

Location: Central Library

Attendees: Councillor M. Brenner; Councillor S. Butt; K. Danylak; B. Kenworthy; A. Maginley (Chair); F. Mahjabeen; A. Mir; D. Sharma; S. Sheehy; K. Smuk

Absent: Councillor L. Cook; S. Sheehy

Staff: J. Flowers, CEO/Director of Public Libraries; C. Moore, Director, Corporate Services & Collections; S. Oza, Director, Engagement & Client Experience; L. Wallis, (Acting) Executive Assistant

1. Meeting Called to Order

A. Maginley called the meeting to order at 7:04 pm

2. Land Acknowledgement

A. Mir read the City of Pickering Land Acknowledgement.

3. Public Delegations

None.

4. Approval of Agenda, Conflict of Interest Disclosure

No interest was declared.

Motion #25.14

Moved by D. Sharma, Seconded by K. Danylak **Motion THAT** the Agenda be adopted as presented.

Carried.

5. Presentations

5.1 Anti- Black Racism Working Group 2025 Update

Samantha Adebiyi

S. Adebiyi, member of the Pickering Public Library Anti-Black Racism Working Group ("ABRWG") opened the presentation by introducing Co-Chair Romina Diaz-Matus who was also in attendance.

S. Adebiyi emphasized that the work of the ABRWG has been a deeply collaborative effort with the Library. She expressed gratitude for the opportunity to contribute and acknowledged the Library and Board's openness to new ideas, particularly in applying an anti-Black racism lens to services and initiatives. Special attention was given to the Makerspace and Local History Room as hubs for innovation and community engagement.

She shared appreciation for opportunities to visit all branches to gain insights into physical space design and service delivery. She highlighted the importance of atmosphere, lighting, culture, and dynamic displays in creating welcoming environments, as well as the need for inclusive hiring practices and diverse representation in leadership roles.

S. Adebiyi noted the group's ongoing participation in monthly meetings and volunteer opportunities, and highlighted ABRWG's involvement in community events such as Region of Durham Emancipation Day, Community Celebration and Movie Night.

A. Adebiyi reaffirmed ABRWG's commitment to its founding vision through collaboration and outreach. The group has grown with new members, expanding its capacity for impact through shared knowledge and dedication.

Results from the community survey that was conducted in 2025 was provided, along with a comparison to the survey last done in 2020.

Survey results:

- 2020: 102 responses
- 2025: 220 responses
- 67% of 2025 respondents identified as Black (46% increase from 2020)
- 63% of participants attended City or Library-hosted events.
- Increased awareness of job opportunities within the library.
- Desire for more diverse and culturally representative events.

Next steps to continue fostering collaboration between the ABRWG and the Library include exploring strategies to enhance representation, communication, and community engagement events, as well as follow-up on survey insights.

When asked by the Board "What is one critical area for improvement?"

S. Adebiyi identified representation and community trust. She stressed that representation goes beyond physical presence—it requires cultural understanding and clear communication, especially regarding service changes. Transparency is essential to maintaining trust.

The Board expressed appreciation for ABRWG's meaningful contributions and acknowledged the group's positive impact on the community. The group, in turn, shared their gratitude for the opportunity to engage in meaningful dialogue and thanked the Board for its creativity, openness, and commitment to relationship-building.

S. Adebiyi, R. Diaz-Matus, and S. Yung departed at 7:39pm

6. Consent Agenda

6.1 Minutes of the Previous Board Meeting – September 25, 2025

6.2 Library Information Update – October 2025

6.3 Update of Tariff Impacts

6.4 2025 Q3 Stats Review (KPIs)

6.5 2025 Q3 Financial Review

6.6 Naming Report

Motion #25.15

Moved by M. Brenner, Seconded by B. Kenworthy **Motion THAT** the items on the Consent Agenda be adopted as presented.

Carried.

7. Correspondence

There was no correspondence.

8. Ends Discussion

There was no Ends discussion held.

9. Staff Reports

9.1 Anti-Black Racism Working Group Summary Updates

S. Oza reported that the most recent ABRWG meeting focused on reviewing the results of the community survey. As the group had already presented its findings earlier in the meeting, there were no additional updates to share at this time.

9.2 Virtual Tour of Library Branch at Dorsay Heritage & Community Centre

J. Flowers shared that there are 180 days remaining until the anticipated opening of the Dorsay Heritage & Community Centre, which will include the first new library branch in 25 years.

The Board was presented with a virtual tour of the Dorsay Community & Heritage Centre through a PowerPoint presentation. The presentation featured architectural renderings and walk-through videos showcasing the construction progress to date.

J. Flowers highlighted the unique design and layout of the new branch, which embraces the surrounding natural environment. Key features include expansive floor-to-ceiling windows, an outdoor courtyard, and nature-inspired public art installations that support the branch's identity.

Historical collections, currently housed in four separate storage locations, will be consolidated into the new Local History Experience Centre (LHEC), creating a centralized hub for heritage materials.

A tour of the facility for Library Board members is being planned prior to the official opening.

Comments were made encouraging outdoor programming, such as reading gardens and nature-based activities as well as collaboration with the adjacent Pickering Museum Village to create immersive library exhibits that offer a "step back in time" experience, enriching both visual and educational engagement.

J. Flowers shared plans for "short story walks" and school visits as part of efforts to actively engage the community and foster connections with visitors.

Questions were asked about the "holds lockers" and their anticipated benefits for library clients. J. Flowers advised that the holds lockers provide a self-service system that allows clients to pick up their reserved items at their convenience.

In response to concerns about potential noise levels due to the open design, J. Flowers acknowledged the importance of managing expectations. Louder activities will be concentrated near the lobby, while quieter programming will be situated closer to the LHEC.

10. Executive Limitations Policies & Monitoring Reports

10.1 EL 02 Treatment of Clients

D. Sharma met with J. Flowers to discuss the policy and monitoring report. The discussion centered on a broad interpretation of responsibilities, including information collection, accessibility, and overall conduct.

D. Sharma expressed his confidence that the library was in compliance with EL 02.

Suggestion was made to review the library's five-year Accessibility Plan to ensure alignment with the Accessibility for Ontarians with Disabilities Act (AODA) requirements, which came into effect on January 1, 2025.

C. Moore shared the Facilities Plan, developed through the Building Committee in 2023, is being updated this year with the support of an external consultant. This plan will inform updates to the library's accessibility strategy.

M. Brenner suggested involving a member of the Accessibility Advisory Committee to assess Library facilities for compliance, especially in light of the Environmental Bill of Rights and other legislation enacted after the AODA. He emphasized the importance of evaluating both code requirements and practical accessibility standards.

The Board requested a report back on whether accessibility considerations have been fully addressed in the design of the new branch. J. Flowers confirmed that both physical and digital accessibility have been reviewed, including elements such as shelving height, hold locker access, and adequate aisle widths.

J. Flowers shared that there are currently no unresolved items under this policy.

Motion #25.16

Moved by D. Sharma, Seconded by M. Brenner **Motion THAT** Board has received the monitoring report for policy EL 02 Treatment of Clients as presented; and agrees that it provides reasonable interpretation of the policy and evidence of compliance; and THAT the Board adopt policy EL 02 Treatment of Clients as presented, the policy being complete, sound, and effective.

Carried.

Executive Limitations policy EL 07 Emergency Executive Succession will be discussed at the next Board meeting. All members were asked to review prior to the next meeting. Assigned to S. Sheehy.

11. Board Committee Reports

11.1 Report of the Building Ad Hoc Committee

S. Butt shared the next scheduled meeting for November.

11.2 Report of the CEO Evaluation Committee

No update. Next meeting will take place at the end of November.

11.3 Report of the Linkage Committee

No update. Next meeting will take place in November.

12. Governance

12.1 Mis/Disinformation Ad Hoc Committee

J. Flowers asked for 4–5 Board members to participate in shaping a new committee focused on the library's role in addressing mis/disinformation and exploring its potential impacts on the library. This working group will involve a short-term commitment of approximately 3–4 months.

Volunteers for the initial working group include:

A. Mir, K. Danylak, S. Sheeny, B. Kenworthy, and M. Brenner.

As part of this initiative, the Library Board is encouraged to engage in broader conversations with other library boards during the upcoming Ontario Library Association Super Conference. In attendance will be keynote speaker James Turk, leading expert on freedom of expression and Freedom of Information.

The November Board meeting will feature Board Education on the topic of mis/disinformation.

Motion #25.17

Moved by D. Sharma, Seconded by F. Mahjabeen **Motion THAT** the Board confirm the establishment of the Advisory Ad Hoc Committee on Mis/Disinformation for 2025.

Motion #25.18

Moved by D. Sharma, Seconded by M. Brenner **Motion THAT** the Board confirms the selection of A. Mir, K. Danylak, S. Sheeny, B. Kenworthy, and M. Brenner as members of the Advisory Ad Hoc Committee on Mis/Disinformation for 2025.

13. Board Policy Review

13.1 Member Community Reports

A. Mir advised the Children's Area Reno looks great.

A. Maginley attended CreatorCon, and OVEE's 1 year Birthday Special.
Great community engagement and attendance.

13.2 Claremont Library – Temporary Closure & Holiday Hours

- Claremont Library will be closed on Christmas Eve (December 24) and New Year's Eve (December 31).
- On these dates, Central Library and George Ashe Library will operate on a reduced schedule, closing at 1:00 PM.
- All library locations will be closed on December 25, December 26, and January 1 in observance of the holidays.

These closures and adjusted hours will be communicated to the public in advance to ensure awareness and minimize disruption to services.

Motion #25.19

Moved by A. Maginley, Seconded by K. Danylak **Motion THAT** Claremont Library will be closed on Christmas Eve (December 24) and New Year's Eve (December 31). On these dates, both the Central Library and George Ashe Library will be open for a half day, closing at 1:00 PM. All library locations will be closed on December 25, December 26, and January 1 in observance of the holidays.

14. New & Unfinished Business

J. Flowers shared highlights from her recent visit to the Canadian Urban Libraries Council (CULC) meeting in Winnipeg, where discussions focused on the evolving role of public libraries in the age of artificial intelligence (AI).

According to recent data, Canada ranks 44th out of 47 countries in AI literacy. She shared that the Federal Government is conducting a public consultation on AI. Efforts are underway to encourage public libraries across Canada—over 600 in total—to participate in the survey and recommend how libraries can support AI literacy.

J. Flowers is collaborating with CULC colleagues on an advocacy project aimed at strengthening the role of libraries in the AI landscape. The initiative seeks to build greater awareness, preparedness, and public trust in AI, while enhancing libraries' capacity to adopt and support emerging technologies.

15. Confidential Matter

There were no confidential matters discussed.

16. Board Meeting Evaluation

Chair Maginley shared the results of the previous month's Board meeting self-evaluation. Board members were asked to complete the evaluation for the current Board meeting.

17. Date of Next Meeting and Adjournment

The next Board meeting will be held on Thursday, November 27 at 7:00 pm.

Motion #25.19

Moved by A. Mir, Seconded by B. Kenworthy **Motion THAT** the meeting be adjourned.
Carried.

The meeting was adjourned at 8:40 pm.

Signature of Library CEO:

Date:

Signature of Library Board Chair:

Date: