AGENDA
The Denver Public Library Commission
Regular Monthly Meeting
Thursday, October 17, 2019, 9:00 a.m.
Tour of branch at 8:30 a.m.
Byers Branch Library
675 Santa Fe Drive, Denver, CO 80204

1. Call to order.

2. Introductions.

3. Approval of Commission Minutes from August 15, 2019. Commission

4. Public Comment Period.

5. Presentation on DPL Government Documents. Barb Whalen

6. Approval of DPL Programming Policy. Anne Kemmerling

7. Approval of Staff Council Bylaws Change. Bria Ward

8. Third Quarter Financial Report. Amber Lindberg

9. Update on Framework and Discussion of Supporting Indicators. Zeth Lietzau and Kirsten Silveira

10. Report of the President and Members.
    a. Potential Candidates for Commissioner Vacancies
    b. Appointment of Nominating Committee for Officers

11. Report of the City Librarian.

12. Report of the Friends Foundation. Jeff Riley

13. Review Library Commission Engagement Opportunities

14. Other Business.

15. Adjournment.

Agenda Item 3
Requested Action: Approval

MINUTES
The Denver Public Library Commission
Regular Monthly Meeting
Thursday, August 15, 2019, 8:30 a.m.
Denver Central Library
7th Floor Training Room

Present: Gregory Hatcher[1], Vicki Hellmer, Alice Kelly, Cathy Lucas, Carlos Martinez, Laurie Mathews, Sonya Ulibarri,

Excused: Rosemary Marshall

Staff: Bec Czarnecki, Jen Dewey, Rachel Fewell, Michelle Jeske, Anne Kemmerling, Elaine Langeberg, Jenny LaPerriere, Amber Lindberg, Zeth Lietzau, Erika Martinez, Seana O'Grady, Naghem Swade, Bria Ward

Guests: Joseph Montalbano, Studiotrope; Anne Pharamond, Studiotrope; Brett Hahnenkamp, Denver Public Works; Curt Winn, Denver Public Works; Jeff Riley, Friends Foundation; Nicole Capage-Brown, Friends Foundation; Monica Perrit, Friends Foundation

1. Call to order.
   The meeting was called to order at 8:35 a.m.

2. Introductions.
   Staff and Commissioners present introduced themselves.

3. Approval of Commission Minutes from June 20, 2019. Commission
   The minutes were approved as written.

4. Public Comment Period.
   N/A

5. Report of the President and Members.

President Martinez reported on the 2020 DPL budget. The City had been discussing potential reductions. Jeske made her presentation to the Mayor last week which Martinez attended. The library presented seven modest service expansions. Jeske thanked Martinez for his support and noted that he was able to advocate for positions to bolster EDI work at the library.

Martinez also announced that Commissioner Hatcher will be resigning from the Commission as he is moving to New York. A resolution of appreciation was read for Hatcher and passed unanimously.

[1] Gregory Hatcher arrived at 8:40 a.m. during the report of the president and members.

Vicki Hellmer and Laurie Mathews reported on their visits to the Rodolfo 'Corky' Gonzales and Ross-Barnum branches and that they will also be visiting the Eugene Field and Ross-Broadway branches on August 28 if anyone would like to join. They have continued to be impressed at how each branch serves their community and appreciated meeting with each of the senior librarians.

Commissioner Ulibarri is the chair of the Latino Awards and the recipients were finalized last week. The awards ceremony will be held on September 21 at the Gonzales branch at 10 a.m. The Latina Legacy Circle is also coming up on August 22 at 5:30 p.m. and will also be at the Gonzales branch.

Ulibarri noted that she is pleased that interns from Girls Inc are working in DPL ideaLABs during the summer.

Commissioner Lucas is the chair of Eleanor Gheres award which will be held at the Central Library on November 1 at 1:30 p.m.

Commissioner Mathews reported on the recent Staff Council meeting and Ask Me Anything (AMA) with the City Librarian where Jeske responded to the questions of staff. The AMA is held annually and receives a wide-array of questions that the Executive Team works together to answer. Mathews also mentioned a meeting held by the Colorado State Library which she participated in and an upcoming trustee track at the Colorado Association of Libraries Conference.

6. Report of the Friends Foundation. Jeff Riley

Direct Jeff Riley discussed activities of the Board and committees and noted that they recently realized that not every board member is a member of the Friends Foundation and he nudged Commissioners to check their status. He also reviewed the Friends membership levels.

During the July Board meeting they reviewed an analysis of the work plan and assessed how they are doing year to date. They also received a report of the nominating committee and have four people who will be joining the board.

The Friends has also hired a new director of philanthropy, Marshall Wallach.

They have also had several growth committee meetings and are hosting a house party on September 10 to help activate the comprehensive campaign with the slogan "A Story Still to Tell." The Friends are also developing collateral that will feature some of the key talking points about the campaign.

- The DPL Friends Foundation, in collaboration with the library, is conducting a comprehensive campaign called "A Story Still to Tell."
- The campaign goal is to create the next generation of the library for the next generations of users.
- The total campaign financial goal is $58.5 million.
- The immediate goal is to raise $12 million by October of 2020 to match $38 million in bonds for a Central Library renovation.

The Booklovers Ball is on September 28. There is a good response for individual tickets. Riley thanked Commissioners Kelly and Lucas for their support.

The advocacy committee partnered with the Commission on a letter to the Mayor to advocate for the funding of the 2020 expansion requests.

The Friends are meeting with the new City Council members and are trying to arrange visits to the libraries in each district. These visits will also include a community

champion who can speak to the impact of the library. Riley noted that Commissioners are also invited to attend and to reach out to him if they are interested.

Jeske also noted that she and Director of Communications and Community Engagement Erika Martinez have also met with the new Council members and invited them to use our spaces.

The Booklovers Ball Patron Party is on August 22 and unfortunately it conflicts with the Latina Legacy Circle event. It will be held at Cableland and is a party for all of the primary supporters of the Ball. About 80 people will be in attendance and they get to help choose the signature cocktail for the Ball.

Lastly Riley noted the restaurant El Jefe is hosting a community event on September 11 where a percentage of food and beverage sales will go to the Friends Foundation and that there is a Loyalty Luncheon on October 16.

7. Report of the City Librarian.

Jeske noted several items from her written report:

- The Smithsonian National Museum of African American History and Culture (NMAAHC) Hometown Treasures, a Save Our African American Treasures program, will be hosted by the Blair-Caldwell African American Research Library and Black American West Museum & Heritage Center, August 17 and 18, 2019.
- In September, Schlessman Hall will have a very large guest visiting. We have partnered with Black Cube, a nomadic contemporary art museum, to host a 24 foot, 3-D printed chicken skeleton sculpture.
- Sabrina & Corina author (Kali Fajardo-Anstine) event - Sunday, September 22 at 2 pm, Central Library, Floor 7, Vida Ellison Gallery

DPL will be providing a new educator library card and will have collateral to promote educator services. Local artist Steven Jenkins designed the card.

DPL will be launching a second DPL Academy with 8–10 sessions running from late September into October.

Annie Kemmerling is the new director of neighborhood services and Denise Boothby, chief of staff, will be returning from leave today.

Author and positivity activist, Shola Richards will be coming on September 17 to do work with DPL leadership and there will be a public session in the evening.

As for the 2020 budget, Denver's tax revenue grew less than expected so the City has asked DPL to prioritize vacancies and monitor discretionary spending. They have asked all agencies to identify savings for 2020. The Commission had already approved the proposed 2020 budget in June and any changes would have had to come back to the Commission. DPL limited its expansion requests to $2.4 million (23 FTE, only 7 requests) and the Finance Committee did not approve proposing any budget reductions. DPL has since made its 2020 budget presentation to the CFO and the Mayor.

There will be a new position starting soon, the manager of Projects, Innovation, and Evaluation, and that person will help DPL develop more meaningful metrics in addition to what libraries traditionally report. Director of Collections, Technology, and Strategy, Zeth Lietzau, has put together a team to look at correlations in regards to a slight decline in visits. Some of our recent statistics changes are easily explained such as lower online visits is a direct result from how we are required to report.

Circulation drops when the economy is strong. Overall there is a drop in traditional book circulation but most of what is driving the decline is formats that are not used as much

now such as DVDs, CDs, and magazines. It is more difficult for libraries to gain access to digital content and is often cost prohibitive.

The drop in total new library cards is the result of an error that we are figuring out.

8. Approval of New Strategic Framework: Values/Vision/Mission. Michelle Jeske

Jeske and Commissioners quickly reviewed the new strategic framework. Jeske noted that the team had considered some of the proposed changes from the last meeting and explained why they decided to stay with the original wording.

Upon motion by Lucas and second by Ulibarri the strategic framework was approved.

9. Second Quarter Financial Report. Amber Lindberg

Lindberg noted the focus of the report is to disclose significant variances between the approved budget and actual expenditures and that we are on track for the year. She called out that we have not yet spent 50% of our office supplies budget and will monitor it for potential reallocation. Lindberg also reminded Commissioners about the revenue decline resulting from not having the cafe space occupied at this time. With no questions, the Commissioners thanked her for the report.

10. Approval of 2020 Holidays and Closings.

Jeske noted that in 2020 we will have our biennial All Staff Day that will result in closure of the branches on Indigenous Peoples' Day. Jeske reminded the Commission the public generally expects DPL to be closed on this day anyway. Jeske also asked for standing approval to close Central Library the day of the Booklovers Ball to allow for setup of the Ball.

Upon motion by Hatcher and second by Lucas the 2020 holidays and closings were approved.

11. Approval of DPL Programming Policy. Jenny LaPerriere, manager of adult services.

Last year DPL realized that we did not have a programming policy and the Colorado State Library recommends that we should and the American Library Association guidelines also reinforce that idea. LaPerriere introduced the new policy noting that it mirrors the existing collection development policy in format and that it was crafted with the various DPL programming entities, the Executive Team, the Equity, Diversity, and Inclusion Committee and has been reviewed by the City Attorney.

Questions/Comments

- Q: What is the process for where program ideas originate and who approves them?
  A: Program ideas can originate from the branches and others are coordinated more centrally. Approval happens at the appropriate level. There is no centralized approval process.
- Under philosophy and scope of the program it was suggested to add that people also come to the library for social interaction and to note that programs advance the strategic framework.
- Consider mentioning safety.
- Q: Can we reserve the right to not deliver a program?
  A: Yes, that is in the policy.

Comment: Consider adding that we can say no at anytime. What we can say no to regarding programming is quite different from meeting rooms which we rent. We will also be bringing the meeting room policy back for discussion.

Both Martinez and Lucas noted that this policy and all policies should be reviewed with the new strategic framework in mind. Commission requested that a couple small additions be made and the policy brought back to the next meeting.

12. Central Library renovation update. Brett Hahnenkamp/Studiotrope

Denver City Project Manager Brett Hahnenkamp began by reviewing the schedule and proposed scope for the Central Library renovation. He noted that $38 million is designated from the bond and knows that the Friends Foundation is working on raising an additional $12 million. He spoke to the deferred maintenance that will be addressed including vertical circulation improvements (elevators) as well as the improvements that will be made on the lower levels and an exterior play space.

There will be several community meetings into next spring. Construction could start as early as 2021 and will go until 2024. It will be done in phases in order to keep the building open. It might take as much as $60 million to achieve everything in the first phase but Hahnenkamp noted that is a typical delta, and the team will do what it can to bring it back within the $50 million.

Joseph Montalbano noted that Studiotrope is honored to have this project and that there is so much to it beyond deferred maintenance. He noted major goals:

- Preserve the integrity of the building. Burnham Hoyt is registered nationally as a landmark and the Michael Graves portion is also internationally renowned. The team wants to be respectful of the architecture while bringing it into our time and creating something more accessible, safe, and comfortable.
- Increase transparency, approachability and safety
- Continual innovation and adaptation
- Borders between consuming and creating evaporate
- Making a community hub, relational, transformative
- Expanded retail that could be occupied during extended hours
- Activating outdoor spaces - focus on children's play area, Acoma and beyond
- Future-proofed - rather than trying to guess where we are headed try to make flexible spaces

Impact

- Touching around 20% of the building
- Most renovation will happen on the lower levels. Keeping in touch with the master plan of improving entire building down the road.

Montalbano spoke about the opportunities for improvements to eight outdoor areas. The children's pavilion will become a grand pre-function area for the new large program space. It's where they are also looking at all gender restrooms. The Children's department will move into the hemicycle. The cafe is being reimagined and there are plans for an expanded outdoor cafe. The areas that flank Acoma may be activated with some retail experiences eventually.

With the Children's area in the hemicycle, there would be a teen space right above and would make good use of the existing staircase. ideaLAB will remain in its current location but we will be bringing some of that programming into these spaces.

There will be a two story event space where Children's is currently. It will be conference ready and there will be some break out rooms. The space will be very flexible. Study rooms will be added to the first and second floor where the escalators will be removed. These will be replaced with stairs, although not in the same location.

The Commission asked what Studiotripe would like to see as their contribution to the building and the legacy of it. Montalbano replied that they design a lot of libraries and don't pursue awards. He said the most recognition they want is from the people who use the building. The excitement comes from seeing a building in full use. The legacy Studiotrope wants is to make Central the place everyone wants to be. He acknowledged that will come with the renovation of all seven floors but believes that could play a major role in advancing the mission.

The Commission thanked Montalbano and Hahnenkamp and noted their excitement for the project.

13. Government Documents presentation. Barb Whalen
    Will be rescheduled due to time constraints.

14. Review Library Commission engagement opportunities.
    Jeske mentioned Welcoming Week events and that we will send Commissioners the full schedule. 16 branches are participating.

15. Other business.
    None

The meeting was adjourned at 10:42 a.m.

Minutes submitted by Bec Czarnecki on behalf of Cathy Lucas

Agenda Item 5
Requested Action: Receive Report

Barbara Whalen, federal documents coordinator for the Reference Department, will present on DPL's federal documents program.

Historical Congressional Publications at DPL

The mission of the Federal Depository Library Program (FDLP) is to provide free, ready, and permanent public access to Federal Government information, now and for future generations.

1884	1889	1910	1962	1998	2009
GPO's first record of a shipment to Denver	Denver Public Library founded	First DPL Central Library opens	Present-day FDLP structure created. DPL is a Regional depository	Peak document: DPL receives 35,000 documents via FDLP	DPL relinquishes Regional status. Collection size ~2.4 m. items

Shaping the collection

FDLP Requirements:

Documents must have been held for 5 years

Weeded items must be made available to other depositories

Regional depository must give permission

DPL Goals:

Respect the investment made in the collection.

Retain documents of value to our users.

Improve accessibility of government information.

FEDERAL
HEARINGS
FEDERAL
HEARINGS

After evaluating each document according to Requirements for Depository Libraries and our own guidelines:

2500 retained and cataloged
2426 sent to other libraries
104,582 given permission to discard

CONDITIONS IN THE COAL MINES OF COLORADO

HEARINGS

Before A

SUBCOMMITTEE OF THE
COMMITTEE ON MINES AND MINING

HOUSE OF REPRESENTATIVES
Sixty-Third Congress
Second Session

Pursuant To

H. RES. 387

A RESOLUTION AUTHORIZING AND DIRECTING THE COMMITTEE ON MINES AND MINING TO MAKE AN INVESTIGATION OF CONDITIONS IN THE COAL MINES OF COLORADO

VOL. 1, Pt. 2

WASHINGTON
GOVERNMENT PRINTING OFFICE
1914

Bound by DENVER BOOKBINDING CO., 2715 - 17th St., Denver, Colo. 80211

DOCUMENTS DIVISION
DENVER PUBLIC LIBRARY

I stood there, and he kicked me and told me to get back.

Q. Now, where did he kick you?—A. He kicked—his foot went right up this way on me [indicating breast].

Q. Well, go on.—A. And then he told me to go back; and then the other officer came to him to help him to make me go back.

Q. Wait a minute. It needed two—was this Gen. Chase that you speak of a small man?—A. No, sir.

Q. Is he a pretty large man?—A. Yes, sir.

Q. And it needed another officer to help him—to make you get back?—A. Evidently; because the other officer came up to him.

Q. Well, what happened then?—A. Well, then a good number of women had passed, and they gave a sort of a triumphant yell as they passed; so both the officers turned to attend to the other women, and I got past; and then Gen. Chase's horse became frightened at something—I don't know what it was—and it ran into a horse and buggy that was there, and he fell off the horse.

Q. That is, Gen. Chase fell off the horse?—A. Yes, sir.

Q. Go ahead.—A. And he had been treating us so mean that everybody screamed and laughed at him, and that made him angry; and he gave the order that they were to "ride down the women."

Q. What, precisely, were his words?—A. Well, I didn't hear all of his order, but I heard that—"Ride down the women," and "Make

Y4. Im6: An 1

ANALYSIS OF AMERICA'S MODERN MELTING POT

HEARINGS

BEFORE

THE COMMITTEE ON IMMIGRATION AND NATURALIZATION HOUSE OF REPRESENTATIVES

SIXTY-SEVENTH CONGRESS
THIRD SESSION

NOVEMBER 21, 1922

Serial 7-C

STATEMENT OF HARRY H. LAUGHLIN

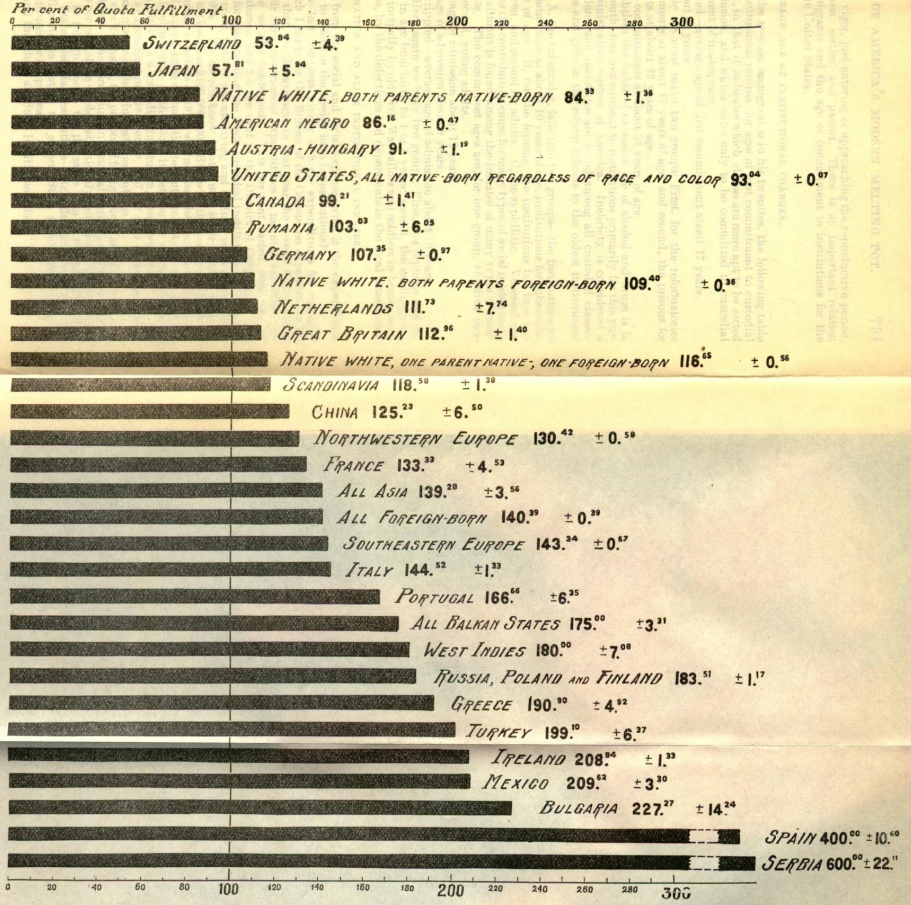
WASHINGTON
GOVERNMENT PRINTING OFFICE
1923

DENVER PUBLIC LIBRARY
R02392 20401

Relative Social Inadequacy of the Several Nativity Groups and Immigrant Races in the United States.

8. ALL TYPES OF SOCIAL INADEQUACY

Including feeblemindedness, insanity, crime, epilepsy, tuberculosis, blindness, deafness, deformity and dependency. Based upon an analysis of the population of 445 state and federal custodial institutions.



Explanation.

1 Institutional quota is determined by comparison with the number of persons of the same race and nativity in the general population.

Jas. B. Walford

UNITED STATES GEOLOGICAL SURVEY
J. W. POWELL DIRECTOR

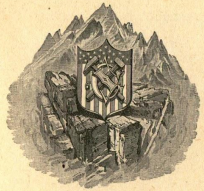
TERTIARY HISTORY

OF THE

GRAND CAÑON DISTRICT

WITH ATLAS

By CLARENCE E. DUTTON
CAPTAIN OF ORDNANCE U. S. A.



WASHINGTON
GOVERNMENT PRINTING OFFICE
1882

Denver Public Library

T. Sinclair & Son, lith. Phila.

SUNSET ON THE KANAB DESERT.

Y4.Ln 8/12:M58/pt.5

CENTRL

INTERSTATE MIGRATION

HEARINGS

BEFORE THE

SELECT COMMITTEE TO INVESTIGATE THE INTERSTATE MIGRATION OF DESTITUTE CITIZENS HOUSE OF REPRESENTATIVES

SEVENTY-SIXTH CONGRESS

THIRD SESSION

PURSUANT TO

H. Res. 63 and H. Res. 491

RESOLUTIONS TO INQUIRE INTO THE INTERSTATE MIGRATION OF DESTITUTE CITIZENS, TO STUDY, SURVEY, AND INVESTIGATE THE SOCIAL AND ECONOMIC NEEDS AND THE MOVEMENT OF INDIGENT PERSONS ACROSS STATE LINES

PART 5

OKLAHOMA CITY HEARINGS

SEPTEMBER 19 AND 20, 1940

Printed for the use of the Select Committee to Investigate the Interstate Migration of Destitute Citizens

DENVER PUBLIC LIBRARY
DOCUMENTS DIVISION

DENVER PUBLIC LIBRARY
R02477 50818

Families of refugees from the "Dust Bowl," camped near Holtsville, Calif

Y4.J89/2:M 33/3

MARIJUANA DECRIMINALIZA

CENTRL

HEARING

BEFORE THE

SUBCOMMITTEE TO INVESTIGATE JUVENILE DELINQUENCY

OF THE

COMMITTEE ON THE JUDICIARY UNITED STATES SENATE

NINETY-FOURTH CONGRESS

FIRST SESSION

Pursuant to S. Res. 72, Section 12

INVESTIGATION OF JUVENILE DELINQUENCY IN THE UNITED STATES

S. 1450

WHICH AMENDS CERTAIN PROVISIONS OF THE CONTROLLED SUBSTANCES ACT RELATING TO MARIJUANA

MAY 14, 1975

Printed for the use of the Committee on the Judiciary

DOCUMENTS DIVISION
MAR 24 1977
DENVER PUBLIC LIBRARY
DENVER PUBLIC LIBRARY
R02510 11925
R01254 24505

[From the Washington Evening Star, Apr. 13, 1972]

"Maybe they're right, but I can't give it up."

Agenda Item 6
Requested Action: Review and approve programming policy

The programming policy has been updated to reflect the recommendations given at the August Commission meeting. Changes are highlighted in yellow.

DPL Programming Policy

1. Mission Statement

The Denver Public Library offers programs intended to further the Library's mission: *Together, we create welcoming spaces where all are free to explore and connect*.

2. Purpose of Program Policy

The Program Policy, approved by the Library Commission, outlines our philosophy and guidelines as it pertains to programming. As a living document, it assures that programming at the Denver Public Library reflects community needs in Denver.

3. Philosophy and Scope of the Program

Programs at the Denver Public Library support our strategic initiatives, collection of materials, services, resources, and facilities along with city-wide goals. In addition, programs serve the popular, recreational, informational and social needs of the general public and reflect equitable outreach and engagement, to a diverse community while promoting a culture of inclusion.

Inherent in the program philosophy is an appreciation for each customer of the Denver Public Library. The library provides programs to support each individual's journey and does not place a value on one customer's needs or preferences over another's. The library upholds the right of the individual to access information, even though the content may be controversial, unorthodox or unacceptable to others. The views and opinions of program presenters do not constitute endorsement of the Denver Public Library.

4. Program Selection and Design

Presenters will be chosen from local, regional and national talent. Requests to present programs, including author readings and signings, are approved according to the public's demonstrated interest in the topic, as well as budgetary resources. See also DPL's Purchasing Guidelines for Authors.

Criteria for program selection and design include:

- Advances library's mission, vision and values (Welcoming, Connection, Curiosity, Equity, Stewardship)
- Service area demographics
- Strategic Plan alignment
- Relevance to the needs and interests of the community
- Current demand and frequency of use
- Accuracy and timeliness of program content
- Availability elsewhere
- Continuous evaluation to maintain programming vitality and usefulness to the community
- Cost and budget considerations
- Impact and capacity of internal, tangential partners within the library

Furthermore, the library reserves the right to not schedule a program and/or cancel a scheduled program.

5. Programming Guidelines

1. Library sponsorship of a program does not constitute an endorsement of the content of the program or the views expressed by presenters or participants. The library does not offer programs that are purely commercial or religious in nature.
2. Programs may be cancelled due to weather, low registration or absence of the presenter. Cancelled programs are not necessarily rescheduled.
3. The library welcomes groups and organizations to reserve meeting spaces at our facilities and requires customers to comply with the Denver Public Library Meeting Space Policy.
4. Library programs are free and open to the public.
5. Appeals to this policy or reconsideration of a program: Request for Reconsideration of Library Program.

The Denver Public Library supports free and open access to information and ideas as stated in the Library Bill of Rights and the Freedom to View policies of the American Library Association. (Refer to E-3, Library Bill of Rights and E-5, Freedom to View).

Procedure

1- Request for Reconsideration of Library Program.

2 - 30 days to respond [would go to the appropriate manager] with letter quoting Programming Policy

3 - Letter drafted by Rachel or Neighborhood Services. Michelle will sign off on it and the letter is sent out with Michelle's signature.

Request for Reconsideration of a Library Program form

The Denver Public Library selects programs with great care, using established criteria and giving full consideration to the varying age groups as well as differing educational and cultural backgrounds and diverse interests of customers the Library serves.

Customers who want the Library to reconsider a program:

Title: _____

Presenter: _____

Have you read the Denver Public Library Programming Policy? Yes No

Have you attended this program? Yes No

Did you attend the entire program, a part or no part? All Part None

Please describe your concerns regarding this program:

How did this program come to your attention?

Name: _____

Address: _____

City: _____State: _____ Zip: _____

For Library Use Only: Taken by: _____ Branch: _____ Date: _____ Supervisor: _____

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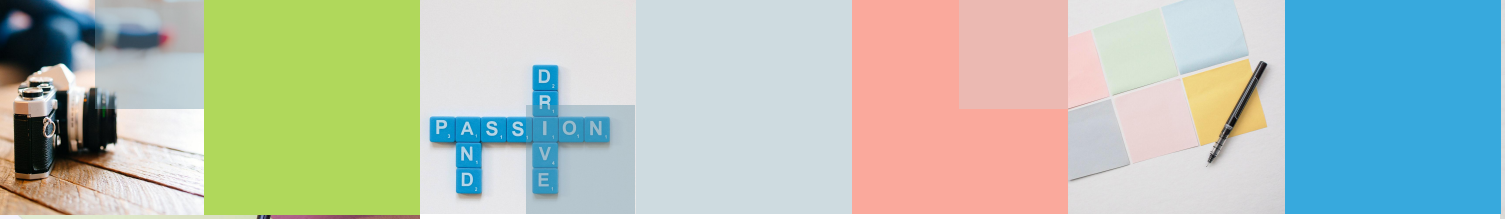
Agenda Item 7
Requested Action: Approval

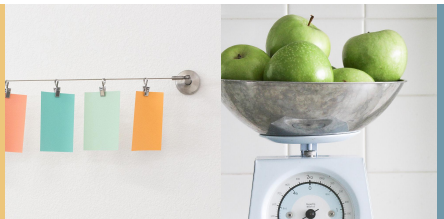
Staff Council Bylaws Change

Denver Public Library's Staff Council operates under a set of detailed bylaws that require DPL Commission approval to update. The Commission also appoints a Liaison to attend Staff Council meetings; this is not a formal Commission title or role (i.e. it's not listed in the Commission's own bylaws).

DPL has grown and changed since Staff Council was created and refinement is necessary to better support all DPL staff. The current Staff Council team, with the support of HR & Communications, would like to take this opportunity to be flexible to a growing and changing organization, help foster a culture of inclusion and engagement, and better align our work with the new DPL mission, vision, and values. To do so, we are asking for the bylaws to be removed and the liaison role to be discontinued.



Staff Council Revamp 2019



Current State

“Staff Council” was created by the DPL Commission in the mid-1990s to function as a bridge between the administration and the staff.

A staff team has existed in many iterations over DPL’s long history.

The current Staff Council operates under a set of detailed bylaws that require DPL Commission approval to update.

The Commission also appoints a Liaison to attend Staff Council meetings; this is not a formal Commission title or role (i.e. it’s not listed in the Commission’s own bylaws.)

A Need for Change

DPL has grown and changed since Staff Council was created and refinement is necessary to better support all DPL staff.

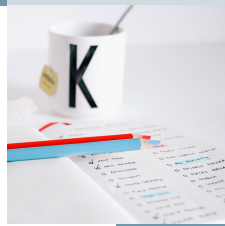
The requirement that bylaw changes be approved through the Commission creates an unnecessary burden on this team and inhibits its flexibility and effectiveness.

The Commission liaison link is unique at DPL and can cause role confusion for our staff.

Time for Change

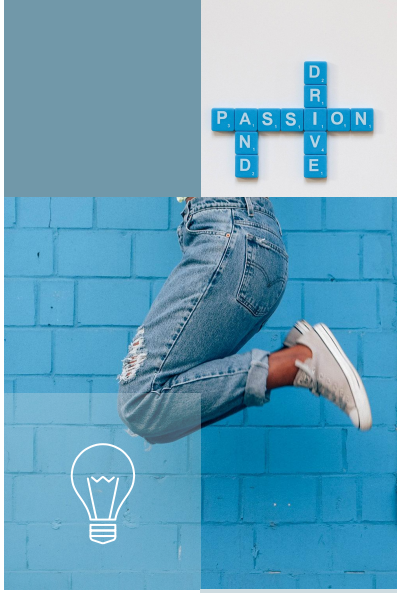
The current Staff Council team, with the support of HR & Communications, would like to take this opportunity to:

- better align our work with the new DPL mission, vision, and values.
- be forward-looking.
- help foster a culture of inclusion and engagement.
- continue to play a primary role in employee recognition.
- be flexible and adapt to a growing and changing organization.



To do so, we are asking for the bylaws to be removed and the liaison role to be discontinued.

Process for the Change



Staff Council has been working over the summer to redesign or “revamp” the committee. The team consists of:

- Six current members of Staff Council
- HR Representative - Jennifer Lay, Learning Program Specialist
- Communications Representative - Sherry Spitsnaugle, Marketing/PR Specialist
- E-Team Staff Council Liaison - Bria Ward, HR Director

We’ve held weekly meetings over the past two months; topics have included:

- Kick-off & values alignment
- Research, staff feedback & sharing out
- Rewards & recognition and internal communications focus
- Team goals & objectives

Process Details

Our work included:

- Reaching out to over 20 other organizations, ranging from Seattle and Salt Lake City Public Libraries and other CO libraries to Google and New Belgium Brewery.
- Staff survey.
- Subject matter expert presentations by HR & Communications.
- Check-in with the E-Team.

We learned quite a bit, mainly:

- Organizations typically have a rewards, recognition and/or engagement group and they are usually associated closely with Human Resources, not boards or executive teams.
- Plenty of inspiring ideas (ex: focusing on small moments, remembering everyone likes free food, & importance of peer-to-peer kudos).
- Overall desire for more communications & positivity.

Recommended Changes

New name: Staff Engagement Team (the “SE-Team”).

Both internal communications & rewards and recognition, when done well, drive employee engagement.

Simplified focus: Appreciation and Conversations.

Integrate the team into our existing committee and team structure:

- Recommend removing Commission links
- Start 2020 with a newly dedicated team and focus
- Task the team with decisions around rewards & recognition and internal communications

Commission Decisions

At the next Commission meeting, October 17, we'd like to ask that the Commission does the following:

1. Vote to remove the Staff Council bylaws and
2. Discontinue the informal Staff Council Commission liaison role

Who is Staff Council?

Overview of current team members -

Naghem Swade
GON
Project Coordinator

Melanie Pierce
VVI
Library Asst II

Lloyd Gomez
HAD
Library Asst V

Katie Wheeler
SGB
Library Asst II

Brian Trembath
WHG
Spec Coll Librarian

Erin Sladen
BDY
Library Asst IV

and new additions -

Bria Ward
HRO / E-Team Liaison

Sherry Spitsnaugle
CCE / Communications

Jennifer Lay
HRO / Rewards & Recognition

Agenda Item 8
Requested Action: Receive Report

Denver Public Library (DPL) Financial Report – 3rd Quarter 2019

This report consists of unaudited financial statements of the Denver Public Library's General Fund and Special Trust Fund year-to-date activity for 2019. The purpose of the statements is to inform the Library Commission of DPL's financial activities and to demonstrate compliance with the 2019 budget approved by the Commission.

This report includes the following statements:

- Statement 1 shows the 2019 budget, 2019 expenditures through September 30, and remaining 2019 budget categorized by type of expenditure. This statement includes both the General Fund and Special Trust Fund activity.
- Statement 2 shows the 2019 budget, 2019 expenditures through September 30 by function. This statement includes both the General Fund and Special Trust Fund activity.
- Statement 3 shows the Special Trust Fund revenue for 2019 and 2018.

The focus of this report is to disclose significant variances between the approved budget and actual expenditures. Expenditures that are relatively close to the approved budget are not commented on, but can be discussed upon request. The explanation of variances is disclosed in the notes section, arranged by statement. Statement lines that have associated notes are marked with a letter "*n*" along with the accompanying note reference number.

Statement 1

Denver Public Library
Budget and Actual Expenditures by Type
For the period ending September 30, 2019

	2019 Budget*	Year to Date Expenditures	Budget Remaining	
Personnel				
Salaries and Benefits	$ 41,871,108	$ 30,514,004	$ 11,357,103	
Training and Staff Recognition	380,384	240,266	140,118	n-1
Total	42,251,492	30,754,270	11,497,221	
Collection and Programs				
Books and Other Collections	5,897,972	3,982,247	1,915,725	n-2
Central and Branch Programming	848,151	507,983	340,168	n-3
Total	6,746,123	4,490,230	2,255,893	
Furniture, Fixtures and Equipment				
Technology Supplies and Equipment	2,157,747	1,608,137	549,610	
Facility Operations and Maintenance	2,097,859	712,965	1,384,894	n-4
Furniture and Equipment	248,942	101,721	147,221	
Leases - Buildings and Equipment	268,860	203,969	64,891	
Safety and Security	25,800	11,777	14,023	
Total	4,799,208	2,638,569	2,160,639	
Administrative and Support				
Administrative	448,074	232,435	215,639	n-5
Office Supplies	417,496	263,441	154,055	
Printing and Advertising	208,125	129,440	78,685	
Postage	116,100	102,138	13,962	
Official Functions	10,190	6,489	3,701	
Total	1,199,985	733,943	466,042	
Total Expenditures	**$54,996,808**	**$ 38,617,012**	**$16,379,795**	

*The 2019 budget of $54,996,808 is comprised of $52,648,400 from the City General Fund and $2,348,408 from the Library Special Trust Fund.

Statement 2

Denver Public Library
Expenditures by Function, Comparative
For the periods ending September 30, 2019

	2019 Budget	September 30, 2019
Function		
Public Services	$ 30,158,564	$ 21,836,484
Collections	7,668,819	5,290,870
Facilities Management	6,432,834	3,423,231
Technology Services	4,317,108	3,427,183
Administration	4,967,236	3,648,163
Communications and Community Engagement	1,452,247	991,081
Total Expenditures	**$ 54,996,808**	**$ 38,617,012**

Statement 3

Denver Public Library
Special Trust Revenue, Comparative
For the periods ending September 30, 2019 and September 30, 2018

	September 30, 2019	September 30, 2018	
Operational Activity			
Equipment (copiers, printouts)	$ 149,677	$ 153,881	
Branch and Central Meeting Rooms	51,260	45,122	
Western History Photographic Services	36,322	35,359	
Lost Books and Collections	72,035	96,962	
Vending and Café	13,877	19,168	
Total	323,171	350,492	n-6
Trust Distributions			
Caroline Bancroft Trust	22,343	20,814	
Frederick R. Ross Library Trust	30,000	29,446	
Total	52,343	50,260	
Friends Foundation Transfers			
Special Use Fund	861,940	164,423	n-7
Endowment	250,000	135,000	
Fundraising Events	199,126	220,495	
Total	1,311,066	519,918	
Other Revenue			
Investment Earnings	28,744	20,891	
Grants and Sponsorships	26,620	65,541	n-8
Miscellaneous	(2,630)	290,382	n-9
Total	52,734	376,814	
Total Revenue	**$ 1,739,314**	**$ 1,297,484**	

NOTES

Statement 1

As of September 30, 2019, approximately 70% of the budget has been spent. We are 75% through the year bringing us very near our targeted spending to date.

n-1 – Training and Staff Recognition will be completely spent this year with an all staff recognition event scheduled for October 14th, and $50,000 of Career Online High School credits being procured in October.

n-2 – Books and Other Collections is expected to be fully spent at the end of the year. As of the date of this report, all but 10% of the Collection budget has been spent or encumbered for spending. Electronic materials have nearly no lead time allowing for quick purchases with the remaining budget in the fourth quarter.

n-3 – Central and Branch Programming expenditures will be slightly under budget this year for a couple of reasons. First, half of the budget in this line originates from the Special Trust Fund and is intended for larger programs such as After School Is Cool and Services To Immigrants and Refugees, both of which just begun new program cycles in August. This budget is intended to carry over until 2020. Second, we also anticipate General Fund program spending to be under budget as staff develop higher quality programs which result in slightly lower quantity of programs. Remaining budget in this line will be reallocated to other operational lines to ensure good stewardship.

n-4 – As noted in previous reports, several projects are currently in process across the system causing the Facilities Operations and Maintenance line to appear significantly underspent. Sorter upgrades are scheduled to begin in late October. This project will also include a training element for staff on sorter cleaning to keep them operating effectively. The Central shelf lowering and rehabilitation project likely will not begin until January. However, we are in the process of ordering all shelving equipment and expect to spend this portion of our budget by year end. The remaining portion of the project budget resides with the City's Public Works department and we are able to roll that budget over to next year to complete the project. Library security camera software is being upgraded system-wide to an enterprise system that will enhance functionality and increase video storage. The budget for this project is $150,000 and is scheduled for completion late December. Also included in this line is the Sam Gary ideaLAB construction which is being managed by the Public Works department. The ideaLAB design is complete and next week the project will be out to bid for a general contractor; we anticipate completion in Spring 2020.

Approximately $114,000 of the budget in this line resides in the Special Trust Fund for smaller projects that will be completed in 2020 which will leave this line slightly underspent at the end of the year. All General Fund projects and operational budget is anticipated to be spent this year.

n-5 - The Administrative line includes approximately $284,000 of Special Trust Fund budget which does not have the spending constraints the General Fund does meaning we can be more thoughtful about where, when and how to spend this budget. Additional Special Trust Fund discretionary funds may be allocated to projects by the E-Team during the fourth quarter and any remaining budget will be able to carry forward to 2020.

Statement 2

Overall, the library is very near target spending. Variances between budget and actual expenditures are described in detail based on Statement 1 above.

Statement 3

n-6 – Operational revenue is down 8% compared to third quarter 2018 primarily due to Lost Books and Collections. As mentioned in a previous report, we expect this to be a short term impact from

eliminating overdue fines in January. This trend will continue into the fourth quarter leaving total Operational revenue for the year below that of last year.

n-7 – The Special Use Fund includes After School Is Cool, Plaza, and Read Aloud revenues and other program funding. 2019 will be significantly different than 2018 due to timing of distributions.

n-8 – Grants and Sponsorships include funding paid directly to the library for support of programs and services. Revenues received this year to date include:

- $21,000 for Little University programming
- $1,620 for Plaza programming
- $4,000 for Birth to Three programming

n-9 – The Miscellaneous line shows a negative balance this quarter due to correction of a grant deposit from last year. $25,000 should have been deposited in a private grant fund instead of the Special Trust Fund. Activity of the private grant fund is not included in this report. Another note about the Miscellaneous line is that revenue was unusually high in 2018 due to activity of the Federal E-Rate program.

Agenda Item 11
Requested Action: Receive Report

October 2019 City Librarian Report

Items of Note

Highlights from Denise Boothby, Chief of Staff

Highlights from Annie Kemmerling, Director of Neighborhood Services

Stories of Impact

Dates to Remember

Items of Note

2020 Budget Summary

DPL's final presentation was given to City Council Thursday, September 19. The 2020 Budget will be adopted by the City Council in late October or early November. We requested $2,500,000 for General Fund budget expansions, $642,000 for capital equipment replacements, and $4,310,000 for a new Westwood Branch Library. We will receive $109,000 for Youth Services and Services To Immigrants and Refugees (STIR) programs which will fund six staff for five months in 2020. $200,000 of continuous funding will also be received for collection materials. The City also committed to funding a River North Library Branch as we get closer to a known opening date. We will continue to work with the Library Commission, Friends Foundation, and the Mayor's office to advocate for additional funding for the library.

Latino Community Service Awards ceremony

Awards were presented to four leaders in our community at the 2019 Latino Service Awards, Saturday, Sept. 21, at the Rodolfo "Corky" Gonzales Branch Library. Recipients were (left to right) Councilwoman Deborah "Debbie" Ortega, Diana Chavez, Solicia E. Lopez and Dr. Priscilla Falcón. The event is an annual ceremony and recognizes and honors the leadership and commitment of Latinos who have gone above and beyond to serve in the community. Thank you to Commissioner Ulibarri for chairing this committee.

Latina Legacy Circle

The Denver Public Library honored five Latina leaders at an induction ceremony for the Latina Legacy Circle, at the Rodolfo "Corky" Gonzales Branch Library, Aug. 22. The group honors Latinas who have made a positive and long-lasting impact on the community.

2019 inductees included Esther Luben, Lucia Guzmán, Ellen Alires-Trujillo, Flor Lovato and Frances "Fran" Natividad Coleman.

The Latina Legacy Circle was founded to honor the spirit of Lena L. Archuleta, an educator, community activist, librarian and founder of many early Latino organizations in Denver. Archuleta is known for her legacy of service and civic contributions. The group also raises funds to support programs and services at the Gonzales Branch Library in West Denver.

Ebooksforall Campaign

ALA launched a website, eBooksForAll.org, with a public petition and information libraries can use to invite our customers to join the movement and demand eBook access for all. The campaign is in response to Macmillan's new policy to allow a library to purchase only one copy of a new eBook title upon its release; no additional copies will be available for eight weeks. Macmillan believes that every eBook checked out from the library is a lost sale, and that eBook lending hurts the bottom line.

DPL has sent a private letter to Macmillan CEO John Sargent voicing our concern, and last week we had an interview with the Denver Post. We are working on an advocacy plan to spread the word and connect with the community. We encourage you to take action and sign the petition!

Monument 308

We're getting a lot of press and interest from customers about the "Monument for the 308," the chicken skeleton sculpture in Schlessman Hall. Colorado Public Radio and the Denver Post have both published recent stories on this installation, which is part of Monumental, a larger series of temporary exhibits in Denver. This collaboration with Black Cube has brought new customers into the library and has gotten people talking about food production, farming practices, the environment, and prehistory. It is a temporary installation, so encourage your friends and family to visit before deinstallation begins on December 9, 2019.

New Projects, Innovation and Evaluation Manager

Kirsten Silveira joined us in early September as Manager of Projects, Innovation, & Evaluation. With Seana O'Grady, she will be working with teams across the organization, helping define and manage our strategic processes and projects, develop evaluation plans that will help us understand what success looks like, and look for innovations that help us be a more effective and efficient organization. Her initial big push will be rolling out the implementation plan for Charting the Course. Kirsten comes from the City of Fort Collins, where she was a Process Improvement Program Manager. Before that, she held a handful of positions within the City of Baltimore, including Government Innovation Analyst and Director of Continuous Improvement.

Check out our sleek new mobile services van, aka the Bookmobile!

We've introduced two new mobile services vans and the third van is almost ready! A shout out to Hana Zittel and the entire mobile services team for jumping in and handling all of the unexpected challenges.

The Youth Services Van hit the road this past week and went to the DPS Reading Festival, an annual continuing education event for DPS library staff. Ann Schwab and Warren Shanks showed off the van to an enthusiastic crowd of educators and signed folks up for the new educator card. The van also went to the Dora Moore House Tour Festival, a PTSA fundraiser for the school. We gave away books and registered families for library cards.

The additional vehicles will include another sprinter van and a more traditional bookmobile once they are on the road.

Affordable housing database

The Community Resource Specialist (CRS), Gonzales Branch and Reference Services teams are collaborating on a project to improve access to Subsidized and Low Income Housing Tax Credit (LIHTC) housing for at risk customers. CRS and Gonzales staff host monthly housing workshops at the Gonzales Branch where volunteers assist customers eligible for Subsidized and LIHTC housing with filling out applications. CRS has identified transportation and easy access to applications as key barriers to housing access. While some housing agencies have online collections of housing information, there are issues with the data being current and reliable.

Gonzales staff worked on developing a spreadsheet database of information about the characteristics of Subsidized Housing properties with links to applications and Reference staff have done the same with LIHTC properties. The process involves contacting each property to update the spreadsheet and adding links to current applications when possible. So far, 246 properties have been updated, with 131 linked applications available. As of September, 95 households have benefited at housing workshops. CRS maintains contact with local housing agencies on the project and we are hopeful that our start may inspire a more uniform approach to updating this information and making applications more easily available.

130th anniversary

Did you hear? We are turning 130! To celebrate, we are honoring our customers. That's right! We couldn't reach this milestone without our customers and community! Starting in November, customers will receive a special sticker for their library card that celebrates the time they've

held a card with us. The stickers celebrate 5-9 years, 10-19 years and 20+ years. You'll also see short customer videos sharing what they get out of their library card or why they love the library to demonstrate impact. In addition, we will be showcasing how much an average customer typically saves over the course of 5, 10, 20 years by using the library. We will use this information in a variety of ways throughout the year.

Older Adult Services
Between September and December of 2019, we will roll out more than 40 unique programs designed specifically for older adults, including tech programs (such as "Ride Sharing Apps" and "Travel Apps"), information programs (such as "Connecting the Dots on Dementia Care" and "How to Talk to Your Adult Children") and Creative Aging Programs (such as "Acrylic Painting with Tony Ortega" and "Watercolors with Lisa Cameron Russell"). We will also be offering Medicare Mondays in October and November, which are drop in programs in which customers can come to their local branch and get one-on-one assistance in understanding their Medicare options -- and even get help signing up on the spot!

The Creative Aging programs in particular are new for DPL. The Creative Aging movement recognizes that one of the great gifts of getting older is that we can reawaken that creative impulse and bring joy and meaning into our lives in the process. It replaces the cultural narrative that views aging as decline with one that recognizes older age as a season of heightened learning, creativity and vitality.

The painting class with Tony Ortega has 18 older adults attending, with 40 on the waiting list. At least 12 of the people had never painted before, so this means that even in their 60s and 70s and 80s, they want to learn something new, which is exactly our goal. One of the women in the class told Amy Delpo, older adult services coordinator, she had been in a state of pretty extreme depression since her daughter died last year, and this is literally the first thing that had piqued her interest and drawn her out of her house. She does not drive anymore, so the fact that we are offering this class at her neighborhood library is making all the difference in the world for her.

Highlights from *Denise Boothby, Chief of Staff*

Strategic Budgeting
We continue to streamline our budget process and to develop a more strategic and proactive approach. Part of this is establishing more intentional touches through the year and leveraging existing opportunities, for example: Upcoming end-of-year conversations with directors and managers for performance evaluations and taking advantage of 2020 goal setting and professional development opportunities. The executive team continues to look at what training is needed to support the organization through the budget process. We're also working on position management and how to standardize process in order to help us establish priorities.

Engagement survey results
The employee engagement survey is conducted every other year through the City and we recently received the results. We're looking at how to incorporate this information at multiple levels so it feels like something the organization shares. To that end, we're talking about who is considered leadership in the organization and what tools and resources they might need to help us advance this work. The goal is to connect everyone at all levels of the organization to our

mission, vision, and values which in turn feeds engagement. Our strategic work lends itself to having people working together in teams and continues to be an area of opportunity for engagement. The executive team is also thinking about how we show up for staff and what are the most productive ways to do that.

Highlights from *Annie Kemmerling, Director of Neighborhood Services*

I have been working to connect with all of my locations since becoming the director of Neighborhood Services. I've visited 23 branch locations and am spending a morning or an afternoon connecting with staff for one-on-one meetings.

We celebrated Welcoming Week in September, a nationwide initiative that brings together immigrant, refugee, and U.S.-born residents at events that inspire and entertain. More than 500 participants attend 19 programs across the system from documentary screenings, panel discussions, art exhibits, dance performances, card making, museum tours, and art workshops.

DPL is teaming up with Lighthouse Writers Workshop, in partnership with Denver Arts & Venues for for the National Endowment for the Arts Big Read. There will be citywide discussions and programs based on *In the Time of the Butterflies* by Julia Alvarez, a novel about family, finding your voice and fighting injustice. We kicked off the Big Read on September 27 at the Botanic Gardens where there were several local performances by spoken word artists.

Author and positivity activist, Shola Richards came to DPL to lead several staff trainings and host a public event. He shared the philosophy of "ubuntu" which translates to 'I am because we are." This is the topic of his new book *Go Together: How the Concept of Ubuntu Will Change How You Work, Live, and Lead*.

The Services to Immigrants and Refugees team worked with our Communications and Community Engagement department to create "A Guide for Newcomers" in 12 different languages that serves as an introduction to the library and its services.

24-Hour Ballot Drop-Off Boxes are being installed at Gonzales, Montbello, and Westwood in collaboration with the Denver Elections Division.

Stories of Impact

From Decker:
A customer came in and shared this story after receiving help printing some documents: "I used to bring my children in [to Decker] and tell them to check out 25 books, and I would give them $25 after they finished them. My daughter, the younger one, went to Oxford in England. And it had to do with this place. Both my children now have adult children who will ask to hear a story even now, as adults. My children love reading, and their kids do too."

From Athmar:

An older, Spanish-only speaking customer named Clemente, was having issues using (making phone calls, responding to text messages etc.) a new smartphone he had recently purchased. He came into Athmar Branch Library, as he lives nearby and requested assistance.
I helped him by setting up one-on-one technology appointments and letting him know about our PLAZA program as well. Clemente made appointments on a weekly basis for two weeks and also came into PLAZA a couple of times. After doing so, Clemente was able to use his smartphone on his own and was very excited about this. He is now eager to learn about new and developing technologies and continues to visit Athmar.

From Plaza:
This program provided me with classes and information that helped me to get my citizenship. It also keeps ALL the kids happy. Thank you for this program, because it gave me a chance to stay in the U.S. with my loved ones.

From Byers:
A customer came to Byers asking if we could help him apply for a job online and said he didn't know how to use a computer or the internet. He shared that he had been at the same job for almost 30 years, and up to that point he never had to learn how to use a computer, or email, or have a resume. He was frustrated and worried about this new electronic job searching environment and told me that he had no one to help him. To add to this, he spoke only Spanish, which made things seem even more daunting for this customer.

We spent almost four hours working on a resume, a cover letter, creating an email, and applying for a couple of different jobs. And while this may seem like a lot of time, if we take into consideration that we were trying to bridge an almost 30-year gap, in reality, four hours was very little time spent. He may still need help with computers and searching for jobs online but I know there is an army of us across this city who are willing and happy to help him, and many like him. I felt such pride to be a part of an organization where such services can be offered. Where else could a person in his situation have gone to address this need? I can't think of too many places!

From DPL Staff member Chris Gyorgy, Programming:
Earlier this week at our RiNo Made Salon, one of the 33 guests in attendance came up to me at the end of the evening and said, 'I don't know if you remember me (I did), but I attended a RiNo Made Salon about two years ago.' He had attended a workshop with Work/Life Balance coach Tasha King and it was one of the first RiNo Made Salons that we hosted.

Dates to Remember

- Loyalty Luncheon, Wednesday, October 16, 10 a.m.–2 p.m., Central Library, Lower Level Conference Center
- 2019 Trick or Treat Street, Friday, October 25, 2:30–5:30 p.m., Central Library
- Author (Chris Englert) Reception for Friends Foundation Members, Wednesday, November 6, 4 - 5 p.m., Central Library, Floor 5 Gates Conference Room
- Fall Used Book Sale, November 18–23, 10 a.m.–4 p.m., Central Library, Lower Level Conference Center
- Lighting Party, Thursday, December 5, 6–8 p.m., Central Library, Floor 7 Vida Ellison Gallery

Summer of Adventure
2019 Report
Yanira Duarte

This summer all youth, birth through 12th grade, were invited to complete twelve activities under the READ, MAKE, and EXPLORE tracks. They wrote down activities ranging from reading books, visiting cultural institutions and parks, making things at home and at the library, to trying new things, visiting new places, and spending quality time with family members. The goal of the Summer of Adventure program (SOA) is to provide fun opportunities, in and out of the library, for youth to learn and grow during the summer months. The openness of the program and the programming provided at our branch locations help us move towards this goal while also fomenting engagement.

(Adventure Guide from a participant at the Ross-Barnum Branch)

Interactions and comments from customers like the one below showcase the impact the program has on young reluctant readers.

> *"At the Congress Park Neighbors Ice Cream Social, a man approached us to tell us about the impact of SOA on his niece, a rising 4th grader. Apparently she's never really liked reading, but Sarah Dutelle told the family about SOA so they signed up. The niece got a copy of Harry Potter for her registration prize, couldn't put it down, and since then has started to love reading! I think that DPL and J.K. Rowling can share the credit for this one."*

This year we had 17,392 youth register and 4,642 complete the program. When registering, youth received a book and either a sensory ball, booklight, or pop socket with earbuds at the point of completion.

Another highlight of this year's program was the introduction of a Summer of Adventure brochure in English and Spanish. It included a message to caregivers on the importance of summer learning; a list of programs, resources and services offered at DPL; a youth survey; a list of suggested activities for each track and age group; and the adventure guide. The idea behind the brochure was to provide caregivers and participants with a source of information to help them learn about all the options for summer learning.

Moreover, we expanded some of our existing programs. A few of our branch locations offer book clubs for youth in elementary and middle school during the summer months. The intention is to provide a space where youth practice literacy skills while at the same time building relationships with their peers and library staff. We increased summer book clubs from five branch locations in 2018 to eight branch locations in 2019. SOA arts & craft kit programs have been wildly popular and increasingly well attended each year. The various arts & craft kits target youth from 2-18 years of age. The number of children serviced in 2018 was about 4,384. This year 193 SOA arts & craft kits went out to branch locations which serviced about 5,261 youth; this is an increase of about 800 potential participants for 2019.

(A few of the 2019 SOA arts & craft kits clockwise: bath bombs and lip balm; galaxies on plexiglass; marble run; yarn wrapped letters; bristle bot; trace and draw; DIY umbrella design.)

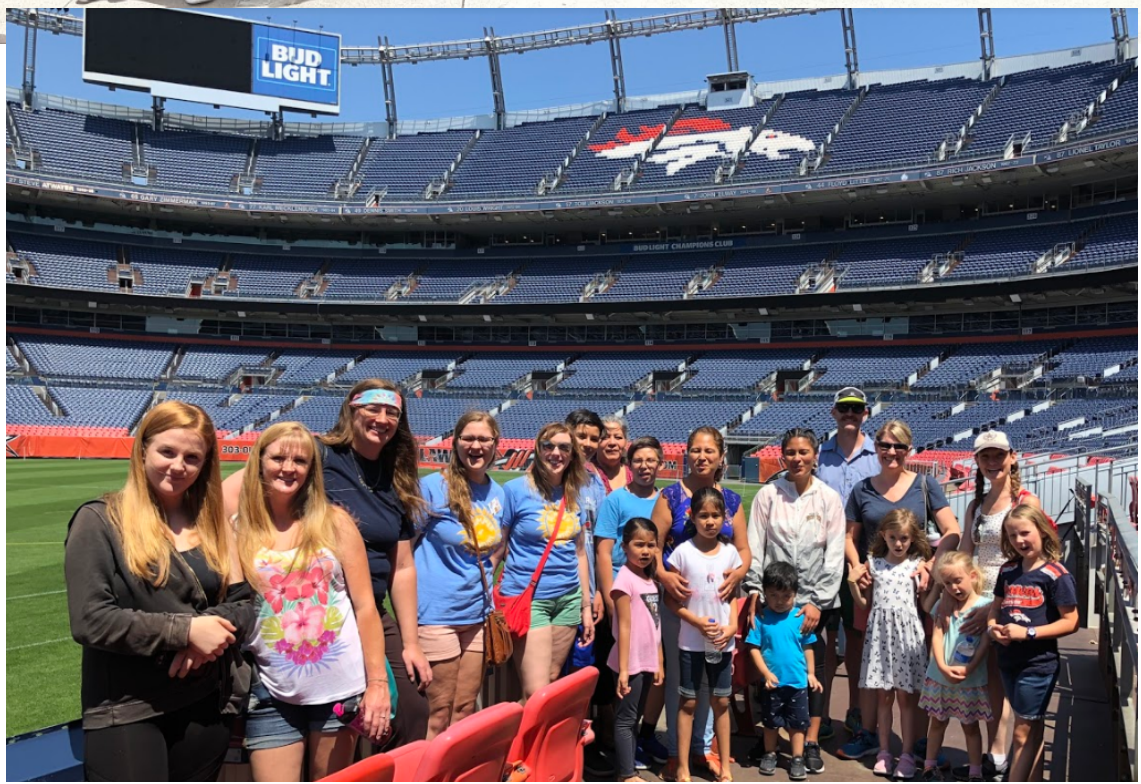
We are also providing healthy meals at some of our branch locations through partnerships with the Office of Children's Affairs and Jewish Family Services. In 2018, three branch locations (Athmar, Gonzalez, and Hadley) offered lunch and/or snacks to youth 18 years of age and under. This year, we expanded that number to six branch locations (Athmar, Barnum, Gonzalez, Hadley, Valdez-Perry, and Westwood).

In addition to expanding existing programs, we provided new programming opportunities for our youth and their families. The Denver Public Library and Take Note Colorado partnered to provide music programs in Denver neighborhoods with a lack of access to music instruction. Five of our branch locations (Athmar, Barnum, Ford-Warren, Pauline Robinson, and Gonzales) provided 31 programs with a total of 361 participants. The programs ranged from learning to play a guitar or ukulele to creating sounds and beats using a digital audio workstation like Soundtrap. Take Note Colorado donated musical instruments, musical equipment, and a year long membership to Soundtrap to participating branch locations. As a result, some of these locations are continuing to provide music programming for youth through the fall semester.

(The Take Note Music Experience at the Pauline Robinson Branch on June 17, 2019)

Lastly, our SOA Family Excursions were a hit with a total of 6 excursions and 278 participants. Seven branch locations (Bear Valley/Hadley, Athmar/Barnum, Montbello/Green Valley Ranch, and Hampden) teamed up to take families to the Denver Botanic Gardens, Denver Zoo, Denver Art Museum, and/or a tour of the Mile High Stadium. Participants were picked up from branch locations in a shuttle bus and taken to their destination where they enjoyed spaces that they had either never visited before or been a long time since their last visit. After their visit, participants were transported back to their branch location where they enjoyed a communal lunch. We had sets of parents with their children; grandparents with their children and grandchildren; aunts with nieces and nephews; neighbors with children; Plaza participants; and many more family configurations. Based on survey results, participants were appreciative of the opportunity

to visit cultural institutions as many reported barriers like cost, transportation, and lack of knowledge that prevented them from making use of these community resources. A grandparent attending the Denver Art Museum explained in Spanish, *"When my children were younger, I didn't have the opportunity to take them to these places because I was always working and didn't have enough money to do extra activities with them. Now, however, I'm getting to live a second life with my grandchildren and I get to explore all these new places with them".*



In conclusion, as planning for Summer of Adventure 2020 begins we will look more deeply at outreach, print materials, and programming. We hope to work with local schools to get the word out to parents and caregivers in early spring about the Summer of Adventure program and the importance of summer learning. The idea is to make parents and caregivers aware that the Denver Public Library has program opportunities for their children during the summer months. Concurrently, our print materials need to be simple, easy, and appealing to staff and customers of all ages, specifically our teen customers. We will look at all the possible promotional methods to inform the public of our various resources and services. And lastly, we found that hands-on programming offered at branch locations were some of the most well attended with staff reporting high levels of engagement and relationship building by customers. We also found that teen participation at some of our branch programs continues to remain low. We will explore new teen programming opportunities by working with our Teen Advisory Boards (TAB's) and combing through feedback gathered at the teen community conversation workshops.

Agenda Item 13
Requested Action: Receive Report and Commit to Participate

Library Commission Engagement Opportunities

What are you interested in?

Staff Learning or Dialogue

Adult and Advisory Services

Adult Programs

Digital Inclusion

People Experiencing Life Challenges

Immigrant and Refugee Services

Western History and Genealogy (WHG) and Blair-Caldwell (BCL)

Youth Services

Older Adult Services

You may find more on most of the programming activities on the DPL web site

Staff Learning or Dialogue

- Attend a staff **Adult Services or Youth Services** quarterly update session
    - Coordinate with Bec to schedule

Adult and Advisory Services

- **Complete a Personalized Reading List form** (Anytime! This service is also offered in Spanish)
- **Shadow a small business appointment**
    - By appointment only - work with Bec to schedule
- **Attend a community conversation**
    - Check with Bec regarding schedule

Adult Programs

- **Underground Comedy Club: Nancy Norton**
  Thursday, Oct. 17, 7-8 p.m. @ Park Hill
  Nancy Norton is the 2018 Winner of the prestigious Boston Comedy Festival, and the only female to ever win that festival. Nancy is in the moment, intuitive, authentic, high energy and fast paced. Doors open at 6:30 p.m. Eighteen and over only due to adult content.
- **Investigating the Unexplained: Ghosts, Spirits, and the Paranormal**
  Saturday, Oct. 19, 2-3 p.m. @ Woodbury
  Think your house could be haunted? Learn about the strategies and tools professional ghost hunters use to detect paranormal activity. Listen to the results of spooky case studies and ask your own ghostly questions if you're not afraid!
- **Documentary Film Screening & Discussion: *Robbery Of The Heart***
  Sunday, Oct. 20, 2-4 p.m. @ Gonzales

Kristallnacht; a night that will live in infamy as the start of the Violent German Pogroms against the Jews in 1938. Micah E. Brandt's film explores the night of Kristallnacht from both sides and also the 70th commemoration events that brought over 20 American guests and their families together in the small hamlet town of Wetter, Germany in 2008.

- **Mom's Diner: Vegan Comfort Food**
  Sunday, Oct. 20: Ultimate Mac and Cheese
  Sunday, Oct. 27: Bubbe's Brisket and Blue Plate Special Meatloaf
  @ RiNo Art District, Cultivated Synergy, 2901 Walnut Street
  Chef Shellie Kark is taking some of your favorite comfort foods and veganizing them. They are nutritious, filling and full of flavor. Samples and recipes included. Register at denverlibrary.org/rinopopup
- **Author Talk with Keele Burgin**
  Wednesday, Oct. 23, 6–7 p.m. @ Ross-Cherry Creek
  Colorado author Keele Burgin shares her book Wholly Unraveled: a Memoir, discussing self-discovery, healing from past trauma and finding purpose.
- **A Discussion on TABOR (Taxpayer Bill of Rights)**
  Wednesday, Oct. 23, 6:30-7:30 p.m. @ Park Hill
  Does Colorado deserve to be called America's #1 economy? How TABOR is setting us up for a fall and what we can do to change our story.
- **Decker After Dark: The Haunting**
  Tuesday, Oct. 29, 6-8 p.m. @ Decker
  Find out if Decker Branch Library is haunted. What did the Rocky Mountain Paranormal Group detect? Plus, Ghost Hunting 101 and stories of local ghosts from Platt Park and historical Denver. Join if you dare!
- ***Day for Night, La nuit américaine* (1973) PG - English subtitles**
  Sunday, Nov. 3, 1:30-4 p.m. @ Central Library, Conference Center
  Named for the cinematic technique simulating night, director François Truffaut humorously throws shade at the industry and big personalities he loved. Q & A session with John Anzalone, film professor and Francophile, follows the film.
- **Art & Culture of Indonesia with Arcinda**
  Saturday, Nov. 2, 2-3 p.m. @ Virginia Village
  Enjoy beautiful Javanese Gamelan music and graceful Ramayana dance with Arcinda
- **Forensic Pathology in the Real World**
  Tuesday, Nov. 5, 2-3 p.m. @ Hampden
  Join Denver's Chief Medical Examiner Dr. Jim Caruso for a fascinating look at the science behind Forensic Pathology, and how it is used to identify someone, determine a cause of death and solve crimes. Warning: graphic imagery.
- **A Day in the Life of a Victorian Woman with The Molly Brown House Museum**
  Thursday, Nov. 7, 2-3 p.m. @ Ross-University Hills
  Life was different then...harder, tougher...Come with us to the turn of the 20th century for an intimate glimpse of women's lives. Detailing all aspects of women's lives–from marriage to the home and the most popular- the corset!
- **Death Cafe**
  Thursday, Nov. 14, 1:30-2:30 p.m. @ Ford-Warren
  Join this discussion of death with no agenda, objectives or ideology. Jamie Sarche, a director of funeral pre-planning, loves helping people to feel more comfortable with the idea of mortality.
- **Denver Podcasting Perspectives**
  Saturday, Nov. 23, 2-4 p.m. @ Gonzales

Join Denver area podcasters as they share perspective on what it takes to create and maintain a successful podcast, and also learn how the library supports local podcasting. We'll discuss formats, platforms, where ideas come from and more in this interactive panel discussion.

- **Calligraphy: The Art of Beautiful Lettering**
  Saturday, Nov. 30, 1-4 p.m. @ Woodbury
  Join calligrapher Renee Jorgensen for an introduction to the Italic and Copperplate alphabets. Learn about the pens and nibs, inks and paper used by calligraphers and try your hand at lettering in calligraphy following the demonstration.
- **Food Lover's Book Club: French Macarons**
  Wednesday, Dec. 4, 6-7 p.m. @ Ross-Cherry Creek
  The French macaron—effectively a mini cake of delicate almond-meringue cookies and decadent ganache—is the equivalent of a precious jewel. Pick up a copy of *Ladurée Macarons* by Vincent Lemains and Antonin Bonnet and we'll dig into the history and lore of the dessert. Bonus: Samples!
- **Celebrate Kwanzaa**
  Kwanzaa is a celebration that honors the African first fruits harvest tradition. Take part in a festive cross-cultural experience highlighting the principles of Kwanzaa. Light refreshments served. Ideal for all ages.
    - Umoja (Unity) - Performance, Thursday, Dec. 26, 11 a.m. @ Blair-Caldwell
    - Kujichagulia (Self-determination) - Discussion, Friday, Dec. 27, 12:30 p.m. @ Central Library, Floor 1, Burnham Hoyt Book Club Room
    - Ujima (Collective Work & Responsibility) - Performance, Saturday, Dec. 28, 1 p.m.@ Ford-Warren
    - Nia (Purpose) - Performance, Monday, Dec. 30, 2 p.m. @ Gonzales
    - Kuumba (Creativity) - Creating a Vision Board Craft, Tuesday, Dec. 31, 1 p.m. @ Pauline Robinson

- **Giving Back: Friendship Bread**
  Saturday, Dec. 14, 2-4 p.m. @ La Familia Recreation Center, 65 S. Elati St.
  It's all about carbs and kindness. Learn how to make bread and jam with local chef Monica Kadillak, then take the bread to share with an older adult in your neighborhood.
- **Together We Count: 2020 Census**
  Wednesday, Dec. 4, 5:30-7:30 p.m. drop-in @ Athmar
  Thursday, Dec. 5, 5:30-6:30 p.m. @ Pauline Robinson
  Friday, Dec. 6, 3-4 p.m. @ Sam Gary
  The census is coming and you count! Participating in the 2020 Census will benefit your community, your children and the entire state of Colorado. Learn how to participate and why the census matters to you.

Digital Inclusion

- Visit an **ideaLAB Open Lab** @ Gonzales, Hadley, Montbello, Hampden, or Central
- Any **Tech Workshop** at University Hills

People Experiencing Life Challenges

- **Participate in Coffee Connections**: Monthly on the 4th Wed., with the exception of December, from 10–11 a.m. in the 4th Floor lounge.
- **Attend Hard Times Writing Workshop**: Every Tue. from 3–5 p.m. in the Rockwell Room on the 4th Floor @ Central

- **Shadow social workers or peer navigators** - by appointment only
- **Attend/Shadow Blair-Caldwell Laundry and Shower Truck visits** (schedule available from Jameka Lewis)

Immigrant and Refugee Services

Attend a Plaza program

- Recommended: Tuesday evenings at the Hampden Branch
  Contact ndiaz@denverlibrary.org to coordinate.

Western History and Genealogy (WHG) and Blair-Caldwell (BCL)

- **Tour**: Blair-Caldwell museum and archives with staff
- **Tour**: Blair-Caldwell, My Zen Exhibit, Christine Fontenot, 3rd Floor
  - Coordinate with Bec to schedule
- **Tour**: Western Art Rendezvous exhibit on floor 7, with Deb Wadsworth, WHG volunteer art curator.
  - Coordinate with James Rogers (jrogers@denverlibrary.org) to schedule

- **Exhibit**: Trine Bumiller exhibit 9/8-12/12
- **Exhibit**: Word | Image | Object Exhibit 7/2-12/31
- **Tour**: Explore WHG and its Resources (90 min); tour floor 5 & 6.
  - Coordinate with James Rogers (jrogers@denverlibrary.org) to schedule
- **Exhibit**: Manual High School 125th Anniversary Celebration- BCL 1st Floor gallery

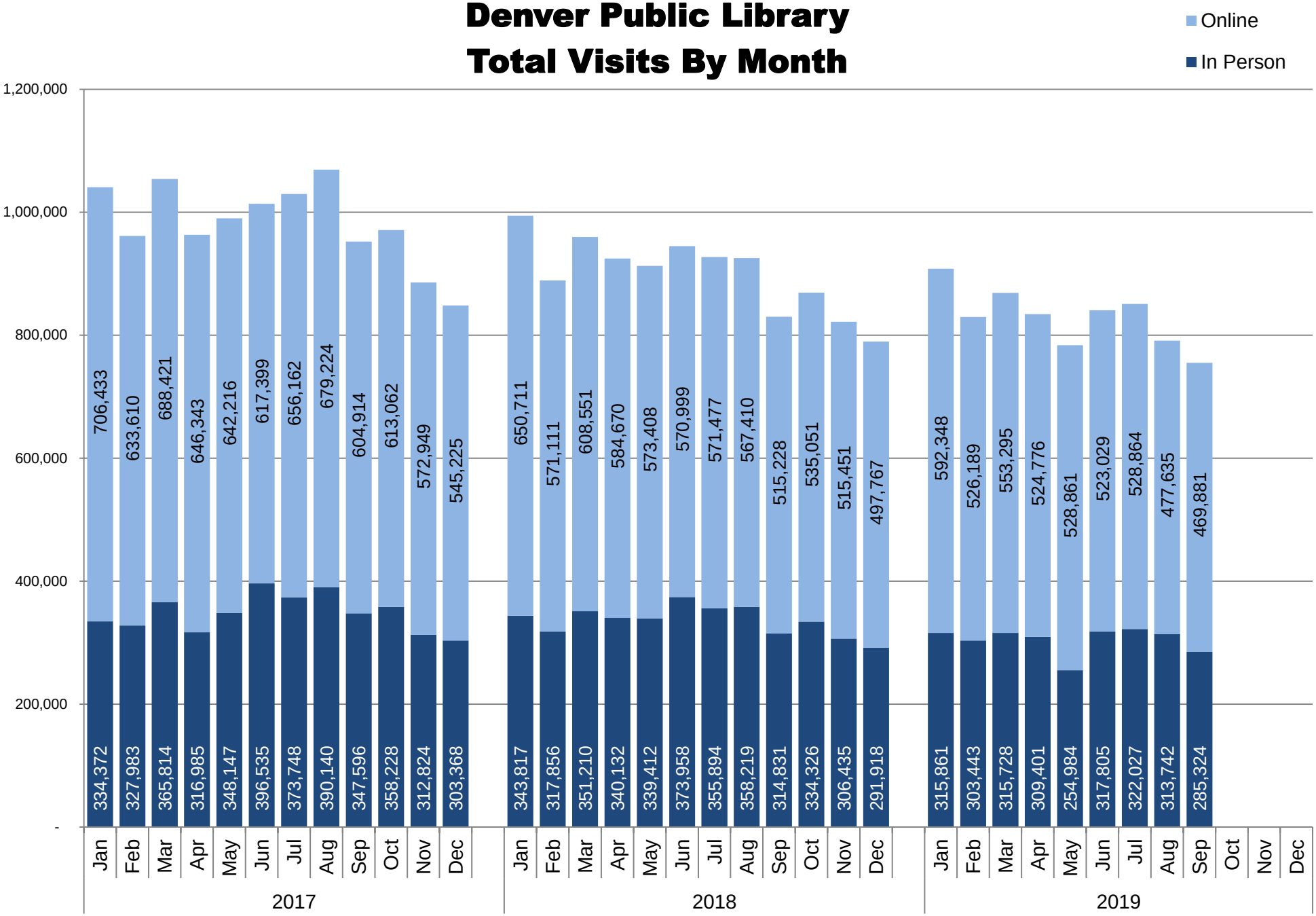
Youth Services

- **Observe Little University:**
  - Thursday at 10:30 a.m. at either Gonzales or Montbello
  - Saturday at 10:30 a.m. at either Schlessman or Broadway
- Call **Phone A Story** anytime! New stories are recorded every Wednesday in English, Spanish, Vietnamese, and Amharic. 720-865-8500
- Learn more about the **Read Aloud program** (and consider joining us as a volunteer for the fall semester!):
- Observe **After School is Cool**:
  - October 15, 17, 28, 3:45–4:45 pm at Athmar Park. Please email jgrazulis@denverlibrary.org at least a day in advance.
  - Any Tuesday, Wednesday or Thursday while school is in session at Pauline Robinson, 4:15–5:15 pm. Please email mtrujillo@denverlibrary.org at least a day in advance.
  - Any Tuesday, Wednesday or Thursday while school is in session at Green Valley Ranch, 4–5 pm. Please email khelm@denverlibrary.org at least a day in advance.

Older Adult Services

- **Observe a Memory Cafe**:
  - Second and Fourth Tuesdays at Schlessman Family, 1:30–3:00
  - First Tuesdays at Ford Warren, 1:30–3:00
- Participate in the **All Ages Sing-a-Long** at Sam Gary
  - Second Weds of the month October, November, and December @ 6:30 p.m.
- Dementia 101 training for front-line staff
  - 10/30 from 9:00 to 10:00 at Ross-University Hills
  - 12/12 from 9:00 to 10:00 at Schlessman
- **Age Savvy Training,** January 28, 2020, 9:00 a.m.–12:00 p.m. @ Central Library

Denver Public Library
Total Visits By Month

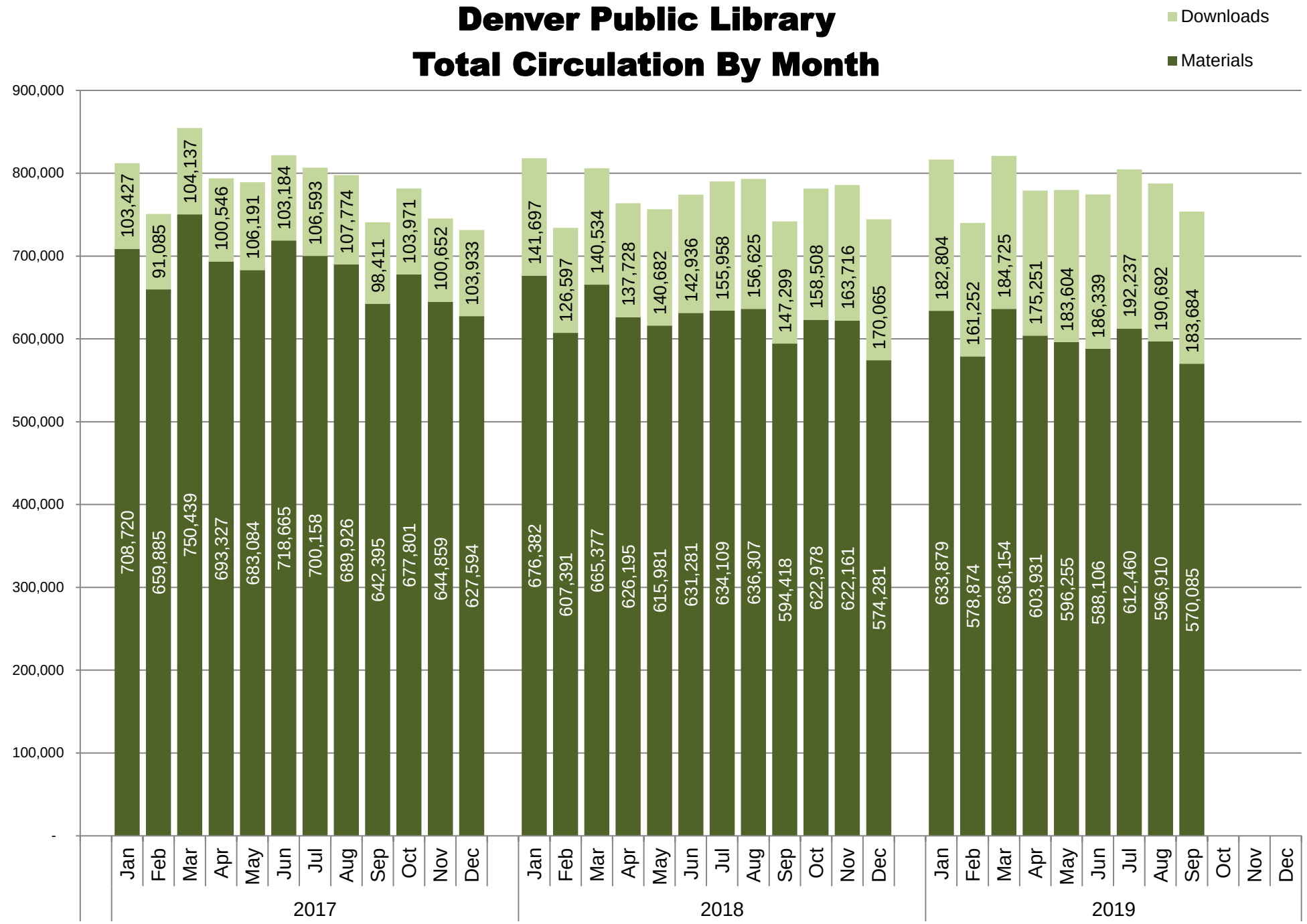


➔Effective April 2018 Online visits have been updated to align with state and federal reporting guidelines and now only reflect visits to DPLs various websites.

Online visits *- total website visits by session, as reported by DUX*

In Person visits *- total door count from all locations, as submitted to TrackVia Door Counts application; data collection methodology changed to be more consistent across all locations in 2015.*

Denver Public Library
Total Circulation By Month



➔RB Digital (e-magazines) added a subscription feature that allows customers to opt-in to auto-checkout of new issues for favorite titles in November 2018.

Downloads *- total downloads, including electronic books, movies, magazines, and music, as reported by DUX*
Materials *- total circulation of physical materials at all locations, including auto-renewals from Polaris ILS*

Denver Public Library
Monthly Circulation by Branch
September 2019

Location	Total Circulation	+/- Previous Month	2018/2017 Year/Year	YTD Y/Y
Athmar Park	7,228	159	(462)	-21.5%
Bear Valley	26,355	(1,832)	(1,113)	-7.0%
Blair-Caldwell African American Research Library	8,551	(494)	373	3.0%
Byers	2,699	(345)	(965)	-14.0%
Central Library	79,878	(6,718)	(3,144)	-4.0%
Decker	14,384	(368)	(513)	-4.2%
Eugene Field	21,325	(2,160)	(295)	-10.2%
Ford-Warren	13,030	(599)	1,441	1.0%
Green Valley Ranch	24,641	903	(2,813)	-7.4%
Hadley	8,280	356	116	19.5%
Hampden	27,000	(1,868)	(839)	-3.0%
Mobile Services (Bookmobiles)	3,588	522	(1,618)	-24.5%
Montbello	7,366	(146)	(2,265)	-10.7%
Park Hill	30,138	(684)	492	-1.4%
Pauline Robinson	5,535	449	(367)	-3.1%
Rodolfo "Corky" Gonzales	21,008	(1,107)	(3,074)	-6.0%
Ross-Barnum	7,429	42	(390)	-7.6%
Ross-Broadway	13,056	(569)	(307)	-6.2%
Ross-Cherry Creek	25,688	(1,958)	1,424	0.7%
Ross-University Hills	46,910	(3,962)	(1,806)	-5.2%
Sam Gary	57,944	(2,920)	(276)	-2.0%
Schlessman Family	46,210	(1,641)	(2,605)	-5.6%
Smiley	18,125	(780)	(1,565)	-9.0%
Valdez-Perry	2,847	93	(117)	-7.1%
Virginia Village	27,055	(1,523)	(2,037)	-4.0%
Westwood	3,505	757	(477)	-17.0%
Woodbury	20,281	(426)	(1,160)	-3.7%
Denverlibrary.org Downloadables	183,684	(7,008)	36,385	40.0%
Total	**753,740**	(33,827)	12,023	

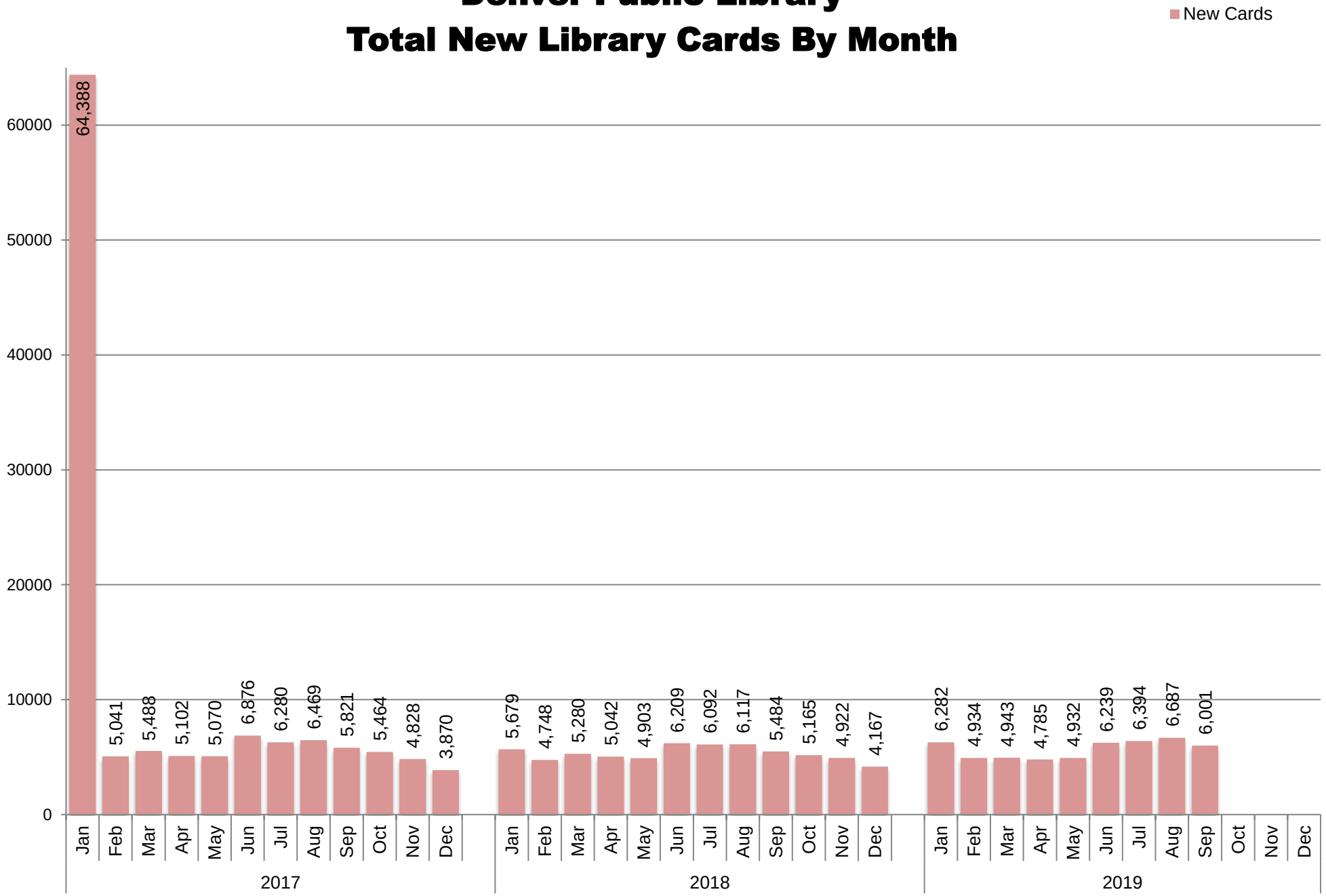
➔Hadley Branch closed for renovation on June 12, 2017 - January 29, 2018 .

Denver Public Library
Monthly Circulation by Branch
August 2019

Location	Total Circulation	+/- Previous Month	2018/2017 Year/Year	YTD Y/Y
Athmar Park	7,069	(552)	(1,310)	-23.0%
Bear Valley	28,187	(1,338)	(1,423)	-7.4%
Blair-Caldwell African American Research Library	9,045	80	638	2.9%
Byers	3,044	(302)	(535)	-12.5%
Central Library	86,596	(607)	(2,434)	-4.0%
Decker	14,752	304	(1,572)	-4.3%
Eugene Field	23,485	(259)	(59)	-11.2%
Ford-Warren	13,629	76	962	-0.3%
Green Valley Ranch	23,738	(2,733)	(2,132)	-7.1%
Hadley	7,924	(389)	(1,355)	22.1%
Hampden	28,868	(847)	(2,145)	-2.9%
Mobile Services (Bookmobiles)	3,066	160	(1,169)	-23.8%
Montbello	7,512	(1,006)	(2,909)	-9.0%
Park Hill	30,822	(300)	(821)	-1.8%
Pauline Robinson	5,086	(641)	(1,310)	-2.8%
Rodolfo "Corky" Gonzales	22,115	907	(1,216)	-5.2%
Ross-Barnum	7,387	149	(771)	-7.9%
Ross-Broadway	13,625	30	(454)	-6.7%
Ross-Cherry Creek	27,646	780	855	0.1%
Ross-University Hills	50,872	(1,459)	(2,992)	-5.4%
Sam Gary	60,864	(2,515)	(2,763)	-2.2%
Schlessman Family	47,851	(2,299)	(4,383)	-5.6%
Smiley	18,905	(2)	(2,517)	-9.1%
Valdez-Perry	2,754	(116)	(366)	-7.5%
Virginia Village	28,578	(748)	(2,970)	-3.7%
Westwood	2,748	(356)	(1,906)	-17.7%
Woodbury	20,707	(1,531)	(2,375)	-3.5%
Denverlibrary.org Downloadables	190,692	(1,545)	34,067	38.9%
Total	**787,567**	(17,059)	(5,365)	

➔Hadley Branch closed for renovation on June 12, 2017 - January 29, 2018 .

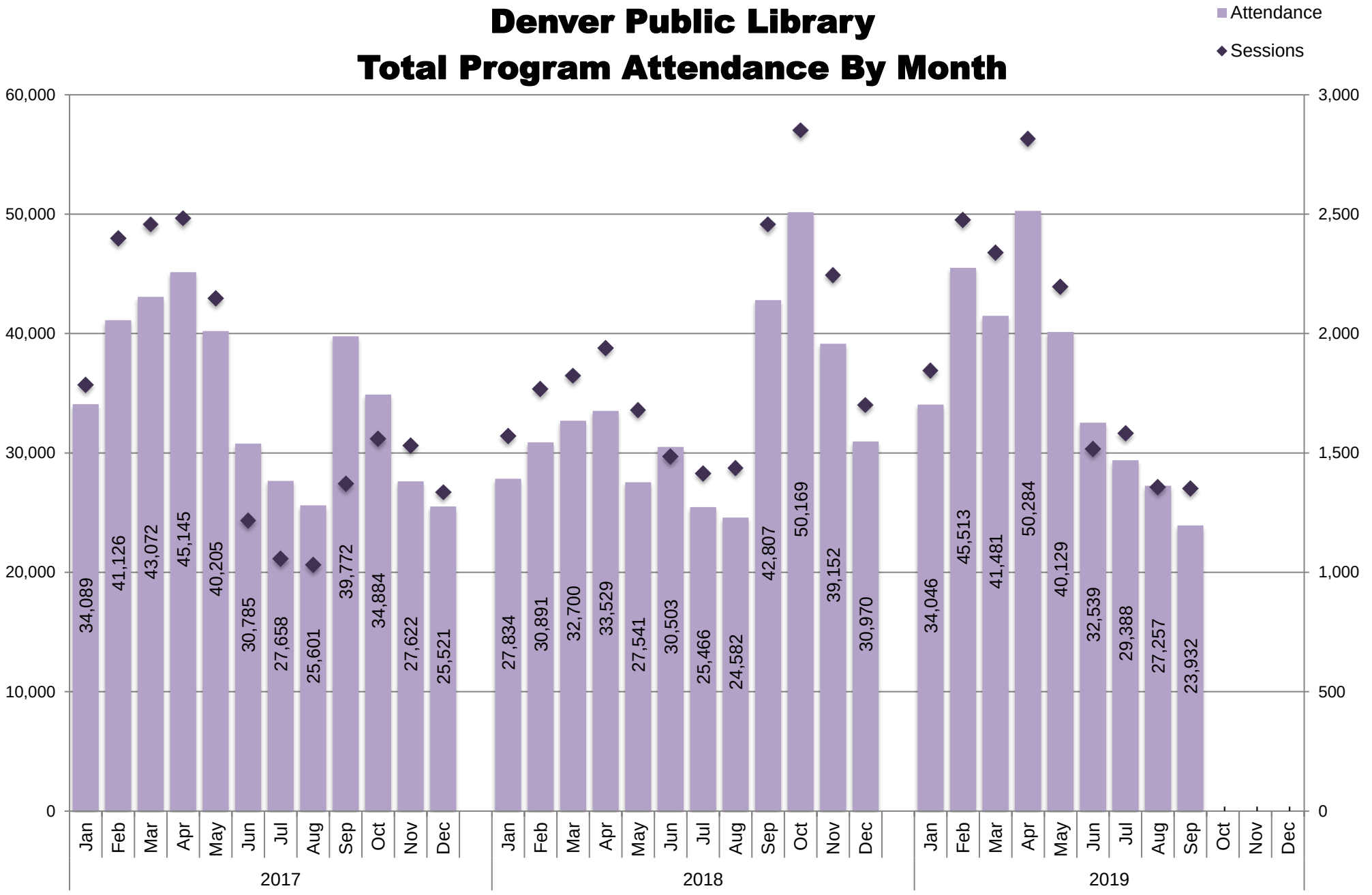
Denver Public Library
Total New Library Cards By Month



➔MyDenver card program large DPS database upload in January 2017.

New Cards *- total number of new library card registrations (including computer user only cards), as reported by IT*

Denver Public Library
Total Program Attendance By Month

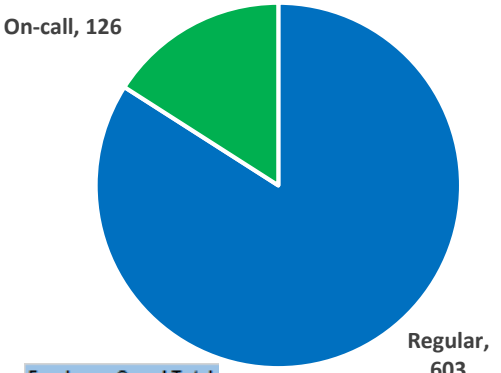


➔ Read Aloud program attendance for Spring 2018 & Fall 2019 semesters is pending.

Attendance *- total program attendance from all locations, as submitted to TrackVia Program & Outreach Tracking application (inlcudes programs, library events, storytimes, and tours); prior to 2015, attendance figures were not aligned with state reporting definitions and may include (Appointment Services, Exhibits, and Passive Programs).*
Sessions *- total number of program sessions offered (as defined in Attendance), as submitted to TrackVia Program & Outreach Tracking application*

Denver Public Library
Human Resources Dashboard
July - September, 2019

Employee Breakdown



Employee Grand Total: 729
Position Grand Total: 701

Recruiting	
Positions Posted	39
Positions View Count	31,261
Submitted Applications	3,649
Movement	
New Hires	37
Internal Transfers	6
Promotions	7
Separations	
Total Separations	46
Resignations	37
Retirements	2
Dismissals	7
Turnover Rate	**4%**

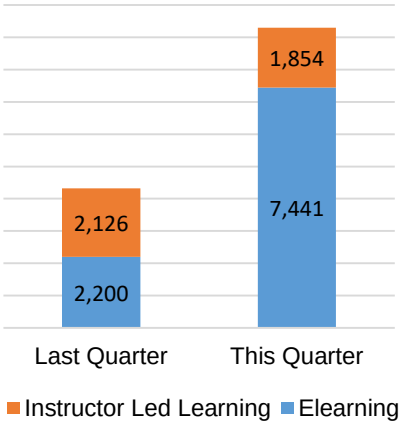
Learning & Development

Tech Competencies were rolled out to all library staff in Q3. These were 13 short, online tests built to assess staff competency levels with commonly used staff technologies and provide additional resources to only those needing support. Goals of this learning opportunity are:

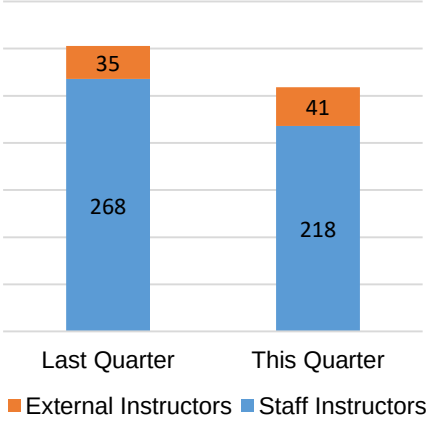
- Provide a baseline of basic technology skills required of staff.
- Ongoing, not episodic, performance discussions between supervisors and direct reports through regular check-ins.
- Support staff who may need additional training and support.

This ties to our 2019 Strategic Initiative:
Digital Inclusion

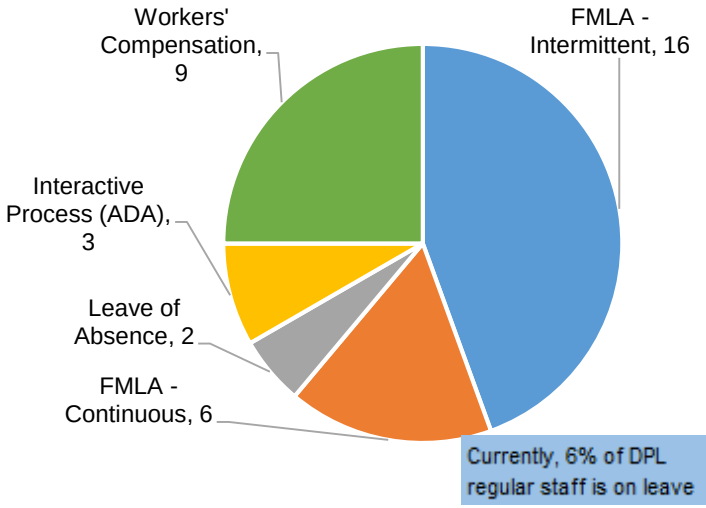
Total Staff Learning Completions



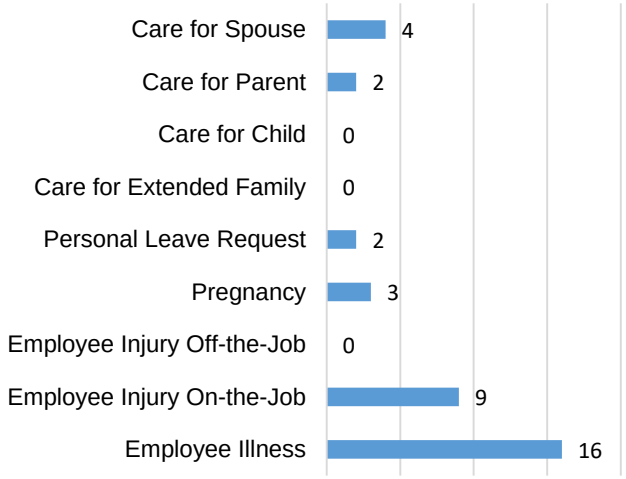
Total Instructor Led Learning Sessions



Open Leave Cases



Type of Leave Taken



DENVER PUBLIC LIBRARY

Communications and Community Engagement
Earned Media
August 8 - October 8, 2019

News:
Why the city added new ballot drop-off boxes - 9News
The Eight Best Events on the Culinary Calendar This Week - Westword
That's not a dinosaur skeleton at Denver Central Library - 9News
Dozens of Literary Things to Do in Colorado This Fall - Westword
Artist Andreas Greiner's sculpture stands tall in the central library - *The Know*, The Denver Post
Rocky Mountain Hobby-Expo - PR Newswire (press release)
Rocky Mountain Hobby-Expo (RMHE) - Yahoo Finance
Post Premium: Our best stories for the week of Sept. 23-29 - Herald Publicist
Hundreds of things to do this fall in Colorado (Bard at the Ball) - Westword
The new display features a giant sculpture of a skeleton - Our Community Now
Cheap Internet for low-income users - The Colorado Sun
Giant Chicken Skeleton In Denver's Central Library - Colorado Public Radio
Where Are All the Statues of Women? - 5280 Magazine
Shift to e-books puts crunch on Denver Public Library - The Denver Post
The 21 Best Events in Denver This Week, September 23-29 (Big Read) - Westword
A Photo Tour of Denver Park(ing) Day Parklet Installations - Streetsblog Denver
Colorado Edition: Kali Fajardo-Anstine (19:04) - Community Radio for Northern Colorado, KUNC
Next with Kyle Clark: Another Denver Sheriff is out (6:02) - 9News
The Five Best Events on the Culinary Calendar This Week (celebrate hump day) - Westword
In 1936, Colorado Closed Its Southern Border To Certain Migrants - Colorado Public Radio
Denver Central Library to receive significant upgrades - Life on Capitol Hill
Denver Central Library to receive significant upgrades - South Platte Independent
"The cruel irony of the digital divide" in Colorado: Urban poor are left behind even as access, technology improves - The Colorado Sun
Crush Walls 2019: Eighteen Can't-Miss Stops - Westword
It's Hard To Get A Patent As A Solo Inventor - Colorado Public Radio
Hometown Treasures - Front Porch
Voodoo Doughnut Broadway Helps Out Denver Public Library - CBS 4
From social workers to sewing lessons Denver Library is much more - Denver 7
Libraries are increasing usage by going fine-free - Info. Today, Inc.
Historic walking tour of south Broadway - Dabble Denver
15 amazing things you can check out from the library - Shareable

The most amazing libraries in the US - Lonely Planet
RTD Has A New Discount For Low-Income Riders - Colorado Public Radio

DPL mentions:
US Supreme Court won't rule on how the ADA is applied to technology - Denver 7
Kalamazoo Public Library's Peer Navigator program offers resources to those in need - WWMT-TV
Colorado's first black female doctor's home in the running for a $2M grant - 9News
Meet Monument for the 308 - Herald Publicist
Why some libraries are getting rid of late fees - Mother Nature Network
Energy Day - CBS 4
The dream of PRT was alive in Denver in the 1970s - Denver 7
These Major Library Systems Don't Charge Late Fees - Lifehacker (blog)
If Chicago libraries are dropping late fees, show the proof it's best for kids - Chicago Sun Times
Woman has two bikes stolen from Civic Center Park - Denver 7
New film, 'Mission Mangart,' uncovers lost history about the famed 10th Mountain Division - Vail Daily
Next with Kyle Clark: History of Denver Sheriff & Police (04:44) - 9News
Cherry Creek School District teacher arrested for having alleged sexual relationship - Fox31
Learn about Irish ancestry with the Genealogical Society - Estes Park Trail-Gazette
Phoenix Public Library could soon be forgiving fines - AZFamily
Golden Triangle Public Art Tour - 303 Magazine
The Power of Storytelling: A Pen Ten Interview with Kali Fajardo-Anstine - Pen America

Photo/Resource credits:
Haunted Colorado: The Chilling History of Cheesman Park - Our Community Now
Colorado ghost town shows the true meaning of what we're celebrating this weekend - 9News
Our Coloradans Then: The Life and Legacy of Little Raven - Our Community Now

Of interest:
Chicago Public Library to eliminate late fees - Chicago Sun Times
Reporter's Notebook: A big little idea from Nashville Public Library - The Atlantic
Marcy and Bruce Benson named National Western Stock Show's 2020 Citizens of the West - Colorado Springs Gazette
Mission: pairing people with books they'll enjoy - The Beason
A cornerstone of Colorado's clean air quest - The Colorado Sun
Books to celebrate Hispanic Heritage Month - Colorado Parent