patrick Duggan (via Zoom)

Others: Charity Tyler, Executive Director, Foundation of the Cedar Rapids Public Library; Libby Slappey, Presidents, Friends of the Cedar Rapids Public Library (via Zoom)

A. Call to Order

- Mr. Twedt-Ball called the meeting to order at 4 pm. Prior to starting the meeting's business, Ms. McDermott asked if the board would consider a motion to change the order of the meeting as Mr. Jacobo needs to leave early. She suggested that the Advocacy Committee report would take place after the Friend's report, followed by Board Education and then the remaining Board Committee reports.

Ms. McDermott moved to accept the proposed agenda change. Mr. Elges seconded. The action carried with unanimous approval.

B. Consent Agenda – **Action**

- Minutes: November 2, 2023

Ms. Hart moved to accept the consent agenda. Ms. McDermott seconded. The action carried with unanimous approval.

C. Public Comments and Communications

- There being none, the meeting continued

D. Foundation Report – Charity Tyler

- The Foundation continues to share the news about the Westside Library Project with potential donors and prospects. The images now include the adjacent park concept images. Ms. Tyler has submitted one letter of intent for a large 6-figure gift as well as two others letters and plans to submit one application by the end of the year. The Foundation team has also prepared new parcel descriptions so the land will be ready for the Library to purchase sometime in January.
- DPIL enrollment/Yusko Literary Coord. Working hard to share with community partners/re-engaging enrollment. Outpaced enrollment and graduates for the first time in a long time.

Ms. Casey arrived at 4:05 pm

E. Friends of the Library Report – Libby Slappey

- The Friends held a successful book sale during the Very Cherry Holiday open house. They are planning a Romance Sale in conjunction with a visiting author on Saturday, February 17. Romance sales are becoming increasingly popular, with customers asking for more at the Friends' sales.

F. Library Board Committee Reports

- Advocacy Committee – Rafael Jacobo, Committee Chair
 - Advocacy Toolkit. Mr. Jacobo reported that the committee, with help from library staff, developed an advocacy toolkit – a booklet with information for community

member to provide guidance when asking for library support at any point in time. The toolkit will be available in January, starting with a public launch event on Thursday, January 4. The document was created with information from multiple sources, including but not limited to the Iowa Library Association, Public Library Association, America Library Association and United for Libraries.

- Ms. McNamara previewed an advocacy website (www.crlibrary.org/advocacy), where users can find the digital toolkit as well as access to important documents, such as strategic plan, annual report, and other advocacy resources.
- She also discussed the toolkit's contents. The document introduces the library, why advocacy is important, and the library's accomplishments. It also lists out local, county, state, and federal representatives with contact information so supporters know who is representing our area. The document also has helpful tips on communicating with those who may disagree with you, the process to create laws, and tips for effective advocacy. The final page is a calendar, which is a general guide for ways to engage with stakeholders through the year.
- Ms. Casey asked about expectations for the public launch. Ms. McNamara plans to publicly invite key stakeholders – such as local elected officials, school board members, and partner organizations – to attend a brief presentation explaining the toolkit and library resources as well as answer any questions. The hope is to also draw those who are interested in supporting the library but haven't found their niche yet, such as library volunteers, Friends members, Foundation board members and donors, non-profit community partners, and community leaders. Ms. Schmidt noted that many libraries have talked about creating a similar document but of peer libraries, we're the first to produce this so we'll invite local library leaders as well.

G. Board Education: Maker Space Update – Kevin Delecki

- About six months ago, Mr. Delecki presented on strategic initiatives that included expanding the maker spaces by converting the less used technology classroom. After that presentation, the programming team started work to re-vamp the spaces.
- The former twelve student computer lab was redesigned with project and open lab table space, exploring different tech such as 3D printer, button makers, and Cricut. Patrons can make appointments, attend drop-in open hours, or participate in programs. The room is in use almost daily for person, business, and educational purposes.
- In 2022, the technology classroom had 367 reservations, of which only 65 used the room's computers. The Maker Room, located in the young adult area, served 212 patrons with 130 appointments and three programs from February 2022-April 2023. With the additional maker space in the former technology classroom, 627 patrons were served from June-November 2023 with 124 appointments, 53 public programs, and one week-long camp. Nine patrons are certified learners. The room hosts about 20 hours of appointments per week and 2-4 programs a week. The expansion did not cost additional funds, require more staff, nor did it reduce core services. Mr. Delecki showed the library's website which details information on the spaces, hours, projects, and a listing of events.
- Mr. Twedt-Ball asked about the popularity of the spaces' offerings. Mr. Delecki noted that it has shifted – the laser cutter was by far the most popular but there's been a shift to the 3D printer and Cricut. Use varies though about half of the appointments are for the laser cutter. In time, Mr. Delecki would like to add to the offerings; however, wants to balance comfortability as it is a learning lab – not a production space – with materials provided at our cost to encourage learning and any device should align with learning, not production. Ms. Casey asked how staff encourage learners to a production venue? By the time a patron is at that stage, there is a relationship with the staff to have a conversation like this. Some patrons will also bring in their own materials, which are vetted by the library to protect the equipment for larger projects. Ms. McDermott is happy to see a revival in the space – the technology classroom was great at opening but this new use is exciting.

H. Library Board Committee Reports

- Finance Committee – Monica Challenger, Committee Chair
 - Ms. Schmidt reported for Ms. Challenger on October 2023 financials. Revenues are on track for this point of the fiscal year. We're a little over on expenses because we pay for several large expenses at the beginning of the year and it will even out.
 - The FY25 budget approval cycle dates may delay the library board's approval of the budget. Typically, this is done in January but February is more likely to align with the City's deadlines.
- Personnel and Policy Committee – Susie McDermott, Committee Chair. The committee reviewed three policies, which are the bedrock of the library's basic philosophy. There are no changes to the Library Bill of Rights or Freedom to Read. However, the committee is recommending updates to language in Freedom to View to be more current and concise.
 - **Action:** 1.02 Library Bill of Rights
 - **Action:** 1.03 Freedom to Read
 - **Action:** 1.04 Freedom to View

The committee recommendation to approve the reviewed policies as presented in the packet carried with unanimous approval.
- Westside Project Committee – Jade Hart, Committee Chair
 - Earlier today, OPN presented options to the committee to align the design with the budget. They gave several examples of how the building could be modified to stay within cost. The trustees will review information and present their selection at a later date. The decisions will not impact usability and the overall concept.
 - Ms. Schmidt, Mr. Twedt-Ball, and Ms. Hart attended a public session to see the park concepts, which is beginning to feel like a more comprehensive project between the building and the park. Images from the presentation were shown to trustees. Ms. Casey feels the park brings a lot of value. Ms. Hepworth shared that she went to the first open house and very impressed with turnout to provide input. The park offers collaboration – programming outside the building, offering nature and natural programming, and a community garden – in ways we can't duplicate downtown. With the current park design, we can offer programming for up to 1,000, whereas downtown can host 500-750 people in large scale events.

Mr. Jacobo exited the meeting at 4:56 pm.

- The park project does not have timeline yet and its final completion most likely won't align with the library project though some components will be prioritized to open alongside the library. Mr. Elges loves how the projects show an investment of the SW side and the residents.

I. Library Director's Report

- The past month has been very busy for the library. Of a library our size, we have a very robust programming department. In the past nine years, the department has been built up – staffing, offerings, and more – garner the data we see today. Almost 17,000 people have attended programs from July-October.
- Patrons are still consuming materials differently since the pandemic and it hasn't normalized yet. Digital use is stabilizing but would increase if we had more money for it. We want to balance physical and digital collections for more equitable access. The materials team also looks forward to how the materials shifting project in November at the downtown library may impact circulation.
- The light installation project has ended and the Commons is more open and welcoming. We anticipate physical visits coming up. We may not have a baseline year for a while yet as we move past COVID, and Marion and Hiawatha library projects opened.

- The current strategic plan will start its third and final year this July. Around that same time, Ms. Schmidt will start planning the process for the next plan, specifically looking at hiring a consultant or developing a plan internally. Trustees discussed viable options to move forward.
- J. Old Business
- There being no old business, the meeting continued.
- K. New Business
- There being no new business, the meeting continued.
- L. Adjournment
- There being no further business, the meeting adjourned at 5:08 pm.

The next Board of Trustees meeting will be held on Thursday, January 4, 2024, at 4 pm in the Conference Room, Downtown Library

ROOM TO GROW

Freshman QB Rocco Becht takes ISU to Liberty Bowl

Sports, 1B



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ANNIVERSARY

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The Gazette

The Gazette



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C.R. west-side library will have more than just books



The future site of the new west-side library is seen Thursday near 20th Avenue SW in Cedar Rapids. (Nick Rohlman/The Gazette)

Outdoor 'reading rooms,' multiuse courts, gardens and more planned

By Marissa Payne, The Gazette

CEDAR RAPIDS — The vision for “a park in a library and a library in a park” is on its way to coming to life in southwest Cedar Rapids.

Planning is underway for an approximately 6-acre park on the 27-acre site of Cedar Rapids' new west-side library, which still is in the design phase. Located at the corner of 20th Avenue and Wiley Boulevard SW, it will interplay with natural elements and other amenities — adding green space in a part of town that lacks it.

This facility will replace the Ladd Library, 3750 Williams Blvd. SW, a leased space that opened in 2013

► **LIBRARY, PAGE 7A**



A rendering shows the view into the city park from the children's area of the new west-side Cedar Rapids Public Library city park looking north. The new library and park will be located at the corner of 20th Avenue and Wiley Boulevard SW. Construction of the library could begin in August or September of 2024, with work lasting two years. (City of Cedar Rapids)

Universities launch DEI study groups amid regent guidance

Schools have 142 DEI-related positions, costing \$13.3M

By Vanessa Miller, The Gazette

IOWA CITY — A month after Iowa's Board of Regents — following uncharacteristic debate — approved a list of diversity, equity and inclusion recommendations, such as restructuring DEI offices and cutting unnecessary positions, its public universities have started to “review and re-imagine” their campus DEI efforts.

That, for all three, has meant launching DEI groups charged with helping their administrations comply with the recommendations.

“We view this as an opportunity to align the remarkable work done on our campus and to ensure we maintain the compliance and accreditation standards that support the success of our students, faculty and staff,” University of Iowa Associate Vice President of DEI Liz Tovar and Vice President for External Relations Peter Matthes wrote in a campus message Nov. 16 — the day regents approved the recommendations, despite pushback from the board's sole Democrat, Nancy Dunkel of Dyersville.

“Diversity and inclusion are important to the campus, and our role is critical in preparing our students to become global society and economic leaders,” according to the UI message, referencing previously voiced concerns that DEI cuts could affect accreditation and federal grants, among other things.

The Iowa university DEI study groups announced this week that colleges and universities nationally are facing an array of DEI-related reckonings and road blocks — like in Texas, which earlier this year banned DEI initiatives, and in Florida, which recently barred DEI spending on public college and university campuses.

“What happened to our

► **DEI, PAGE 7A**

UI plans 'downtown' moniker for Mercy Iowa City

UIHC unveils new branding for fast-growing health campus

By Vanessa Miller, The Gazette

IOWA CITY — When the University of Iowa next year finalizes its \$28 million purchase of Mercy Hospital in Iowa City, it will rename it the “University of Iowa Health Care Medical Center Downtown” — officially ending the 150-year-old community hospital's era.

As part of a branding update released Thursday, UIHC also will rename its traditional hospitals and clinics location at 200 Hawkins Drive across from

Kinnick Stadium the “University of Iowa Health Care Medical Center.”

New identities for UI Health Care “hubs” will include:

- “University campus,” reflecting the academic medical center across from Kinnick;

- “Downtown campus,” which “will serve the current Mercy Hospital and Mercy Medical Plaza buildings on East Market Street in Iowa City”;

- And “North Liberty campus,” a new \$525.6 million hospital and clinic site set to debut in 2025 “initially serving orthopedics and sports medicine.”

UIHC was criticized in its

initial application for state approval to build the North Liberty hospital over its orthopedic and community care intentions there, and later stripped all references to ortho care in a second — and successful — application. But the university recently confirmed that “orthopedics and sports medicine will move the majority of their department's clinical, research, and educational programs to North Liberty.”

While UIHC didn't delve into specific plans for its new “downtown campus” involving the Mercy site, UIHC Vice

► **HOSPITALS, PAGE 6A**



Mercy Hospital in Iowa City, pictured Aug. 7, will be rebranded as the “University of Iowa Health Care Medical Center Downtown” when the hospital's bankruptcy sale is completed. (Jim Slosiarek/The Gazette)



Library/Public still can weigh in

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and was established through a grant from the Hall-Perrine Foundation.

“Hopefully what we’re doing is taking everything that we’ve learned over the last 10-plus years now of having a branch facility in a very nearby location and giving that community the library they deserve,” Cedar Rapids Public Library Director Dara Schmidt said. “I think that it will be so amazing that it will be a draw not just for the west side, but for the whole community and hopefully the region.”

Cedar Rapids city staff unveiled planned amenities for the library park Wednesday to members of the Cedar Rapids City Council’s Development Committee. The final park plan will be presented to the council in spring 2024.

Amenities were planned based on community feedback from events such as Festival Latino and AsianFest, neighborhood association meetings and an online survey that received 254 responses.

Through this feedback, Planner Noah Zeker said city staff heard a desire for an accessible park space that can be easily used by residents of all ages and abilities, and is inclusive for multicultural and multigenerational interaction. Residents preferred a natural design including shade trees that promotes self-guided exploration, Zeker said. Some expressed concerns about vandalism, homelessness and the cost and maintenance of the park.

PARK AMENITIES

A bioretention area is designed to be a usable, inviting naturalscape with trees and native plantings, Parks Superintendent Mitch Ahrendsen said.

Multise sport courts would offer basketball courts and enough space for futsal, a condensed version of soccer that Ahrendsen said is “ex-



A rendering shows the view of a proposed natural water play feature looking west at the new west-side Cedar Rapids Public Library city park, located on a 27-acre site at the corner of 20th Avenue and Wiley Boulevard SW. (City of Cedar Rapids)

“The fact that this is near a library and people can grab their book and go sit outside and read — it sounds so simple. ... I love that.”

Ann Poe, Cedar Rapids City Council

ploding in popularity.” The courts could be flooded and turned into an ice rink in the winter.

A secluded rentable pavilion would be situated next to a centrally located bathroom, trailing to a fully accessible playground.

Instead of traditional splash pads with a circular block of concrete and some water features, Ahrendsen said the proposed splash pads are more rooted in the natural landscape, as if the user is playing in a stream in the woods or their backyard.

A civic forum area could hold larger events for anywhere up to 100 or potentially 1,000 people with space for performances and other events, serving as a nice backdrop to the library, Ahrendsen said.

Community garden plots would include full water access and beds that are accessible to those with disabilities, providing a way for people to grow their own nutritious and culturally relevant food in the area.

A “Discovery Garden” is envisioned as a space with native plantings where people can go to

reflect or read. There could be some educational programming and signage. Plus, a network of trails is planned within the park to make an interconnecting loop tying the area into regional trail networks.

Private outdoor “reading rooms” also would be incorporated, providing dedicated seating for outdoor reading. Council member Ann Poe, the committee chair, pointed to a New York City park as an example for offering small areas where people could nestle with a book while enjoying beautiful weather.

“The fact that this is near a library and people can grab their book and go sit outside and read — it sounds so simple,” Poe said. “... I love that.”

Council member Ashley Vanorny suggested locating the garden plots closer to the 20th Avenue SW apartment complexes, an area that houses some immigrants and refugees who are likely to use the gardens as a food source.

“The fact that we’re going to get a brand-new building and it’s going to be so gorgeous and have so many amenities in ad-

dition to it is a big deal,” Vanorny said. “... It’s a really big deal for those neighborhoods, particularly because they specifically with (the 2020) derecho were hit some of the hardest.”

LIBRARY PLANNING

While preparation is underway for the library fundraising campaign to go public, Schmidt said work has paused for a few months in the library design process. The public phase of the campaign will be announced in January. OPN Architects will resume design work next month.

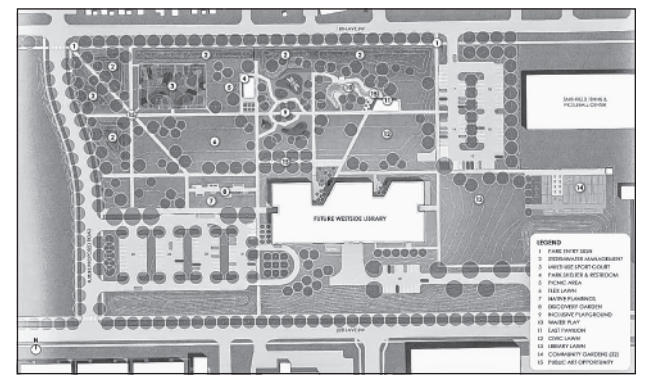
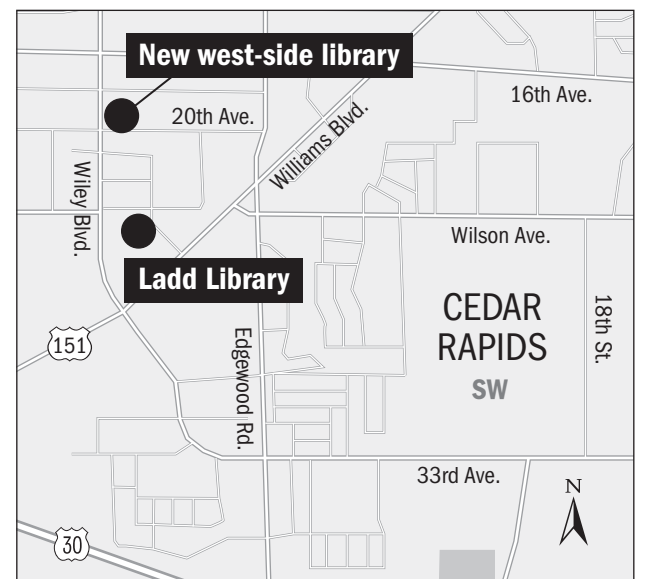
“We’ve been doing work behind the scenes on the capital campaign and we are ready to refocus the work on the building project,” Schmidt said.

The building is estimated to cost about \$19 million, but project costs once factoring in permits and other fees total about \$25 million, Schmidt said.

The Cedar Rapids Public Library Foundation committed \$2 million to the new facility. In 2022, the Linn County Board of Supervisors allocated \$4 million in federal

West-side library project

The Cedar Rapids Public Library is working toward building a new west-side library to replace the Ladd Library, with a new city park located next door.



Overview of the concept plan for the west-side Cedar Rapids Public Library park. (City of Cedar Rapids)

American Rescue Plan Act funds and the Cedar Rapids City Council contributed \$6 million in ARPA funds. The remaining gap would be filled through other state and federal resources, as well as the community investment campaign.

Schmidt said the plan is to go out for bid with the project in May 2024. The groundbreaking — marking the beginning of construction — is planned for August or September. The building will take about two years to complete.

The next phase of work throughout the winter and in the spring will determine amenities in the library, Schmidt

said, so “it’s going to be a very busy early 2024 for the project.”

The library will hold another public open house this spring. After making sure the program aligns with the budget, the final open house will allow for public feedback on what the library ultimately looks like.

“The collaboration between the library and the city and the City Council and the library board for this amazing vision for the west side is such an incredible and amazing thing to be a part of,” Schmidt said. “... I can’t wait to take my family to this library and park.”

Comments: (319) 398-8494; marissa.payne@thegazette.com

DEI/Task forces will respond to recommendations

► FROM PAGE 1A

peer groups that each of our universities use for comparisons on many levels?” Dunkel asked during the November debate on the board recommendations in which she criticized her colleagues for using Texas and Florida as guides, even though none of the peer schools assigned to each of Iowa’s public universities are in those states.

CURRENT DEI COSTS

Days after the board approved its DEI recommendations, Iowa’s Legislative Services Agency issued an update on the universities’ DEI-related staffing, spending and impacted funding — acknowledging the Legislature in its last session directed the regents to review its DEI programming and practices as part of its appropriations bill.

The LSA report showed 142 total DEI positions across the campuses — with 61 at the UI, 56 at Iowa State, and 25 at UNI. That amounts to total compensation nearing \$13.3 million, with the UI paying its DEI staffers \$6.1 million total; ISU paying \$5.2 million; and UNI paying \$1.9 million.

Addressing the concern that federal funding and grants come with DEI requirements, the agency reported — among other points — that the UI gets \$101 million from 152 grants and \$35 million for clinical trials with DEI requirements. ISU in the 2022 budget year received \$207 million in federal funding and \$20 million in subcontractor federal funds with



Board members and institutional representatives gather for the Sept. 27 meeting of the Iowa Board of Regents at the University of Iowa in Iowa City. The state’s three public universities are working on plans about diversity, equity and inclusion programs and personnel following guidance from the regents in November. The reports are due back to the regents in the spring. (Nick Rohlman/The Gazette)

DEI requirements.

STUDY GROUPS FORMED

In a campus update Thursday, the UI Division of Diversity, Equity and Inclusion identified a task force of 20 charged with making “recommendations that will enhance the effectiveness of the university’s services and programs and evaluate central DEI efforts to ensure alignment with compliance, accreditation and grant requirements.”

“The group will also evaluate the structure of diversity and inclusion programming across campus, consider the skill sets students and employees need to lead on campus, review job responsibilities and titles, and establish measurable goals and outcomes,” ac-

cording to the update.

The UI group — including representatives from human resources, UI Health Care, staff, faculty, undergraduate and graduate student governments, the general counsel’s office, and DEI-specific programming such as in the College of Liberal Arts and Sciences — will develop a plan by March 15.

Should UI President Barbara Wilson and Provost Kevin Kregel approve the plan, it will go to the regents in April — as will plans from ISU and UNI.

Iowa State on Thursday also unveiled its “focus group” of 14 tasked with helping ISU President Wendy Wintersteen and her senior leadership team of five draft a plan to comply with the DEI recom-

mendations by April.

UNI has created two groups to tackle portions of the DEI-mandate list, while also working with the board office to respond to some of the recommendations.

“Ensuring that we continue to support every member of the UNI community to achieve their academic, professional and personal life goals, (UNI) has launched a DEI Advisory Task Force to review the recommendations of the Diversity, Equity and Inclusion Study Group, which were adopted by the Board of Regents,” according to a UNI campus message.

10 REGENT RECOMMENDATIONS

The 10 regent recommendations are:

1. Restructure central DEI offices to eliminate functions that aren’t necessary for accreditation compliance. The recommendation also requires DEI support services be “broadly available to all students and employees.”

2. Review all DEI positions to determine whether their DEI-specific job duties are necessary for accreditation compliance. Any position found not necessary for those purposes is to be changed or cut.

3. Assess services offered through diversity or multicultural offices “to ensure they are available to all students.” The recommendation also mandates updating promotional and informational materials and websites clarifying the mission of the offices is to “support success broadly.”

4. Take steps to assure no employee, student, applicant or visitor must submit a DEI statement or be evaluated based on participation in DEI initiatives, unless required for accreditation, and that no employee, student, applicant or campus visitor is compelled to “disclose their pronouns.”

5. Develop a board policy barring consideration of race and other protected class characteristics in admissions.

6. Review DEI-related general education categories and update category names to accurately reflect the options students can choose from to satisfy general-education requirements.

7. Standardize annual employee guidance about the “separation of personal political advocacy from university business and employment activities.”

8. Explore potential recruitment strategies for “advancing diversity of intellectual and philosophical perspective in faculty and staff applicant pools.”

9. Develop a proposal, including cost, to establish a widespread initiative that includes opportunities for education and research on free speech and civic education.

10. Annually issue a reminder to the universities on website messages and other university communications. UNI indicated the board office is developing recommendations to numbers 5, 7 and 10.

Comments: (319) 339-3158; vanessa.miller@thegazette.com

INSIGHT

The Gazette Editorial Board

Todd Dorman, Insight editor, columnist;
Zack Kucharski, executive editor;
Quinn Pettifer, manager of brand initiatives

Letters guidelines

Length limit: 250 words
Email: editorial@thegazette.com
Mail: 116 Third St. SE, Cedar Rapids, IA 52401
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THE GAZETTE'S EDITORIAL

New west side library plan is unique

City staff unveiled a list of potential amenities that will be included in the west side library project, particularly on park land surrounding the new facility. The possibilities are impressive.

Creating a park alongside the new library makes the plan unique. According to reporting by The Gazette's Marissa Payne, a portion of the park would be a bioretention area with trees and native plantings. Basketball courts would include space for a condensed version of soccer. During the winter, the courts could be flooded for a skating rink.

Planners hope to improve on traditional splash pads by offering pads that fit the natural landscape, more like a backyard or stream. Outdoor "reading rooms" provide space for outdoor reading.

A "secluded," rentable pavilion is planned near a playground and restroom facilities, and a "civic forum" feature could be a site for larger

events. It could accommodate up to 100 people or possibly 1,000.

Plans include community garden plots accessible by people with disabilities and a "Discovery Garden" with native plantings. Trails in the park would be built to connect other regional trails.

The new library, at the corner of 20th Avenue and Wiley Boulevard SW, will replace the current Ladd Library at 3750 Williams Blvd. SW. The leased space that has housed Ladd since 2013 was meant to be temporary.

These are exciting plans, to be sure. But the library must raise the dollars needed to make the \$19 million library plan a reality. The Cedar Rapids Public Library Foundation has pledged \$2 million along with \$4 million from Linn County and \$6 million from the city of Cedar Rapids. The county and city used federal American Rescue Plan Act funds to support the project.

The public phase of the fundraising

campaign will be unveiled in January. Community support will be key to covering project costs and making sure planned amenities on paper happen in reality.

"The fact that we're going to get a brand-new building and it's going to be so gorgeous and have so many amenities in addition to it is a big deal," City Council member Ashley Vanorny said. "... It's a really big deal for those neighborhoods, particularly because they specifically with (the 2020) derecho were hit some of the hardest."

We agree, the new library will be a major asset for the neighborhood and the entire west side. The library plans to seek bids on the project in May with construction set to begin in the late summer. The project will take two years to finish, but from what we've seen, it's worth the wait.

Comments: (319) 398-8262; editorial@thegazette.com

GUEST COLUMN MARLYS POPMA

Haley is a bold choice for GOP

A few weeks ago, I walked into an Iowa town hall in Jasper County as an undecided voter. I walked out of that same town hall as a Nikki Haley supporter.

I moved to Iowa years ago to attend Dordt University. There, I met my husband and never left the state. Now, I am an active caucus organizer who is no stranger to the presidential campaign cycle. I've worked alongside many campaigns and those know my endorsement isn't something easily won over or decided on a whim.

I study candidates, look at their record, and listen to them on the stump — then I make my decision.

On that day, my decision was clear. Nikki Haley is the whole package: conservative, tough, strong and forward-focused.

She's committed to making America strong by building up our military. She isn't blind to the threats America faces abroad and she has a plan to combat them. She's an accountant who has balanced a checkbook and understands the value of a dollar.

Ultimately, it was Haley's commitment to saving and protecting unborn children that clinched my endorsement. As the former president of Iowa Right to Life, I have devoted my career to fighting for our children. I want a nominee who can talk about protecting life in a way that brings more people into the cause, rather than pushing people away. Ultimately, we will save babies and help moms by persuading people that life — all life — is worthy of protection and love.

I understand how personal this issue is for every woman and man. We must have a president who can empathetically communicate a pro-life position without compromising their beliefs.

Nikki is a mom who openly talks about the trouble she had having her two children. Her husband was adopted and she talks about how grateful she is to have Michael in her life. Pregnancy is a deeply personal issue for every woman and man — especially women. It is life changing in all the best ways. We need a pro-life leader who can talk with people, not at people. We need a president who can unite our divided Congress to pass pro-life bills.

As South Carolina governor, Nikki did just that. She signed pro-life legislation protecting babies from the point in time in which they can feel pain. She launched a "Birth Outcomes Initiative" aimed at reducing infant mortality and improving birth outcomes. Her administration oversaw a program to help first-time vulnerable moms by pairing them with nurses to guide and support them.

This caucus season, Iowans have a choice to move on from the chaos of the past and pick a new generational leader.

I will tell you what I told everyone in the audience that day: Don't look at the polls or what the media is telling you, because that is how we lose.

In 2024, America can't afford to lose.

I challenge Iowans to think about who will be the best for our state and our country. Iowa, it's time to be bold. It's time to have courage. It's time to elect Nikki Haley to be the next president of the United States.

Marlys Popma served twice as president of Iowa Right to Life, was the founding executive director of the Iowa Family Policy Center, now known as the Family Leader, and served twice as the executive director of the Republican Party of Iowa.

COMMUNITY LETTERS

Impact the future by voting for DeSantis at GOP caucuses

The world has gone mad. The media tells us that we will only have the choice between two compromised geriatric politicians for president in 2024. Iowans should refuse to buy this false choice being peddled.

Conservative Iowans have a distinct choice ahead of us: competence, sanity and integrity or chaos.

Our former president represents chaos. He lacks fiscal discipline and the ability to hire competent staff. He refuses to acknowledge any wrongdoing while in office. His final year was one of the most disastrous years in American history.

Thankfully, we've been given a chance at a reprieve from this insanity. I knew the policy chops Ron DeSantis possesses even before getting to know him and his wife, Casey, over the past nine months.

Ron and Casey DeSantis are genuinely the most decent people I've met in politics. There's no perfor-



SECRET SANTA

Clay Bennett is a syndicated cartoonist distributed Counterpoint Media. Comments:syndication@counterpoint.com.

native nonsense — you can even see that in the way our own governor interacts with the DeSantis family. I've even hosted them at my own church in Washington, Iowa. Casey DeSantis has become a friend.

I say this to bring the

human side into what has become a campaign of lies being peddled by Donald Trump and Nikki Haley. Ron DeSantis is easily the best presidential candidate of my lifetime, which began when Carter still was in office.

Iowans have an incredible opportunity and privilege to have an outsized impact on the future of the free world. I ask you to join me in support of Ron DeSantis for president.

**Matt Wells
Washington**

FROMA HARROP | SYNDICATED COLUMNIST

What do we mean by affordable housing?

It's being said by conservatives and liberals: America faces a crisis of affordable housing. And the way out of it is to build more houses.

Wouldn't it make more sense to first understand the extent of the problem? Real estate interests have sucked in advocates for the poor in their YIMBY (Yes in My Backyard) campaigns. Their mission is often to bulldoze through the zoning laws that ensure a neighborhood's quality of life.

Many residents in America's homeless encampments can't afford anything. New units might provide rent relief for some working-class tenants, down on their luck. Others have problems that go beyond matters of supply and demand.

YIMBY schemes can get pretty outrageous. A developer in New York City recently punched through local zoning laws to build an 80-story billionaire's skyscraper near Manhattan's staid Sutton Place. The area was already full of 20-story apartment buildings, but this guy got permission to break through the height limits in part by offering to create some "affordable" apartments — which happened to be miles away in Queens.

In the meantime, he displaced about 80 families, most of whom lived in the old walk-ups that actually did provide housing at working-class rents.

What happens in this country when people feel priced out of neighborhoods is they create new neighborhoods. High rents in Manhattan sent younger workers into neglected parts of Brooklyn that have since been revived.

Gen Z, meanwhile, is reportedly looking at smaller cities, where they can find more space at less cost. The destinations include Oklahoma City; Birmingham, Ala.; Indianapolis; Cincinnati; and Louisville, Ky. That trend should take pressure off the very expensive big cities while breathing new life into some very pleasant metros.

In the suburbs, there has been such a thing as exclusionary zoning — single-family homes only on large lots — originally intended to keep out poorer people. And some zoning rules that forbid duplexes (two-family homes) make little sense. There also are good arguments for filling in some low-density areas, especially near public transportation.

It does not follow, however, that suburbs must submit to any new tower that destroys the small-town feel of their downtowns. Building booms can destroy the historic structures that make a place special.

This is happening all over the world. In Cairo, for example, working-class neighborhoods are being bulldozed and replaced by concrete high-rises.

Back in the U.S. housing market, rent increases have moderated of late — to the point where economists predict housing should soon bring the inflation numbers down. Falling interest rates are lowering the cost of buying a house. New construction and incentives for some owners to fix up old spaces are indeed adding to supply.

So let's not level neighborhoods in the interests of massive projects. Some ways to address the cost of housing will involve private decisions. Some may involve public subsidies. They certainly shouldn't require handing our Main Streets to the real estate barons.

Froma Harrop is a syndicated columnist distributed by Creators. fharrop@gmail.com

DOONESBURY | GARRY TRUDEAU



MALLARD FILLMORE | BRUCE TINSLEY



To: Monica Challenger, Finance Committee Chair
From: Dara Schmidt
Date: 12/19/2023
Subject: **November 2023** Financial Report

I have reviewed the November 2023 financial information for the Library. When reviewing budget to actual, we assume:

- At least 1/12 of revenue will be received per month (41.7% thru October). Actual revenues are expected to meet or exceed budgeted amounts. Your department depends on these revenue streams to fund expenses.
- No more than 1/12 of discretionary, fleet, facilities, and fuel budget is spent per month (33.3% thru November since due to processing times, these expenses normally have a 1 month lag).
- For all other expenses, no more than 1/12 of the budget is spent per month (41.7% thru October).

Here are highlights or concerns that you should be aware of, or that need addressed:

Operations – 151XXX:

- **Total revenues are above target at \$420K or 52% of the \$804K budget.**
- **Total expenditures (excluding transfers out) are \$3.4M or 44% of the \$7.74M budget.**
 - Personal Services are at \$3.5M or 41% of the \$5.8M budget (the budget includes reduction of \$135K for refresh).
 - Total discretionary expenses are high at \$533K or 64% of the \$827K budget.
 - Only a 3% overall increase from last year as the spread of expenses evens out.
 - Other expenses are at \$487K or 45% of the \$1.1M budget.
 - Full fiscal year of Ladd Library rent has posted. Expenses will even out as the fiscal year progresses

Special Revenue – 7010XX:

- **No Concerns**

CIP – 316XXX:

- **No Concerns**

City of Cedar Rapids
151 Library
2023-11-30

Account Name	Account	Prior Fiscal Year 2023 YTD Actuals	Current Fiscal Year 2024 Adjusted Budget	Current Fiscal Year 2024 YTD Actuals	Favorable (Unfavorable) Variance	Percent of Budget Received Spent	Fiscal Year 2024 YTD Actuals
Revenue							
Taxes							
Total Taxes							
		-	-	-	-	0%	-
Intergovernmental Grants							
Federal Operating	421001	10,800.86	-	-	-	0%	-
State Operating	422001	31,433.59	115,000.00	101,472.58	(13,527.42)	88%	101,472.58
Local Govt Grants and Reimb	423000	201,004.08	275,000.00	197,570.95	(77,429.05)	72%	197,570.95
Total Intergovernmental Grants		243,238.53	390,000.00	299,043.53	(90,956.47)	77%	299,043.53
Other Revenues							
Printing & Duplicating of Form	431006	1,767.40	25,000.00	12,739.83	(12,260.17)	51%	12,739.83
Dept Charges-External to City	431012	67,584.41	259,792.00	76,982.85	(182,809.15)	30%	76,982.85
Library User Fees - Not Fines	431201	3,781.78	10,600.00	9,975.46	(624.54)	94%	9,975.46
Vending Sales	431301	20.27	-	-	-	0%	-
Building Rental	461001	14,138.50	43,455.00	16,416.00	(27,039.00)	38%	16,416.00
Postage / Handling	471001	-	-	7.00	7.00	0%	7.00
Contributions & Donations	471002	44,451.63	70,000.00	4,987.00	(65,013.00)	7%	4,987.00
Sale of Inventory	471003	571.35	2,000.00	158.33	(1,841.67)	8%	158.33
Damage Recoveries	471004	-	-	25.00	25.00	0%	25.00
Other Miscellaneous Revenue	471005	-	3,500.00	75.00	(3,425.00)	2%	75.00
Cash Over (Under)	471007	-	-	(18.97)	(18.97)	0%	(18.97)
Total Other Revenues		132,315.34	414,347.00	121,347.50	(292,999.50)	29%	121,347.50
Proceeds of LT Liabilities							
Total Proceeds of LT Liabilities							
		-	-	-	-	0%	-
Transfers In							
Operating Transfer In - Inter	483001	11,000.00	-	-	-	0%	-
Total Transfers In		11,000.00	-	-	-	0%	-
Total Revenue		386,553.87	804,347.00	420,391.03	(383,955.97)	52%	420,391.03
Expenditures							
Personal Services							
Regular Employees	511100	1,613,462.99	4,185,204.00	1,731,075.76	2,454,128.24	41%	1,731,075.76
Temporary/Seasonal Employees	511200	4,053.00	43,368.40	7,759.50	35,608.90	18%	7,759.50
Overtime	511300	27,576.23	114,773.40	34,430.71	80,342.69	30%	34,430.71
Other Special Pays	511400	18,840.47	33,848.00	5,000.02	28,847.98	15%	5,000.02
Group Insurance	512100	204,640.71	645,012.00	264,347.08	380,664.92	41%	264,347.08
Social Security Contributions	512200	124,775.52	332,680.00	132,367.46	200,312.54	40%	132,367.46
Retirement Contribution	512300	155,509.45	411,141.00	166,901.16	244,239.84	41%	166,901.16
Unemployment Compensation	512400	6,218.00	-	-	-	0%	-
Workers' Compensation	512500	58,091.96	71,149.00	30,158.36	40,990.64	42%	30,158.36
Other Employee Benefits	512600	2,623.58	2,783.00	2,489.93	293.07	89%	2,489.93
Total Personal Services		2,215,791.91	5,839,958.80	2,374,529.98	3,465,428.82	41%	2,374,529.98
Discretionary Expenses							
Advertising & Marketing	521100	2,920.99	5,000.00	5,109.20	(109.20)	102%	5,109.20
Consulting & Technical Service	521104	-	10,000.00	-	10,000.00	0%	-
External Contracted Labor	521105	58,684.66	105,466.00	93,550.04	11,915.96	89%	93,550.04
Health Services	521106	147.50	-	200.60	(200.60)	-100%	200.60
Legal Services	521107	-	-	9,177.18	(9,177.18)	-100%	9,177.18
Other Professional Services	521108	4,723.00	10,523.63	572.00	9,951.63	5%	572.00
External Banking/Financial Fee	521109	8,433.06	15,700.00	6,302.83	9,397.17	40%	6,302.83
Security Services	521110	-	5,000.00	-	5,000.00	0%	-
Computer Hardware	522100	31,080.28	35,000.00	36,905.88	(1,905.88)	105%	36,905.88
Computer Software Maintenance	522101	146,903.65	222,220.00	168,423.82	53,796.18	76%	168,423.82
IT Services - External	522102	13,827.05	75,500.00	13,488.43	62,011.57	18%	13,488.43
Building & Grounds Services	522104	-	15,000.00	445.47	14,554.53	3%	445.47
Equip/Furniture/Fixtures Serv	522105	-	9,000.00	495.00	8,505.00	6%	495.00
Vehicles & Rolling Equip Serv	522106	29.95	-	-	-	0%	-
Phone Services	523107	12,501.32	35,950.00	12,455.87	23,494.13	35%	12,455.87
Rental of Equip & Vehicles	524101	-	500.00	947.20	(447.20)	189%	947.20
Printing, Binding, & Duplicate	525102	2,712.34	15,950.00	5,609.86	10,340.14	35%	5,609.86
Awards & Recognition	531102	8.50	250.00	-	250.00	0%	-
Books & Subscriptions	531103	108,286.82	109,171.80	124,631.72	(15,459.92)	114%	124,631.72
Cleaning & Janitorial Supplies	531105	-	1,250.00	34.95	1,215.05	3%	34.95
Computer Supplies	531106	468.56	5,000.00	920.50	4,079.50	18%	920.50
Equipment/Furniture/Fixtures	531109	12,241.41	11,500.00	1,917.29	9,582.71	17%	1,917.29
Photography Supplies	531110	-	300.00	-	300.00	0%	-
Miscellaneous Supplies	531114	-	2,000.00	-	2,000.00	0%	-
Office Supplies	531116	5,825.59	15,320.00	5,672.16	9,647.84	37%	5,672.16
Program Supplies	531118	8,298.12	37,000.00	15,983.62	21,016.38	43%	15,983.62
Shop Supplies	531119	-	250.00	7.99	242.01	3%	7.99
Sign & Signal Supplies	531120	1,984.91	-	113.78	(1,113.78)	-100%	113.78
Uniforms	531123	1,196.98	694.00	-	694.00	0%	-
Personal Protective Gear	531124	1,747.65	-	229.37	(229.37)	-100%	229.37

City of Cedar Rapids
 151 Library
 2023-11-30

Account Name	Account	Prior	Current	Current	Favorable (Unfavorable) Variance	Percent of Budget Received Spent	Fiscal Year
		Fiscal Year 2023 YTD Actuals	Fiscal Year 2024 Adjusted Budget	Fiscal Year 2024 YTD Actuals			2024 YTD Actuals
Building & Grounds Supplies	533100	7,146.78	34,241.28	11,877.64	22,363.64	35%	11,877.64
Equip/Furniture/Fixtures Parts	533101	570.00	-	-	-	0%	-
Conferences, Training, Travel	542102	24,739.71	23,200.00	11,191.46	12,008.54	48%	11,191.46
Dues & Memberships	542103	4,806.00	10,000.00	781.00	9,219.00	8%	781.00
Licensing Fees	542106	30.00	-	30.00	(30.00)	-100%	30.00
Postage & Freight	542108	2,155.73	13,500.00	2,914.82	10,585.18	22%	2,914.82
Mileage Reimbursement	542111	542.21	3,000.00	628.23	2,371.77	21%	628.23
Admin Charges - Inter Departments	521114	225.00	-	225.00	(225.00)	-100%	225.00
Chemical Supplies - Non-Snow & Ice	531104	-	-	-	-	0%	-
Facility Services - Non-routine	522107	-	-	2,220.92	(2,220.92)	-100%	2,220.92
Fleet Services - Abnormal Maintenance	522108	-	-	-	-	0%	-
Fleet Services - Non-Safety Modifications	522108	-	-	-	-	0%	-
Fleet Services - Accidents	522108	-	-	-	-	0%	-
Total Discretionary Expenses		462,237.77	827,486.71	533,063.83	294,422.88	64%	533,063.83
Other Expenses							
City Accounting Services	521113	32,291.65	85,500.00	35,625.00	49,875.00	42%	35,625.00
City Information Tech Services	522109	2,449.30	6,172.25	2,571.75	3,600.50	42%	2,571.75
Electricity	523100	100,622.99	243,800.00	88,184.82	155,615.18	36%	88,184.82
Natural Gas	523103	515.27	4,500.00	297.61	4,202.39	7%	297.61
Rental of Land & Buildings	524100	113,560.39	249,000.00	229,817.29	19,182.71	92%	229,817.29
Liability Insurance	525104	19,369.17	44,822.00	21,252.17	23,569.83	47%	21,252.17
Property Insurance	525107	41,712.50	135,928.00	56,636.65	79,291.35	42%	56,636.65
Vehicle Insurance	525108	500.00	1,300.00	541.65	758.35	42%	541.65
Gasoline Fuel	532101	88.31	498.58	112.50	386.08	23%	112.50
City Inter Department Charges	521114	-	-	-	-	0%	-
Chemical Supplies - Snow & Ice	531104	-	-	-	-	0%	-
Facility Services (Routine)	522107	76,528.62	300,614.42	51,442.56	249,171.86	17%	51,442.56
Fleet Services (Routine)	522108	243.91	600.00	431.81	168.19	72%	431.81
Total Other Expenses		387,882.11	1,072,735.25	486,913.81	585,821.44	45%	486,913.81
Capital Outlay							
Vehicles, Equipment, Software	554000	1,285.00	-	-	-	0%	-
Total Capital Outlay		1,285.00	-	-	-	0%	-
Debt Service							
Total Debt Service		-	-	-	-	0%	-
Transfers Out							
Total Transfers Out		-	-	-	-	0%	-
Total Expenditures		3,067,196.79	7,740,180.76	3,394,507.62	4,345,673.14	44%	3,394,507.62
Net Revenues over/(under) Expenditures		(2,680,642.92)	(6,935,833.76)	(2,974,116.59)	3,961,717.17		(2,974,116.59)

**Statement on Labelling
An Interpretation of the Library Bill of Rights**

Labelling is the practice of describing or designating certain library materials by affixing a prejudicial label to them or segregating them by a prejudicial system. The American Library Association opposes this as a means of predisposing people's attitudes towards library materials for the following reasons:

1. Labelling is an attempt to prejudice attitudes and as such, it is a censor's tool.
2. Some find it easy and even proper according to their ethics, to establish criteria for judging publications as objectionable. However, injustice and ignorance rather than justice and enlightenment result from such practices, and the American Library Association opposes the establishment of such criteria.
3. Libraries do not advocate the ideas found in their collections. The presence of books and other resources in a library does not indicate an endorsement of their contents by the library.

[Based on a policy adopted July 13, 1951; amended June 25, 1971; July 1, 1981; June 26, 1990 by the ALA Council.]

Adopted: 03/30/89

Revised: 06/06/96, 10/07/99

Reviewed: 2013, 09/2015, 01/2019, 2/3/2022, 1/4/2024

Labelling and Rating Systems An Interpretation of the Library Bill of Rights

Libraries do not advocate the ideas found in their collections or in resources accessible through the library. The presence of books and other resources in a library does not indicate endorsement of their contents by the library. Likewise, providing access to digital information does not indicate endorsement or approval of that information by the library. Labeling and rating systems present distinct challenges to these intellectual freedom principles.

Many organizations use or devise rating systems as a means of advising either their members or the general public regarding the organization's opinions of the contents and suitability or appropriate age for use of certain books, films, recordings, websites, games, or other materials. The adoption, enforcement, or endorsement of any of these rating systems by a library violates the American Library Association's Library Bill of Rights and may be unconstitutional. If enforcement of labeling or rating systems is mandated by law, the library should seek legal advice regarding the law's applicability to library operations.

Viewpoint-neutral directional labels are a convenience designed to save time. These are different in intent from attempts to prejudice or discourage users or restrict their access to resources. Labeling as an attempt to prejudice attitudes is a censor's tool. The American Library Association opposes labeling as a means of predisposing people's attitudes toward library resources.

Prejudicial labels are designed to restrict access, based on a value judgment that the content, language, or themes of the resource, or the background or views of the creator(s) of the resource, render it inappropriate or offensive for all or certain groups of users. The prejudicial label is used to warn, discourage, or prohibit users or certain groups of users from accessing the resource. Such labels sometimes are used to place materials in restricted locations where access depends on staff intervention.

Viewpoint-neutral directional aids facilitate access by making it easier for users to locate resources. Users may choose to consult or ignore the directional aids at their own discretion.

Directional aids can have the effect of prejudicial labels when their implementation becomes proscriptive rather than descriptive. When directional aids are used to forbid access or to suggest moral or doctrinal endorsement, the effect is the same as prejudicial labeling.

Libraries sometimes acquire resources that include ratings as part of their packaging. Librarians should not endorse the inclusion of such rating systems; however, removing or destroying the ratings—if placed there by, or with permission of, the copyright holder—could constitute expurgation (see "Expurgation of Library Materials: An Interpretation of the Library Bill of Rights"). In addition, the inclusion of ratings on bibliographic records in library catalogs is a violation of the Library Bill of Rights.

Prejudicial labeling and ratings presuppose the existence of individuals or groups with wisdom to determine by authority what is appropriate or inappropriate for others. They presuppose that

individuals must be directed in making up their minds about the ideas they examine. The fact that libraries do not advocate or use proscriptive labels and rating systems does not preclude them from answering questions about them. The American Library Association affirms the rights of individuals to form their own opinions about resources they choose to read or view.

Adopted July 13, 1951, by the ALA Council; amended June 25, 1971; July 1, 1981; June 26, 1990; January 19, 2005; July 15, 2009; July 1, 2014.

Adopted: 08/04/05

Revised: 01/2019

Reviewed: 2013, 09/2015, 2/3/2022, 1/4/2024

A Statement of Ethics for Library Trustees

Public library trustees are accountable for the resources of the library as well as to see that the library provides the best possible service to its community.

Every trustee makes a personal commitment to contribute the time and energy to faithfully carry out his/her duties and responsibilities effectively and with absolute truth, honor and integrity.

- Trustees shall respect the opinions of their colleagues and not be critical or disrespectful when they disagree or oppose a viewpoint different than their own.
- Trustees shall comply with all the laws, rules and regulations that apply to them and to their library.
- Trustees, in fulfilling their responsibilities, shall not be swayed by partisan interests, public pressure or fear of criticism.
- Trustees shall not engage in discrimination of any kind and shall uphold library patrons' rights to privacy in the use of library resources.
- Trustees must distinguish clearly in their actions and statements between their personal philosophies and attitudes and those of the library, acknowledging and supporting the formal position of the Board even if they disagree.
- Trustees must respect the confidential nature of library business and not disclose such information to anyone. Trustees must also be aware of and in compliance with Freedom of Information laws
- Trustees must avoid situations in which personal interests might be served or financial benefits gained as a result of their position or access to privileged library information, for either themselves or others.
- A trustee shall immediately disqualify him/herself whenever the appearance of or a conflict of interest exists.
- Trustees shall not use their position to gain unwarranted privileges or advantages for themselves or others from the library or from those who do business with the library.
- Trustees shall not interfere with the management responsibilities of the director or the supervision of library staff.
- Trustees shall support the efforts of librarians in resisting censorship of library materials by groups or individuals.
- All authority is vested in the board when it meets in legal session and not with individual board members.

Amended from the policy approved by the United for Libraries Board in January 2012.

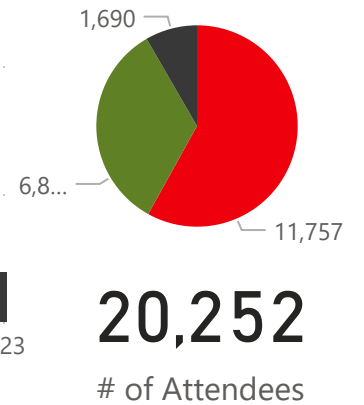
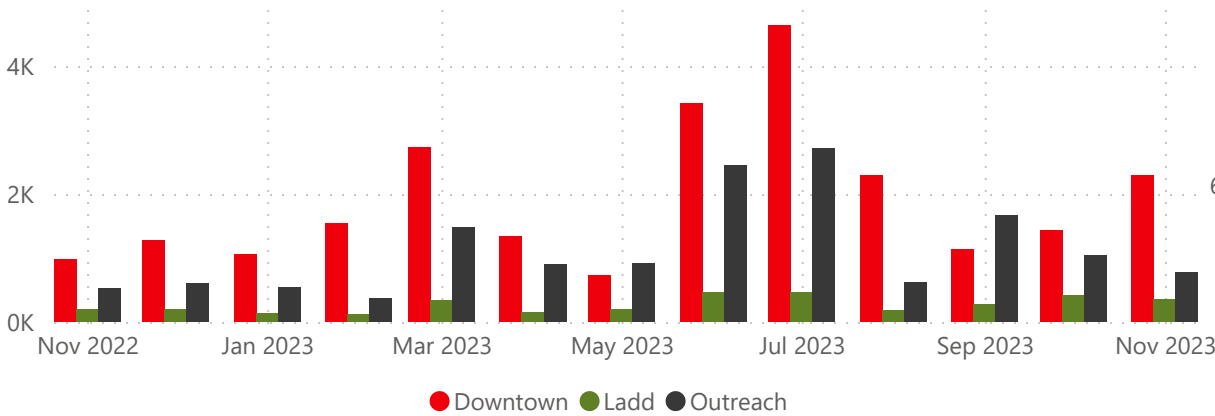
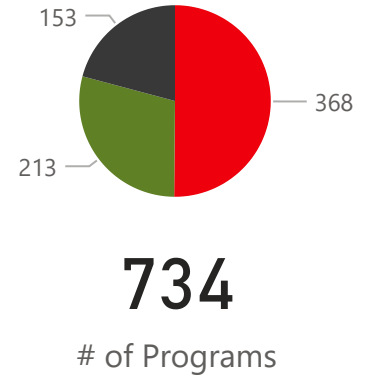
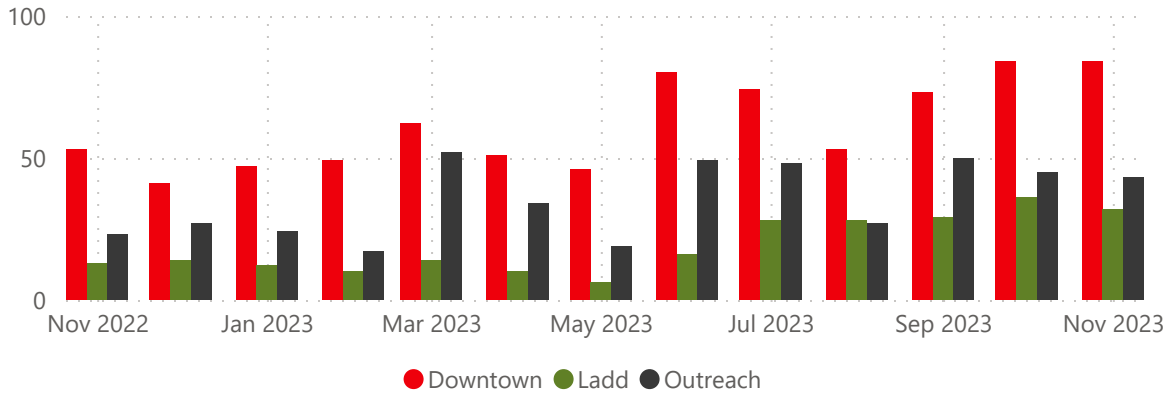
Members of the Cedar Rapids Public Library Board of Trustees are appointed by the Mayor with the approval of the City Council of Cedar Rapids, Iowa and are also governed under city policy 1.11 titled Ethics.

Adopted: 01/30/92

Revised: 11/99, 08/05, 10/2015, 3/2019

Reviewed: 2013, 3/2022, 1/4/2024

Programs



Programming was busy and full of fun during December! While outreach to the schools and some of the regular weekly programs wound down throughout the month, some large special programs jumped in to bring excitement. Our second gingerbread decorating contest gave away over 250 gingerbread kits in 24 hours, and produced 11 amazing winners – check them out at crlibrary.org/gingerbread. Patrons also had the opportunity to decorate a giant gingerbread house while waiting for the City’s tree lighting in Greene Square Park, listen to over 100 tubas play holiday music, dance with Music Together to the Nutcracker, participate in Sound Bath meditation on the Winter Solstice, and have professional family portraits taken (which turned out beautifully!). The library continues to innovate and find new and impactful ways to serve our patrons in ways that are important to them.

An email from the patron whose children won second place in the Children's category of the gingerbread contest:

"That is wonderful news! Max and Eloise were elated to be shown the website and told their prize. I'll probably pop by today to grab the gift card. They had a blast with this event and the giant gingerbread house event when picking up the kit. You all have done a great job with events the past few years - kudos to all involved!

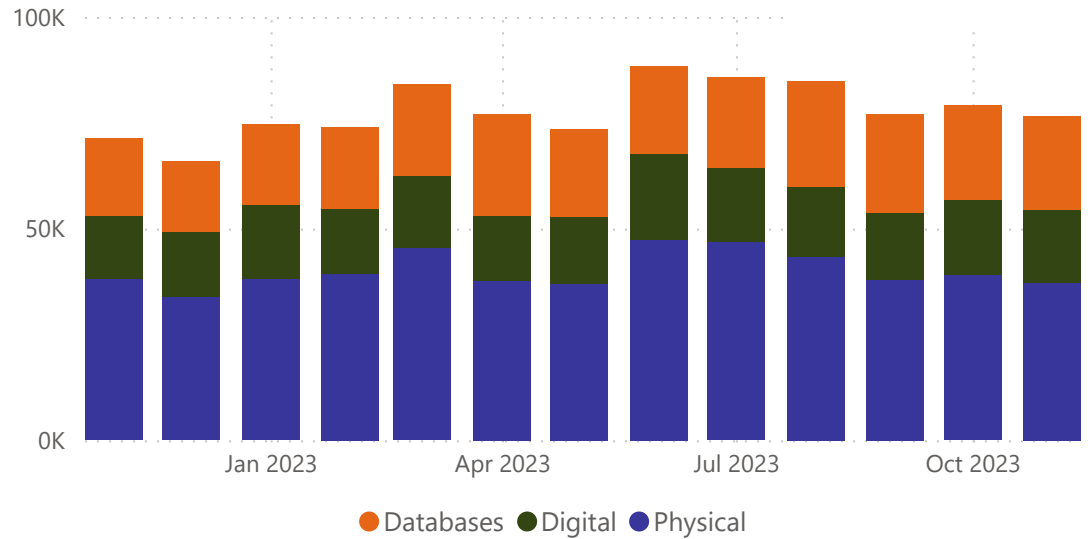
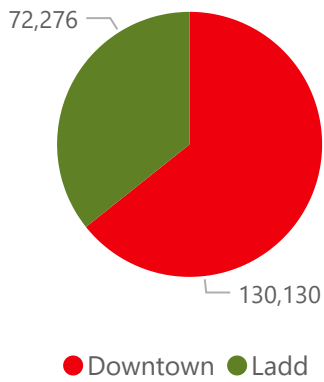
Happy holidays,
Mike Casella"



Borrowing & Collections

113,724 Databases 85,099 Digital 202,406 Physical 2,112 Technology 403,341 Total

Physical Circulation, by Location



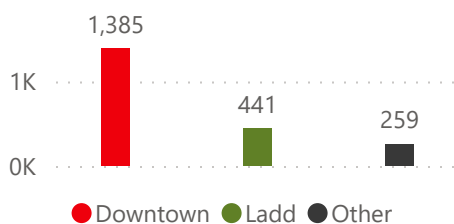
The Materials team has completed the finishing touches on collection shifting. The team will be tracking changes in circulation but are already seeing more checkouts in the large print collection. The new Multilingual selection will continue to grow, we've had interest in adding Chinese and Nepalese language materials from the community and are adding materials as we're able to find them. Now that the collection shift is completed, we'll begin working on inventories to ensure the catalog is up to date and accurate. Strategic planning work continues to implement ongoing diversity audits and a regular schedule to run those reports.

Volunteers

2,085

Total Hours

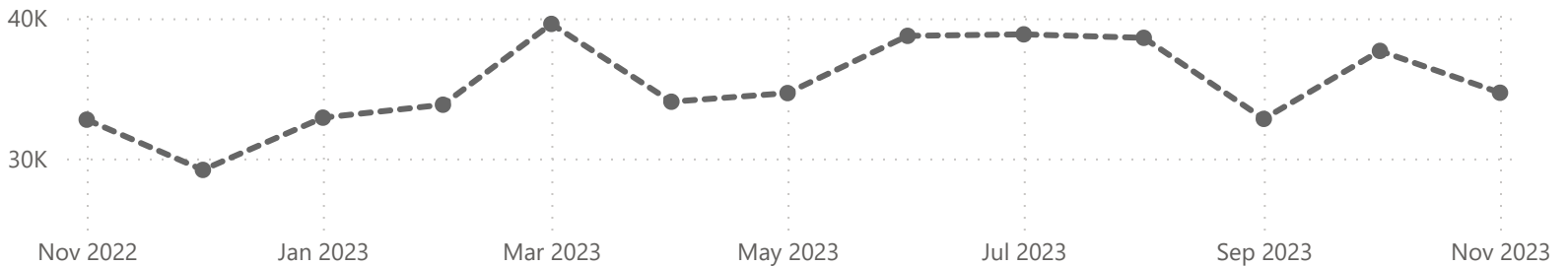
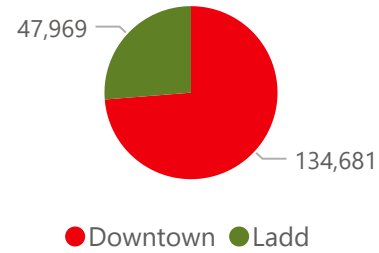
Volunteer Hours



This December, the Library put a hold on accepting volunteer applications. At this time, most of our active volunteer roles are filled, we are still processing a backlog of applicants, and our team is in transition as we bring on a new Administrative Assistant. We will also use this pause to reevaluate the needs of the Library moving forward and how volunteers can best support our work in meeting our operational needs and strategic goals. We have updated the Library website to reflect this change. If interested, individuals can complete a short online form to share their contact information. We will reach out to them once the application process reopens or if we need to recruit for a specific opportunity. This change was implemented in part through the help of another SEE grant from reDirect. We are always honored to work with our dedicated Library supporters and volunteers. This was not an easy decision to make. However, we know this change will allow us to better meet the needs of the Library, provide more support to our current volunteers and applicants already waiting in the queue, and set realistic expectations for potential future applicants. Volunteer Hours in November 2023: 370

Visits

182,650
Physical Visits

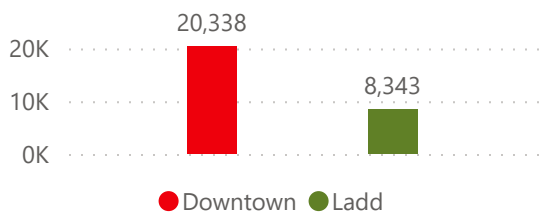


Winter weather is upon us. Based on previous year data, our Downtown Branch Manager and Supervisor worked with the Emergency Overflow shelter staff to do a presentation about resources/services available at the library as well as behavior expectations. This proactive approach has yielded some success in building relationships with individuals and addressing behavior issues we have seen in the past. We also welcomed our new facilities maintenance team member in December.

A patron was using one of our computers to complete an assignment for a math class that he was taking. Early in the evening, he needed some help putting the formulas from his textbook into the Excel spreadsheet he was putting the answers to his assignment in, and I was able to help him solve a problem that he had been struggling with for a while. Throughout the evening, he encountered a few more difficulties with his math assignment, and each time he asked for me specifically to help him, even when I wasn't the first person available at the desk. I was glad that I was able to help the patron in the first place, and particularly proud that he was happy enough with my help to continue to request it, which I think just shows the impact that we at the library can have on patrons in our usual day-to-day interactions. - Elizabeth Gardner, Public Service Associate

Technology Access

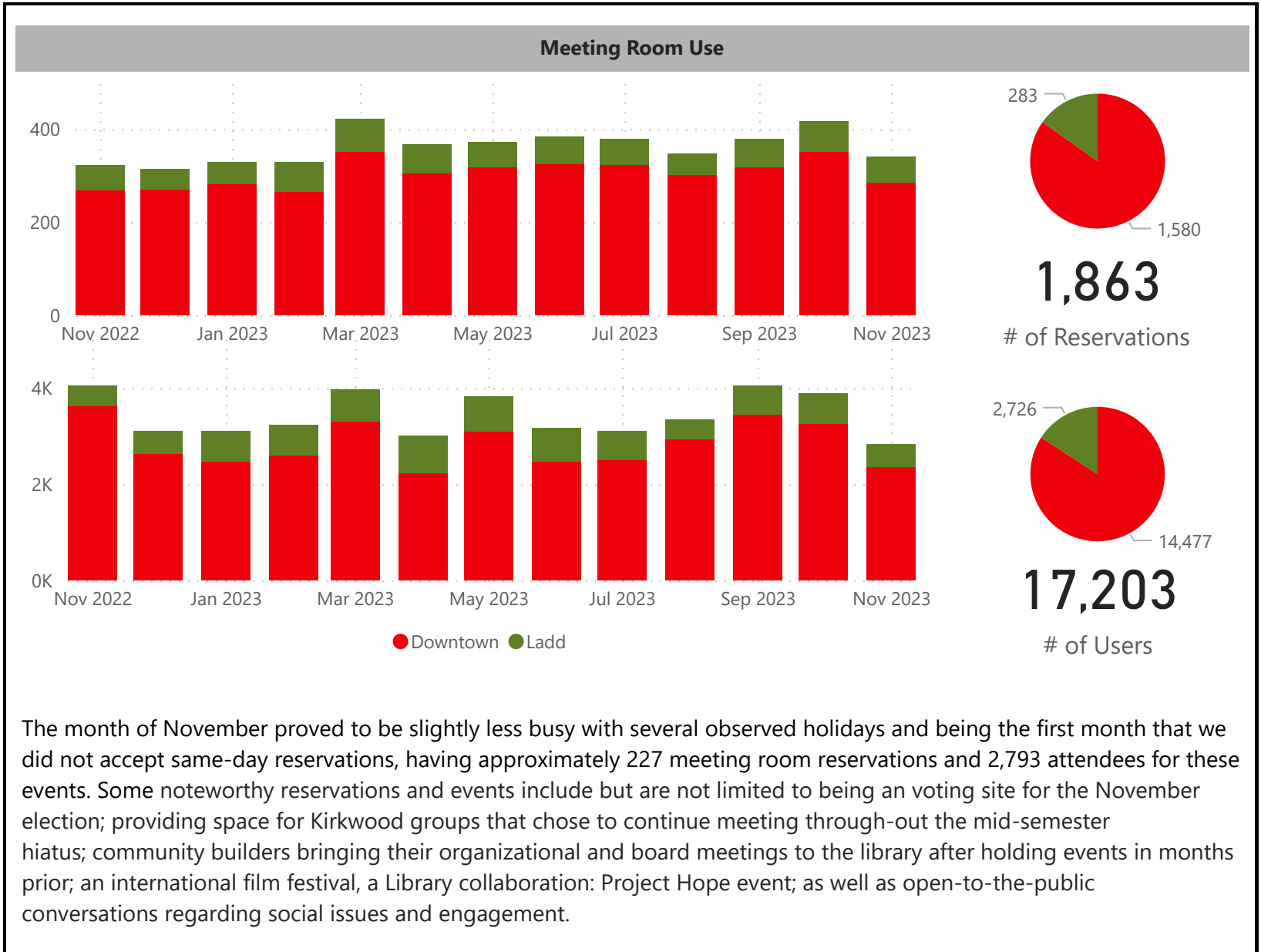
PC Uses



66,071
Virtual Visits

45,634
WiFi Sessions

The Technology Solutions team has started installing new staff computers at public service stations, this work will continue over the next one to two months for all staff using a desktop computer. Our public computer reservation system is moving to a cloud hosted solution and has some additional opportunities to update our study room reservation process that the team is investigating now. The intention is to have matching technology and processes for these reservations at the new West side library.



Community Relations has enjoyed sharing end of the calendar year statistics with the community. We have put together several blog posts and social media posts regarding the most circulated items of the year, which is always a big hit with our audience. We saw a huge increase to our website with our Gingerbread Building Contest this year—several hundred visits to the site to vote for the favorites and see the winners. We are gearing up for the next issue of *OPEN+* magazine, as well as working with our stakeholders on some initiatives to kick off in early 2024, such as the advocacy toolkit. It's going to be an exciting year of transition and exploration for our design and marketing team.

The Literacy Coordinator, Elizabeth Yusko, has been hard at work sharing Dolly Parton's Imagination Library (DPIL) with the hospitals and pediatric clinics in the area. A recent push for establishing partnership of DPIL with local medical clinics is wrapping up. Registration cards were delivered to six Mercy affiliated clinics and Stead Family in this effort. Three of the six clinics had not seen DPIL registration cards within their offices before. We continue to work with Unity Point to ensure consistency of representation in their clinics as well.

