

# Meeting Book - Library Commission Meeting

## Agenda

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1. Call to Order
  2. Introductions
  3. Approval of Commission Minutes
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  4. Public Comment
  5. Report of the President and Members
    - a. Process for Election of Officers
    - b. Discussion about 2021 Library Commission Committees and Liaison
  6. Report of the Friends Foundation Receive Jeff Riley
  7. Third Quarter Financial Report Receive Amber Lindberg
    - a. 7 Financial Report Q3 - Google Docs.pdf - Page 11
  8. Approval of 2021 Holidays and Closures Approve Michelle Jeske
    - a. 8 2021 Holidays and Closings - Google Docs.pdf - Page 16
  9. Discussion and Approval of Process for and Library Commission Participation in Reconsideration of Branch Names Approve Erika Martinez
    - a. 9 Reconsidering Branch Name Project Overview - Google Docs.pdf - Page 17
    - b. 9 Timeline.pdf - Page 20
  10. Report of the City Librarian Receive Michelle Jeske
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  11. Other Business
  12. Adjournment
  13. Supplemental Documents
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### **Agenda Item 3**

Requested Action: Approval

**MINUTES**  
**The Denver Public Library Commission**  
Regular Bi-Monthly Meeting  
**Thursday, August 20, 2020, 8:30 a.m.–11:30 a.m.**  
Online

Present: Jehan Benton-Clark, Vicki Hellmer, Alice Kelly, Cathy Lucas, Carlos Martinez, Laurie Mathews, Michael Niyompong, Sonya Ulibarri<sup>1</sup>

Staff and Guests: Bec Czarnecki, Jina Dunn, Rachel Fewell, Dana Franklin, Olivia Gallegos, Michelle Jeske, Annie Kemmerling, Elaine Langeberg, Zeth Lietzau, Amber Lindberg, Erika Martinez, Christina McClelland, Stephanie Pinales, Jeff Riley, Bria Ward, Beth Warren

1. Call to order. Call to order at 8:33 a.m.

2. Introductions.

The Commissioners present introduced themselves. President Martinez went over housekeeping rules for the meeting and asked Commissioners to mute themselves when not speaking.

3. Approval of Commission Minutes from June 18, 2020. Commission  
The minutes were approved as written.

4. Public Comment Period.  
N/A

5. BoardEffect Training. Sylvia Schilling

Sylvia Schilling, a representative for BoardEffect, presented a short training and demonstration for Commissioners on how to use the portal. BoardEffect will serve as an information hub for Commissioners in addition to sending out reminders and event notifications. Commission agenda and minutes will still be on the public web site.

6. Report of the President and Members.

Vicki Hellmer attended the racial equity symposium DPL hosted and said that it was high-quality and both illuminating and inspiring. She acknowledged staff members Ozy Aloziem for her passion and organizing of the event as well as Christina McClelland for her work. Hellmer also attended the City's cyber security audit meeting. The audit committee seemed satisfied with the progress DPL had made on complying with the recommendations that were put forth. Hellmer also attended the Friends Foundation Board meeting and the Friends Advocacy Committee meeting. She attended a webinar hosted by Denver Arts and Venues on how to be an anti racist organization along with DPL staff. Hellmer and Jeske

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<sup>1</sup> Sonya Ulibarri joined at 9:08 a.m. during the report of the President and Members

attended a ribbon cutting for the new RiNo Park which will have a library in it in the future. The Parks and Recreation Director Happy Haynes and the Mayor both acknowledged the library in their speeches.

Commissioner Laurie Mathews talked about her experience with curbside pickup. She mentioned that she does hear that people notice the delay in being able to pick up books but thinks it is an amazing service overall. Mathews had a conversation with a staff member who volunteered that they felt leadership was handling the pandemic really well. Mathews is also meeting with her City Council person next week.

Commissioner Michael Niyompong seconded Hellmer's praise of Ozy Aloziem and staff around the equity symposium. Niyompong and several staff from the Mental Health Center of Denver attended. He also had a great meeting with Elissa Hardy and Beth Warren to figure out ways to partner to continue to serve the mental health needs of the community.

Commissioner Cathy Lucas had a meeting with the Denver Art Museum talking about some partnerships on their upcoming exhibit on Mexican modernism and the library got an amazing shoutout and talked about how wonderful that partnership had been. Lucas also mentioned her appreciation for curbside service.

President Martinez took a moment to relate a few interesting library quotes.

"Cutting libraries during a recession is like cutting hospitals during a plague."

- Eleanor Crumlehulme, library assistant, University of British Columbia

"Whatever the cost of our libraries, the price is cheap compared to that of an ignorant nation."

- Walter Cronkite

"The most important asset of any library goes home at night, the library staff."

- Timothy Healy, Former President of the New York Public Library 1989-1992

Martinez thanked library staff for all their hard work. He also thanked Director of Communication and Community Engagement Erika Martinez for the great media coverage we are getting. It really shows the relevance of the library during this time. It's wonderful to see how everything is coming together.

The Commission sent a letter to the Mayor and City Council Members on behalf of the Commission. He thanked the Commission for reviewing those letters and submitting comments. Martinez has heard back from three City Council Members. Council Member Kendra Black responded that she hopes that we can preserve the budget. Council Member Jamie Torres simply responded with her thanks. Lastly, Council Member Robin Kniech remarked about the technology and spaces sitting unused at libraries while children may be at home with inadequate connections for online learning. She also expressed concerns for vulnerable adults who relied on library services for work related purposes. She noted that leaving the wifi on to be accessed from outside was not a suitable remedy. She ended noting that the library is a critical resource. Martinez will keep everyone posted on any other feedback he receives.

In December there will need to be a new slate of officers and the Commission has discussed having a more formal process for developing the slate. Martinez inquired if anyone was willing to serve on a nominations committee to help put together a better

process to help select officers. This committee would also recommend new Commission candidates for consideration as well. We will have an opening as of January 2021 as Commissioner Alice Kelly will conclude her service at the end of year. She is scheduled to have one more year but has made the decision to end her term early in order to not have as many Commissioners term off in the same year. This committee should not need more than a couple of meetings to put structure in place and bring forward a slate. Commissioners Jehan Benton-Clark and Laurie Mathews offered to participate on the ad hoc committee with Martinez.

Martinez noted that they started a conversation at the last meeting about racial justice and talked about a possible task force. Martinez then had meetings with each of the Commissioners to see how the library could move forward on ensuring racial justice within the work that we do. He was happy to report that everyone is in support of diving deeper into social and racial justice. As mentioned, several Commissioners attended the equity symposium. Over 3,000 people participated over the three day period which demonstrates the need for people to have the spaces to have those conversations. As we move forward, he wondered how we can provide brave spaces for community conversations. It's an organizational and personal journey. There is a lot of emotional energy around doing this work and we need to move forward in a way that respects emotions and experiences. This work will be long term and go beyond the current Commissioners.

Martinez categorized the findings of his conversations in three areas:

- The Commission: How do we increase the awareness, education and understanding of Commissioners around race and social justice? We are all at different levels of understanding and experience, so how can we all be good participants, what training and education do Commissioners need? As we do this work we need to make sure we have a common understanding so we can support staff.
- Internally at Denver Public Library: There is a lot going on at DPL. Commissioners need to be aware of what is already going on and understand there are likely struggles within the workplace for people of color. How do we recognize that and support efforts to repair trust and harm that has been done? How can we support other grassroots efforts supporting multicultural perspectives? The library has all these layers but at the end of the day it is just one DPL. How can the Commission best support the work that is happening? Is it through changing policies, practices, etc.?
- Externally with the community: How can we use our branches and the work that we do to help facilitate these bold conversations in the community? The symposium is a great example of how we can do this and use the library as a place to build community. We need to be thinking about opportunities in naming the new RiNo branch. There are also a few branches that perhaps could be renamed to have better connections to communities. The Commission does have that authority and it is something we could do more quickly. It could make a statement about how we want to move forward as a community institution and be relevant and accessible.

Martinez asked if there were any questions or additional thoughts. Commissioner Ulibarri asked about what the best way is to engage as individual Commission members.

Martinez recommended several possibilities for engagement:

- Identifying training opportunities for Commissioners to attend to work on the education and awareness piece. There are also opportunities that occur within DPL that Commissioners might engage in.
- He would want guidance from the City Librarian, but he wonders how we can support the work staff are already doing. There should also be an agenda item for future meetings to talk about the work that is happening. This could be a report from Commissioners as they develop relationships with staff as we move forward with this work.
- Branch renaming is also something to work on. Locations do not necessarily need to be named after a person.

The Commission agreed to talk individually with Martinez about areas of interest after the meeting. Mathews expressed concern about the efforts being splintered if there are three separate groups and want to make sure it is integrated. Martinez agreed and noted that not more than three Commissioners can work together without triggering the need for an open meeting. The hope is that these efforts can be brought together when we meet formally as a Commission.

#### 7. Report of the Friends Foundation. Jeff Riley

Jeff Riley reported on two major areas. The Friends Foundation is required to provide an official report to the Commission and the Mayor as outlined in the official agreement between DPL and the Friends. The report will come to Commissioners after the meeting and include highlights of the year, audits of their financial statements, the 990, and Riley will also include the annual report. Riley encouraged the Commissioners to reach out if they have any questions.

The Booklovers Ball in 2019 grossed more than it ever has and it also had the second highest net. The Story Still to Tell campaign kicked off in 2019 and raised more than a million dollars and exceeded our goal for the first six months of the campaign. Our membership averages around 1,800 members and we have two new staff members. One took over financial sponsorships from the library and also has corporate and institutional giving and the other is responsible for individual and planned giving. The foundation also kicked off advocacy efforts and established an ongoing advocacy committee which was able to help with budget work with the library.

This year the Booklovers Ball will be online and the event will be called Bookmarked - Booklovers online. It will be on October 24 and will feature author Kwame Alexander. He will do a reading at the event and talk about how his work addresses social and racial justice. Jeff requested support with marketing the event. There is an opportunity to attend free of charge but we will also be selling sponsorships at several levels, some of which will include catering. Commissioner Cathy Lucas and her husband Geoff are honorary chairs of the event and Riley thanked her for her participation. Lucas noted her excitement to help promote the event. There will be a paddle raiser at the event and when people register they will be encouraged to make a donation. The Friends have about \$100,000 in sponsorships sold so far. Riley feels pretty confident about reaching a healthy sponsorship level.

Unfortunately, the Friends are not able to have book sales this year due to the pandemic which causes a significant revenue loss. One of the great challenges is to raise both the restricted and unrestricted funds needed to operate and to support the library. The Friends do have some good activities occurring and hope they can meet the challenge. One new thing the Friends is doing is a series of events called 'Books and Beyond.' The first

event featured Alon Shaya, the owner and chef at the restaurant Safta. Michelle Jeske did a Q&A with him about his book and his story. The event had about 25 people on the call and 11 of them were donors who had been invited to attend. The Friends are planning on doing several more. There is an event with the Mayor on October 8 to talk about the revitalization of the civic core and how important the library is to that.

There is advocacy work going on. The foundation board sent a letter to the Mayor and Council. There is a group of library champions who have been trained to reach out to the City Council to advocate on behalf of the library and there are also Board members who are doing that as well.

#### 8. Second Quarter Financial Report. Amber Lindberg

In the first two statements our general fund component of the 2020 budget has been reduced by \$3.3 million from the first quarter report. This includes about \$2 million in salary and benefits for positions we have essentially frozen to realize some savings and we are also reducing our on-call use, as well as a portion from supplies and services. There is also just over a million dollars in furloughs reflected in our salary and benefits line. Those reductions bring the 2020 general fund budget to just over \$49 million.

In the second quarter she noted the slowed spending from operational changes due to COVID. Lindberg noted that the disruptions in service and the need to provide services in different formats is really noticeable as under or over spending in most non-salary lines. We are watching these very closely to understand how to reallocate funds to make sure we shift resources to provide needed services.

Lindberg also mentioned some grants the library has received. We have been awarded about \$174,000 in COVID relief funding through various sources. Some have been awarded but not all funds have been received yet.

Martinez thanked Amber for her report.

#### 9. Report of the City Librarian.

Jeske reported that the bond renovations are going well. Blair-Caldwell is getting responses from the community to be part of the design group. We have 14 applications so far and have a comprehensive list of stakeholders that the engagement team is reaching out to and community groups are helping get the word out. Smiley and Byers are both going very well. The Central project is super focused on elevators and restrooms as they are the first part of the project. We are reviewing 50% construction drawings and the contractor is doing cost estimates based on those drawings. We are hoping to get finer tuned estimates of costs as a result. At the same time, we have far greater needs than budget and so we continue to look at ways to reduce those costs primarily through phasing the project and closing significant parts of the building, which relates to COVID as well. We also continue to keep in mind that the Friends need access to the space as they work on fundraising. It's a juggling act but we are all working well together. There are two more branch renovations that we will start to tackle soon.

Jeske mentioned that Ulibarri is supporting the Latino Awards this year and that applications are open through the end of the month, until August 28th. The team has come up with creative ways to honor the awardees during this challenging time.

The Mayor has now met with all of the agencies regarding the budget. We have had ongoing conversations with the budget office. As Lindberg mentioned, we are holding open 52 positions. Jeske is also quite certain that we will have 25 staff retire in two weeks as part of the City's Special Incentive Program (SIP). 25 is the maximum number of staff who were

able to participate as the City capped the program by agency. The library had a total of 30 staff members who wanted to participate. Lindberg did some math and calculated that more than 613 years of experience and institutional knowledge will walk out the door. Between the vacancies we are carrying and the retirements we will be at an 11% reduction in library FTE in a very short period of time and these vacancies impact every department.

We will have to take another \$1 million reduction for these retirements and leave payouts and we will have to spend another \$.5 million in 2021.

In addition to the ideas presented to you for the budget reduction proposal, our internal budget team has been working with directors and managers all year to better define our budgets and align with our long term strategies. Currently, our managers and supervisors are involved in bold ideas work which will result in a potential menu of solutions to upcoming financial and operational challenges. The message we are trying to deliver is that we are not asking staff to do more with less or even the same with less. The work is really pivoting around four questions that Mia Henry, who does a lot of justice and equity work, came up with:

- How have the needs of the people we serve changed?
- In what ways should we focus and simplify?
- Which of our strengths can be deployed to create something new?
- How can we meaningfully collaborate with others?

Those are questions we have been thinking about and have really resonated with us. The E-Team will receive the ideas from managers and supervisors in September. We are developing a prioritization framework that we will use to make some difficult decisions.

The Charting the Course work, the longer term strategic plan work, is continuing. It's been very challenging during COVID and we have five value in action teams with about 80 staff members working on these. It has been a very intentional process to make sure we had a rich diversity of staff involved and they have been onboarded during this COVID time. They are researching best practices and fine tuning indicators for each value and working on developing high level strategies. It has become even more difficult now that we are in stage 3. We have met to think through how to keep engaging with that group and to help the work moving forward. We are glad to have the strategic framework and it is helping to direct the immediate work but we want to keep planning ahead.

Budget and strategic plan aside, we are still trying to run DPL in the middle of a pandemic so Jeske thought she would touch on the three main focus areas of the work. First is the city coordination, obviously the advocacy work you have heard about this morning. It's not just about the budget but helping the Mayor and agencies understand what we are doing and how we can support the City in short and long-term recovery. We are at a lot of tables and it's taking a lot of time and energy. We are involved in conversations around digital equity, co-leading that work with the Denver Economic Development Opportunity department. Zeth Lietzau and Tracy Treece are the DPL staff leading that work. They are trying to help the City be very thoughtful about this.

We're also talking about childcare and learning hubs. It was interesting to hear Council Member Kniech's concerns. Jeske has been in numerous meetings regarding the pending childcare crisis and how to support kids and families who do not have the support at home to be successful in an online learning environment. There is an awareness that children in certain communities were not fully engaged in online learning in the spring and a wonderment about what can be collectively done about that in the fall.

There are also a lot of conversations around homelessness. Elissa Hardy, our lead social worker, has been in countless meetings as has Rachel Fewell. There is a huge need for access to services such as restrooms. There is a huge need for water and we have been buying pallets of water to pass out and trying to advocate for others to provide more support. There are also conversations around Safe Outdoor Spaces (SOS) and City facilities.

We are also focusing on staff well being and support and trying to frame it around the whole person, whole organization support, not just physical health but the mental and emotional health during this tough time as well as employee's financial health. We are trying to balance the increasing and changing needs of our community, the assets that we have as an organization, a shrinking workforce and then the demands of the City as a whole. We also continue to think about equity for our staff and their safety and well-being. We continue to try to lean on our values of equity and stewardship. Unsurprisingly, we are seeing lower morale and more anxiety although it varies across the organization. It is a tough time to live and a tough time to be a public servant. We had a leadership meeting with all supervisors recently where we shared more than we have typically about what is going on behind the scenes. It was an effort to help staff understand all of these things and what we are trying to balance. We are trying to think of better ways to dialogue with staff. There are very real concerns that staff have around safety and public health guidance. There is a lack of national leadership and we are seeing very different approaches from city to city and library to library.

We are continuing to look at studies about how the virus interacts with library materials and there are three different sets of results. Jeske wanted to acknowledge what Mathews said about customers waiting for materials but it is to allow time to quarantine items to ensure safety for staff and customers.

There was a concern of an increasing positivity rate in Denver in July but now on a seven day average it has declined. The DDPHE Director feels like people are doing what they need to do. We just got sneeze guards in our branches which will help us move into stage 4 at some point. We continue to monitor PPE and cleaning supplies; there continues to be a shortage of Clorox wipes. Some staff concerns center on mask enforcement and how to make sure customers are wearing masks properly while mitigating conflict. The other concerns are around how and when to close for cleaning when there are positive tests. We are following the guidance of Denver's public health department but it's an active conversation. There is also a lot of discussion around equity and how to provide different opportunities for frontline Black, Indigenous and People of Color (BIPOC) when their communities are disproportionately affected by COVID.

In terms of returning to buildings, we are still in Stage 3. We have told staff we would not move to Stage 4 before mid-October and will reassess in September. That aligns with what Denver Public Schools is doing around remote learning. If it is not safe for kids to be in school we just don't think it would be okay to be in library spaces where there is less structure. When we do move to Stage 4, and we are still planning how it would look, it will be slow and phased in. There is a list of conditions to meet before that would happen.

Staff are very busy and Jeske is very impressed with their dedication, creativity, and persistence. There is a lot of extension of outreach and virtual programs and recently the big lift has been increasing access to collections and technology. We did a slow launch of increasing from 10 to 30 holds this week.

We have a new marketing manager after having done two searches. Her name is Danielle Brooks; she is local and has a ton of experience. She has done grassroots marketing and loves the library. We are very excited to have her join us.



We would like to make EDI a standing agenda item for Commission meetings and would like to make sure we hear from staff doing the work.

There are two finalists for the EDI manager position. There is a plan to support that person and to develop a team as we work with a reduced budget. The grant that supported the work for the symposium has some other components. There is an environmental scan of public libraries and we were able to engage with a researcher that did interviews with former and current employees in traditionally marginalized groups and we have seen a draft of that report. When we have this new position we will have a lot of information about where this organization needs to start. There will be a lot to discuss with the Commission.

On the topic of renaming, we will want to have a good conversation and process around what to name a library facility in RiNo. We also asked Western History to research branch names and they identified two names that are problematic. Jeske presented these to the Executive Committee and we all agreed to explore further. The Byers branch is named after William Byers, who has notoriety for being supportive of the Sand Creek Massacre. Ross-Barnum is not named for P.T. Barnum; it's named after the neighborhood for which P.T. Barnum was the namesake. Barnum was known to exploit people of color. Martinez has drafted a possible process that Jeske will share with the Executive Committee. Both of these libraries are in Council Member Torres' district and we have given her a heads-up. She would be supportive of a community process.

President Martinez circled back to the Blair-Caldwell design process and noted that design committees are not always the most equitable. Erika Martinez responded that they have been intentional about getting the message out and it is open to anyone who is interested. Members from Blair-Caldwell Library are targeting individuals who will bring that diversity and that sense of community. We also have Councilwoman CdeBaca doing some outreach as she had ideas about who should participate. Martinez has also been considering if there are some young people to invite to the process. The applications that have been submitted will be reviewed to make sure that people are really part of the community and invested in the area. Benton-Clark noted that she feels there has been very good outreach about this and that people in her circles have been encouraged to apply. She also commented that the library is so much more than a neighborhood library. It is the place you come to find community as a black person in the Denver area. Benton-Clark wondered how people are being reached outside of the immediate area given how much the neighborhood has gentrified. Martinez responded that she thinks there are ways that will draw people in. For instance, there is a distribution list for the Juanita Gray awards that could be used. It will also be included in several newsletters that go across the Denver metro area. We are also leaning on social media. Erika Martinez is also open to other ideas.

President Martinez also wondered about thinking a little more out of the box - to perhaps pick some people from applications and then potentially handpick others. Erika Martinez agreed and thought that was a good point. She mentioned that the branch senior, Jameka Lewis, and Terry Nelson, who has worked there a very long time and has a great relationship with the community, are very involved. She is hoping they will also help recruit people for this effort. If there are any individuals you would like us to reach out to please let us know. Martinez is also happy to send a communication to Commissioners that they could use.

The renovation will only be the first floor, which is the branch library part of that three story building.

#### 10. Other Business.

NA

11. Executive Session: Mid-Year Performance Discussion with City Librarian

The public session was excused and the Commission went into executive session at 10:23 a.m. to discuss the mid-year performance of the City Librarian.

12: Adjournment

The public session was reconvened and with no further remarks the meeting adjourned at 11:34 a.m.

Minutes submitted by Bec Czarnecki on behalf of Laurie Mathews

## **Agenda Item 7**

Requested Action: Receive Report

### **Denver Public Library (DPL) Financial Report – 3rd Quarter 2020**

This report consists of unaudited financial statements of the Denver Public Library's General Fund and Special Trust Fund year-to-date activity for 2020. The purpose of the statements is to inform the Library Commission of DPL's financial activities and to demonstrate compliance with the 2020 budget approved by the Commission.

This report includes the following statements:

- Statement 1 shows the current 2020 budget, 2020 expenditures through September 30, and remaining 2020 budget categorized by type of expenditure. This statement includes both the General Fund and Special Trust Fund activity.
- Statement 2 shows the current 2020 budget, 2020 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 2020 and 2019.

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, 2020**

	<b>2020 Budget*</b>	<b>Year to Date Expenditures</b>	<b>Budget Remaining</b>
<b>Personnel</b>			
Salaries and Benefits	\$ 40,097,810	\$ 30,340,715	\$ 9,757,095
Training and Staff Recognition	459,900	83,655	376,245 n-1
<b>Total</b>	<b>40,557,710</b>	<b>30,424,370</b>	<b>10,133,340</b>
<b>Collection and Programs</b>			
Books and Other Collections	6,066,180	3,810,144	2,256,036 n-2
Central and Branch Programming	931,326	320,216	611,110 n-3
<b>Total</b>	<b>6,997,507</b>	<b>4,130,360</b>	<b>2,867,146</b>
<b>Furniture, Fixtures and Equipment</b>			
Technology Supplies and Equipment	1,873,482	1,468,993	404,489
Facility Operations and Maintenance	1,176,993	660,033	516,960 n-4
Furniture and Equipment	106,859	5,715	101,144 n-5
Leases - Buildings and Equipment	311,682	181,362	130,320
Safety and Security	27,418	9,555	17,863
<b>Total</b>	<b>3,496,434</b>	<b>2,325,658</b>	<b>1,170,776</b>
<b>Administrative and Support</b>			
Administrative	465,154	75,322	389,832 n-6
Office Supplies	430,859	268,445	162,414
Printing and Advertising	221,572	41,907	179,665
Postage	60,692	20,873	39,819
Official Functions	1,499	2,305	(806)
<b>Total</b>	<b>1,179,776</b>	<b>408,852</b>	<b>770,924</b>
<b>Total Expenditures</b>	<b>\$ 52,231,426</b>	<b>\$ 37,289,240</b>	<b>\$ 14,942,186</b>

\*The 2020 budget of \$52,231,426 consists of \$49,325,327 from the City General Fund and \$2,906,099 from the Library Special Trust Fund. The city has sequestered \$2,267,534 as part of the 2020 General Fund budget reduction and \$1,057,380 for 2020 General Fund furlough savings.

**Statement 2**

**Denver Public Library  
Expenditures by Function, Comparative  
For the period ending September 30, 2020**

	<b>2020 Budget</b>	<b>September 30, 2020</b>
<b>Function</b>		
Public Services	\$ 29,456,266	\$ 21,640,247
Collections	7,939,298	5,322,343
Facilities Management	4,625,246	2,339,685
Technology Services	3,792,484	2,801,077
Administration	4,941,850	4,245,461
Communications and Community Engagement	1,476,282	940,427
<b>Total Expenditures</b>	<b>\$ 52,231,426</b>	<b>\$ 37,289,240</b>

**Statement 3**

**Denver Public Library**  
**Special Trust Revenue, Comparative**  
**For the periods ending September 30, 2020 and September 30, 2019**

	<b>September 30, 2020</b>	<b>September 30, 2019</b>	
<b>Operational Activity</b>			
Equipment (copiers, printouts)	\$ 44,946	\$ 149,677	
Branch and Central Meeting Rooms	13,548	51,260	
Western History Photographic Services	27,839	36,322	
Lost Books and Collections	27,194	72,035	
Vending and Café	4,649	13,877	
<b>Total</b>	<b>118,175</b>	<b>323,171</b>	
<b>Trust Distributions</b>			
Caroline Bancroft Trust	7,243	22,343	n-7
Frederick R. Ross Library Trust	30,000	30,000	
<b>Total</b>	<b>37,243</b>	<b>52,343</b>	
<b>Friends Foundation Transfers</b>			
Special Use Fund	533,094	861,940	
Endowment	125,000	250,000	
Fundraising Events	200,000	199,126	
<b>Total</b>	<b>858,094</b>	<b>1,311,066</b>	
<b>Other Revenue</b>			
Investment Earnings	28,590	28,744	
Grants and Sponsorships	-	26,620	
Miscellaneous	8,469	(2,630)	
<b>Total</b>	<b>37,059</b>	<b>52,734</b>	
<b>Total Revenue</b>	<b>\$ 1,050,571</b>	<b>\$ 1,739,314</b>	

## **NOTES**

### **Statement 1**

As of September 30, 2020, approximately 71% of the budget has been spent. We are three quarters of the way through the year bringing us very near targeted spending to date primarily because over 75% of our annual budget lies in Salaries and Benefits. However, disruptions in service and the need to provide services to customers in very different formats is reflected throughout our budgetary reports as under or over spending in several of the non-salary lines. As we move into the fourth quarter, we are monitoring our budget more closely and have begun to reallocate funding to support continuity of operations to the extent possible. In response to economic conditions, the City Budget Management Office has reduced the library's 2020 General Fund operating budget by \$2,267,534 plus another \$1,057,380 of payroll for furlough savings.

n-1 – Training and Staff Recognition is 18% spent. Approximately \$160,000 of this budget is in our Special Trust Fund intended for staff recognition. Converting our biannual Staff Appreciation Day to a week-long remote event, will significantly reduce associated costs that we will roll over to 2021 for future use. Additional savings will also be realized in the General Fund and reallocated to more immediate needs this year.

n-2 - Books and Other Collections is 63% spent and is nearly caught up to normal spending patterns from a slower start this year due to COVID. The Collections department is working with Finance to encumber additional funds for electronic materials. We anticipate ordering for the year to be complete in November.

n-3 – As noted in previous reports, Central and Branch Programming will be significantly underspent this year as our in-person programming has been put on pause during COVID. Special Trust Fund budget in this line is related to grants for Plaza, After School Is Cool, NextFifty, and Early Childhood programming that is continuing to serve populations identified as those most in need; any funds unspent this year will be rolled over to the 2021 budget. Budget remaining in the General Fund is being reallocated to other needs in the library.

n-4 – Facilities Operations and Maintenance is just over halfway spent to date. However, funds are already set aside for year end maintenance, leases and common area maintenance for several branches, and projects such as upgrading to touchless fixtures in our restrooms.

n-5 - Furniture and Equipment will not all be spent this year. Much of this budget is being reallocated to other lines while our furniture replacement needs are reduced this year. Approximately \$50,000 of this budget will be used to install a service window and ADA ramp on the south side of Central Library to provide additional service to our customers.

n-6 - The Administrative line is mostly composed of undesignated Special Trust Fund budget that will be rolled over to 2021. \$120,000 of General Fund budget has been allocated here for additional touchless fixtures and will be spent before year end.

### **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**

Overall, revenue in the Special Trust Fund is below that of prior year due to COVID and declining economic conditions. Operational Revenue will take time to recover even after libraries reopen to the public again as it will take time for our spaces and services to be used to their potential.

n-7 – The Caroline Bancroft Trust distributions are behind schedule for this point in the year. The Finance department is connecting with the trust so we can plan our budget and operations accordingly.

**Agenda Item 8**

Requested Action: Approval

**DPL 2021 HOLIDAYS AND CLOSINGS****PAID HOLIDAYS**

New Year's Day	January 1	Friday
Martin Luther King Jr. Day	January 18	Monday
Presidents' Day	February 15	Monday
Cesar Chavez Day	March 29 ( <i>observed</i> )	Monday
Memorial Day	May 31	Monday
Independence Day	July 5 ( <i>observed</i> )	Monday
Labor Day	September 6	Monday
Veterans Day	November 11	Thursday
Thanksgiving Day	November 25	Thursday
Christmas Day	December 24 ( <i>observed</i> )	Friday
New Year's Day	December 31 ( <i>observed</i> )	Friday

**UNPAID CLOSINGS**

Furlough Day	May 28	Friday
Independence Day	July 4	Sunday
Furlough Day	September 3	Friday
Booklovers Ball (Central only)	TBD	TBD
Thanksgiving Eve (Close at 4pm)	November 24	Wednesday
Furlough Day	November 26	Friday
Furlough Day	December 23	Thursday
Christmas Day	December 25	Saturday
<b><i>New Years Day</i></b>	<b><i>January 1, 2022</i></b>	<b><i>Saturday</i></b>



## **Agenda Item 9**

Requested Action: Approval



### **Reconsider Branch Name Project**

Reconsidering a library branch name will require a thoughtful plan that informs and engages the community. Libraries are hubs nestled in neighborhoods that are part of the fabric of communities - we are trusted spaces that people feel a special connection to. We know change can be challenging under any circumstance but the pandemic and social injustice, long outstanding but being recognized more widely now, will add another layer of complexity to renaming a branch. The Denver Public Library is committed to engaging the community through an inclusive process that demonstrates our commitment to being a part of the communities we serve. Here is our approach to reconsidering branch names Denver Public Library.

### **Branches that should be considered for renaming:**

- Barnum
- Byers

### **Why do we need to rename branches?**

In the last two years, Denver Public Library has been working on a new strategic framework to serve our community in the next ten years. As part of this effort, a new vision, mission and values were developed with involvement from staff, partners, commissioners and community. We are guided by our core values which are:

- Welcoming everyone
- Fostering curiosity
- Strengthening connection
- Challenging inequity
- Honoring public trust

These values guide our work daily and have helped us establish our priorities during the pandemic and social unrest. As we learn more about society's challenges, we remain curious and ask ourselves how we can be part of the necessary change to create a strong community where everyone thrives.

We understand that a name change is a small effort but we believe incremental efforts can lead to bigger changes. Our team researched branch names and found disturbing information that doesn't support our vision, mission and values. It's for this reason, Denver Public Library is launching an effort to rename select buildings.

## Stakeholders

The Denver Public Library will need to engage a variety of stakeholders in each neighborhood. The stakeholder list will vary from neighborhood to neighborhood. Here is a list of stakeholders to consider:

### City & County of Denver Government

- Mayor's Office
- City Council Members & other appropriate elected officials
- Community Planning and Development
- Branch staff
- Other library staff

### Neighborhood Level

- Library customers
- Residents including:
  - Youth
  - Older adults
  - Residents who speak other languages
- Community leaders
- Local schools
- Community organizations (non-profits, registered neighborhood organizations)
- Local businesses
- Elected officials (state representatives)

## Engagement

There are several ways we can approach engaging the community. This effort will depend on the surrounding community but should include:

### Discussion with key stakeholders

Including key stakeholders such as the City Council representative, City administration and other community leaders in an initial conversation is important to gather support. The discussion should include reasons for the name change, process and how decisions will be made.

### Develop Community Committees

A committee chaired by a Commissioner should be established for each branch. This will ensure a variety of voices are at the table. Each committee should include library representatives and local community and business representatives from the neighborhood.

To create the committees, the library will work with key stakeholders to gather names of individuals who can participate in the committee. The committees will work with the library to help engage their prospective communities in the renaming process and put forth final recommendations to library leadership and library commission.

## Community Engagement

After the initial discussion with key stakeholders and the creation of a committee, we will need to involve the overall community. This step is necessary and important to ensure that members of the community feel connected to the branch and the new name.

- *Request for Branch Names* - The Denver Public Library will need to launch a campaign to get name recommendations virtually and in person from the community. Examples include:
  - Set up an email for the community to send recommendations.
  - Create a bilingual Google form that allows for input and the why.
  - Have a drop box at the branch for people to drop off paper recommendations.
- *Solidify Branch Names* - The committee will review submissions and develop a list of final names. The committee will work with library staff to gather history and any necessary feedback to determine future branch names are appropriate. Library leadership including the Library Commission should approve final names before a community vote.
- *Community Vote* - Put forth three final options to the community and develop an outreach campaign for voting.

Ideas for engagement include:

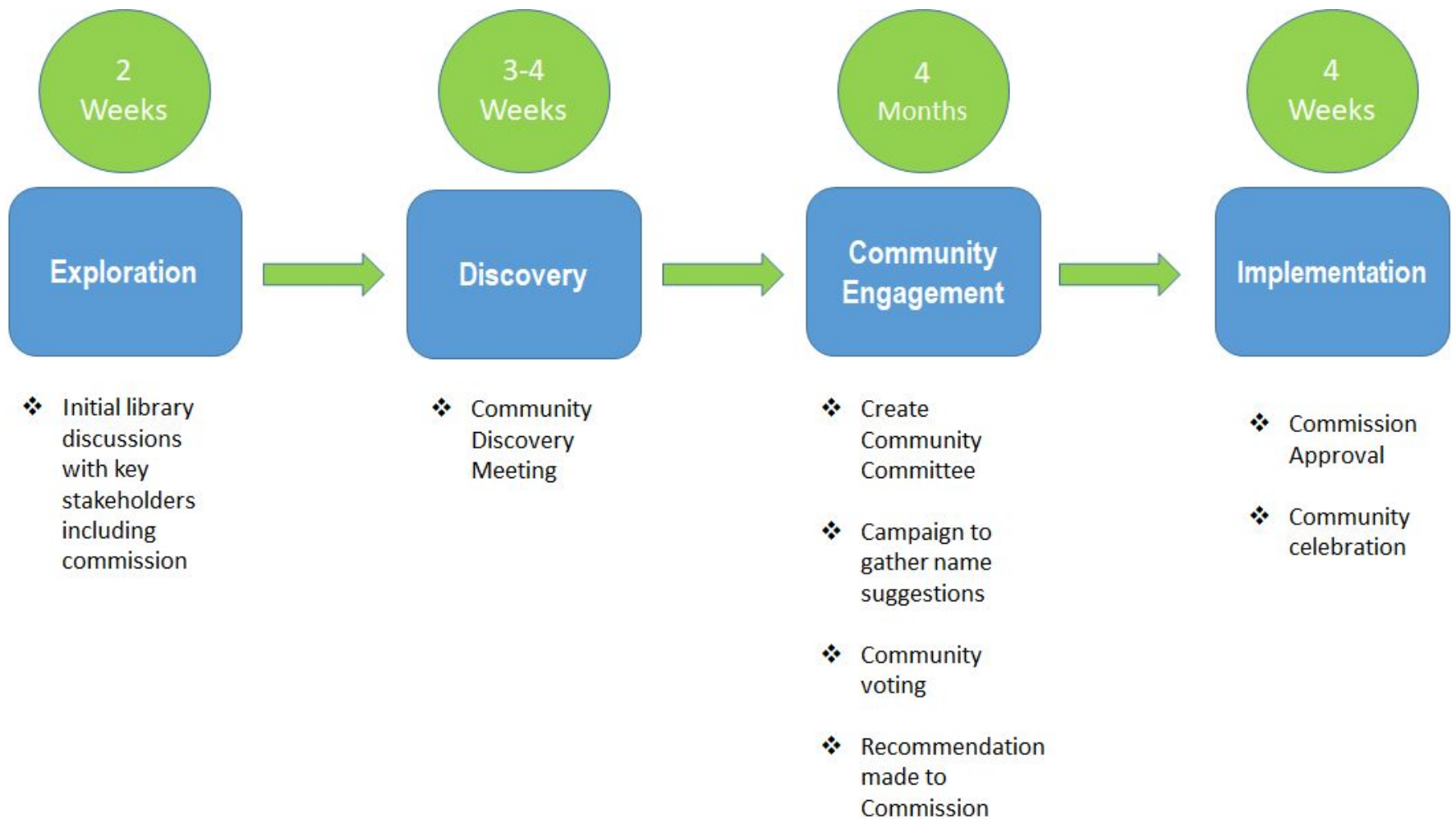
- Engage local high school students with a class project or voting opportunities
- Attend back to school nights to inform and engage.
- Attend local events with voting booths to gather votes.
- Create a bookmobile stop tour around the community to give people an opportunity to vote.
- Develop a social media campaign with targeted ads in the appropriate zip code to gather name ideas and encourage voting.

## Final decision

After voting is complete, a final branch name will be put forward to the commission for final approval.

## Renaming Ceremony

After the commission approves the new branch name, a community celebration will take place at the branch. This will give us an opportunity to celebrate the new name but also welcome new people into the branch. The celebration can include tours, how to access our resources, programming during celebration to demonstrate what we offer, etc.



**Agenda Item 10**

Requested Action: Receive Report

**October 2020 City Librarian Report**

[October Library Update](#)

[Central Library](#)

[Collections, Technology, & Strategy](#)

[Communications & Community Engagement](#)

[Equity, Diversity and Inclusion](#)

[Finance & Facilities](#)

[Human Resources](#)

[Neighborhood Services](#)

[Stories of Impact](#)

## **October Library Update**

### ***Budget***

In mid-September, we presented the Mayor's proposed 2021 library budget to City Council. To reduce service impacts and avoid layoffs, the library budget reduction proposed by the Mayor's team was decreased from 11.65% to 8.2%. That change was all in the personnel budget. Once the Citywide staff furloughs are included, the full reduction to the library's budget would be 9.8%. 2021 furloughs will range from 4-9 days depending on an employee's salary and will include some fixed Citywide dates and some flexible options. There will be no merit increases for 2021.

By the October Library Commission meeting, City Council is expected to respond to the Mayor's proposed 2021 City budget with requested changes.

### ***Renovation Updates***

#### **Blair-Caldwell**

Community engagement work is the focus for the remainder of 2020 with construction documents, bidding and permitting taking place in 2021, construction beginning in 2022 and the library hopefully reopening by the end of the year. We just finished a series of stakeholder design workshops. Internal meetings are starting to take place as well to look at security, staff spaces and more.

#### **Byers and Smiley**

Construction continues to be on track. The interactive early learning piece designed by the Children's Museum for Byers is getting fabricated now. Both libraries are historic landmarks so exterior changes such as new book drop designs require review and approval.

#### **Central Library**

The design team is working on 100% construction drawings. The base bid, with Elevate Denver Bond and other City funds plus funds raised by the DPL Friends Foundation as part of its Story Still to Tell campaign, will include the new Children's Library and Large Program Space, reimagined public restrooms on all levels, a new all gender restroom on the first floor, elevator upgrades, ADA improvements, deferred maintenance, external work at both entries, and four new meeting rooms. With funds in hand already, this is a terrific project with much needed changes for the building and community.

There is a new construction schedule, which takes advantage of the COVID-19 library closure and expedites the construction schedule, saving money that will allow for additional improvements. If we raise more funds, we will reassess plans including the schedule so we can incorporate additional work into the design and construction. Two early bid packages - elevators and public restrooms - are moving along and we still expect full construction to start in the first part of 2021.

We restarted the public art process with the Denver Art Museum and Denver Arts and Venues in September. An RFP has been issued with initial applications due mid-November. This is an exciting project for an artist or set of artists with a combined budget of approximately \$600,000.

### ***Latino Awards - Recipients Announced***

Every year, Denver Public Library honors three individuals who have made a deep and lasting impact on the Latino community with its annual [Latino Community Service Awards](#). The award winners are selected by a committee consisting of library commissioners, community members and staff. This year's award winners are: The Lena L. Archuleta Community Service Award: Angela Cobián, Eric J. Duran Community Service Award: Jesse Ogas, The César Chávez Latino Leadership Hall of Fame Award: Emanuel Martinez & Guadalupe "Lupe" Briseño

Read more about the recipients [here](#).

### ***Denver Public Library Bookmobiles & Outreach - Upcoming Dates***

Our Bookmobile team continues to conduct outreach across the city. We recently expanded our schedule to include stops at Older Adult facilities and are continuing to visit DPS grab and go meal sites and other community hubs. Check out our schedule of upcoming outreach events [here](#) and please share this information with others.

### ***New Social Distanzine***

We'd like to introduce [Social Distanzine](#), a small online publication of art, writing, and other creative works that reflect our lives in the time of COVID-19. This inaugural issue is composed of works from our staff and we hope it will inspire the community to join us in making and creating.

Submit work to Social Distanzine [here](#). Learn more about what a zine is [here](#).

### ***Census Support***

The library performed a wide variety of activities to promote Census 2020 including flyers and bookmarks in multiple languages, posters, adding reminders to check out slips, in newsletters and on social media. We also worked with MSU faculty on Census-focused sessions and tried to reach traditionally undercounted populations such as children under five and immigrants and refugees. During the pandemic, we had Census Mobile Questionnaire Assistants onsite at 8 locations. DPL staff were heavily involved in both the State and City Count Committees.



### ***Voting Support***

16 libraries will be supporting voter registration. The project, which is being done in partnership with Denver Clerk and Recorder's Office, is marshalling a variety of resources to help spread accurate information about voter registration, voting deadlines, and polling place locations. Much like supporting the Census, we're creating collateral with information about key dates and ballot drop-off locations. We also have one polling site and multiple ballot dropoffs on site.

## **COVID Response**

### **Executive Summary**

We know our community is anxious to get back in our doors. We are continuing to plan a phased approach to reopening with the health and well being of our customers and staff top of mind. All of our locations with the exception of Smiley and Byers, which are currently in construction, are now in "stage 3" of reopening, providing limited in person services to customers such as curbside service and outdoor computing. We were very close to moving some of our locations to "stage 4" of our reopening plan.

Due to rising COVID-19 numbers in Denver, there is a strong likelihood that the City may move to Level 3:High Risk on the [Statewide COVID-19 Dial Dashboard](#). The Statewide COVID-19 Dial Dashboard tool is what we are using to help us make decisions about moving between Stages. Denver's move to Level 3 is not guaranteed at this time but trends indicate that we are headed that direction. Based on this information and a conversation with the Mayor's Office and other City agencies, we made a decision to postpone moving to Stage 4 the week of October 12th as planned.

During stage 4 we will reopen some branches to the public with limited capacity and hours. These branches will continue to offer curbside services when the buildings are not open while our other locations will continue to offer exterior services. Based on public health trends, we hope to continue to phase in reopenings of our branches after our initial branches open to the public. Until it's safe we will not be doing indoor in person programs. We'll continue virtual and phone programs as well as outdoor outreach for now. The curbside service will continue even as we fully reopen as it's popular and eliminates barriers for people.

Staff continue to demonstrate resilience, grace and ingenuity during a very challenging time facing multiple crises. For that and much more, I am most grateful.

### **Divisional Reports**

#### **Central Library**

The *Community Resources* team is supporting customers experiencing life challenges via street outreach services and connection to people spending time outside of and near our branches. People continue to struggle, those who have been living outside are being moved around the city and cannot find stability; many are new to the streets. DPL has applied for a Caring 4 Denver grant (awards to be announced in December). This grant will provide two grant funded positions to tie the work of Community Resources, Digital Inclusion, and Mobile Outreach together to provide tech support for mental health, substance misuse, and other wellness support via DPL vehicles, peer navigation, etc. We continue our collaboration with DDPHE to provide additional resources to the community.

The *Central Children's Library* staff continue to support Mobile Services by helping with outreach at DPS lunch sites, piloting outreach to students using personal vehicles, and learning to drive the large bookmobile. Staff are also expanding our Welcome to Reading Kits system-wide. These kits contain books, tips and an activity making it easy for caregivers and



library staff to quickly find excellent, engaging books with diverse representation to support new readers in K-3rd grade.

*Western History and Genealogy (WHG)* continues to balance our work from home projects with some work with our collections at Central Library. This quarter has seen the conclusion of our four year project to renovate the sixth floor, most recently with additional compact shelving and a number of large map cases for our over-sized materials. We have also begun to offer some programming including an upcoming session on researching house histories, which continues to be one of our most common type of reference questions. In November we will submit a grant with the State Library to the Council of Library and Information Resources (CLIR) to begin to digitize the Rocky Mountain News and make it freely available through the State Library's historical newspaper collection.

*Books & Borrowing* librarians now offer CAAT (Collection Access and Advisory Table) services outside the Central Library in coordination with other Central Library departments. This walk-up service provides customers a safe, socially- distanced opportunity to engage with knowledgeable library staff about their next great read, watch or listen. Customers can request retrieval of items from Central's stacks at the CAAT and also can select from a variety of pre-made Grab and Go bundles comprised of books, movies and music from the circulating collection. Online programming and advisory services continue, along with generation of Litline and Adult Phone-a-Story content.

Improvements to curbside holds pick up at Central include installation of a voice doorbell to better manage entry to the hold pick up vestibule, improving safety for customers and the staff offering hold pick up service. Prospector reconnected with MOBIUS in September, expanding resource sharing options for DPL customers.

*Community Technology Center* staff launched virtual [tech help appointments](#). Customers call or email to schedule an appointment, which can be filled over the phone or online with video chat and screen sharing. Tech topics range widely - so far, people have gotten help with questions ranging from how to download eBooks to how to get started in Google Docs. CTC staff provide outdoor tech times at Central, and ideaLAB staff coordinated employees from across DPL to continue sewing face masks for the Community Resources team to give to people in need.

*Reference Services* continues to staff [AskUs chat reference](#) which provides 24/7 availability to customers, averaging 1601 chat sessions per month and 807 email/chat follow up tickets per month. Chat use is up 39% and email use is up 41% over 2019 monthly averages. The monthly average for chat sessions during the closure alone is 1726. Librarian Lauren Seegmiller was selected to write a chapter on virtual reference for a forthcoming PLA textbook. Bizboost, Nonprofit, Patent and Student one-on-one appointments have moved online. When we first closed for COVID-19, appointment requests dropped about 50% but they are starting to build up again as we are now able to take advantage of increased promotion through virtual outreach. We're currently down 38% from the 2019 monthly average for appointments across all topics. Bizboost is growing fastest, now only down 29%. Since the library closure the Student Services team has made five virtual classroom visits to provide instruction to 221 middle and high school students. With PEN America, we co-hosted three public online programs focused on media literacy with 185 attendees. Ross and Robin have offered three additional media literacy e-workshops since the closure with 99 attendees. We continue to

work with a system-wide team to provide public phone service for the main Switchboard and Central departments, with greatest use in Reference Services followed by Western History/Genealogy. Staff mostly working from home have answered an average of 2547 phone questions monthly during the closure. We've continued to develop and provide online versions of reference skills staff trainings, including Reference Roundtables focused on Mile High United Way's 2-1-1 online database of community assistance resources, the Colorado PEAK website, and the Denver Human Services website to better prepare staff to address questions from anticipated increases in customers experiencing economic distress.

### **Collections, Technology, & Strategy**

The *Strategy and Evaluation* team is working diligently to move forward the next steps of our Charting the Course strategic planning. In late October our Values in Action teams, which consist of staff from throughout the system, will be undertaking a retreat to create plans for each of the indicators we've identified. The team also continues to work with staff to measure our various services, creating data dashboards to help our leaders understand what's happening in the library and make decisions.

The *IT* teams continue their standard work of helping staff troubleshoot problems, especially working remotely, and hardening our systems. In addition, they are focusing on helping branches prepare for opening, and projects such as coordinating a longer-term Work From Home procedure, building out Customer Relationship Management tools, improving the efficiency and user experience of our websites, and rethinking the home page.

From a *Digital Inclusion* perspective, we continue to offer outdoor access to Chromebooks and the Internet at many of our locations. This critical service is the only way many people in our community can access the Internet. Additionally, we are partnering with the Denver Economic Development and Opportunity office on two exciting projects. One will bring together a variety of local partners to create a Digital Equity Plan for the City and County of Denver. The other is providing CARES funds that will allow us to begin circulating chromebooks, and increase the number of hotspots we are able to circulate, focusing on people in our community who are looking for work.

The *Collections* team continues to process the large amount of physical materials that continue to come in, ensuring people can access them as much as possible during COVID. In addition, we will be expanding our curbside bundle project. Thirteen locations participated in the pilot - it was a big success and we've been able to connect customers with 1,700 bundles. In late October that project will expand to all of our locations.

### **Communications & Community Engagement**

The CCE team continues to stay busy preparing for the fall. Our *Communications* team has been focused on supporting the Stage 4 preparation efforts. The team has developed a plan to push out the information to the community in different ways and continues to consistently work to update the Mayor's Office and City Council members on our efforts during COVID.

The *Communications and Marketing* teams have been focusing their efforts on Hispanic Heritage Month by highlighting different services and programs using different avenues (website, social media, newsletters, partnerships, advertising, etc). This team also worked on our annual [Latino Awards](#) highlighting Latino leaders for their extraordinary efforts to uplift our community. An

advertising buy on KUVU promoted the winners during Sept/Oct. This effort also included the creation of a virtual Latino Dance Party in partnership with Raices Brewery targeting the younger generation of bilingual individuals. In addition, in partnership with Museo de las Americas, we are supporting a free day at the Museo geared toward Spanish speaking families. Our bookmobile will be giving away free books to attendees at this event. Lastly, the [Engage! Magazine](#) featured a few stories that celebrate Hispanic Heritage Month.

As we approach the end of the year, we are working on implementing an advertising effort that will target communities of color and older adults. Ad buys on digital platforms and radio will be rolled out in the next 2 months. We are exploring some newspaper and television opportunities as well. We also just released an RFP for a language access plan that will provide an implementation plan based on industry standards.

Our *Outreach* team continues to find ways to expand our reach via our bookmobiles. We continue going to local schools, rec centers, local organizations and recently began visiting older adult facilities. During our visits, we have given away free books and checked out book bundles. To date, we have made 12,899 contacts, given away 27,402 books and 6,460 waters during COVID.

Our *Partnerships* team has also been busy. To date, our small but mighty team has submitted \$1,510,000 worth of grants and have received 9 grants for a total of \$831,325. We are also exploring how community engagement work should continue given COVID. We will be hosting a discussion with partners (Listening, Learning & Responding) in November on healthy and safety. We have completed a 5 year strategic partnerships plan that will be rolled out to the staff in November and our IT department has launched efforts to create a CRM for our use that will increase efficiency and collaboration.

Finally, this team has had a few personnel changes. Two members of our team retired in late August and Ozy Aloziem transitioned into a new role at the library. We also welcomed our new Marketing Manager, Danielle Brooks.

### **Equity, Diversity and Inclusion**

At the end of September we hired our first Equity, Diversity and Inclusion Manager, Ozy Aloziem. Ozy joined DPL in December as the Community Connections Program Coordinator and has been leading the Building A Pipeline of Community Connection, DPL's grant project examining equity in the library workforce funded by the Institute for Museum and Library Services. In addition to her new role at DPL, Ozy serves as a racial equity & racial healing consultant for several organizations across the nation. Ozy is a social work scholar who is deeply committed to collective liberation and social justice. She has been the lead researcher for several projects in over four countries and has presented at countless research conferences in various disciplines. Ozy received her MSW from the University of Denver's Graduate School of Social Work in 2019, where, among several other prestigious awards, she was awarded the University of Denver's Graduate School of Social Work's Jean Peart Sinnock award - the highest honor given to a graduating social work student, for her antiracist research and advocacy.

Ozy has officially been in this role for three weeks and is learning more about the organization. In those three weeks, she has been working with the Strategy and Evaluation team to determine indicators for measuring internal equity. As a member of the Charting the Course

project team, she will be joining our Values in Action Teams at a strategic planning retreat at the end of this month to create plans for the indicators we've already identified and will be providing training around how equity should be embedded in this process.

Ozy has transitioned from Project Coordinator to Project Director of the IMLS grant project. This project's goal is to explore how libraries can build and support internal cultures representative of the communities they serve, creating replicable staffing models that foster diversity, equity and inclusion and value lived experience and authentic community relationships as qualifications. We hope to better understand effective strategies to reshape our workforce so it reflects the diversity of the community. Project activities include conducting an environmental scan with a national steering committee; engaging a research and evaluation consultant to interview staff with a variety of backgrounds, researching best practices and making recommendations; convening a national symposium; and ultimately, creating a report establishing recommendations for this work in the library community. The outcome of this work will be a widely disseminated report of findings with a menu of recommendations and immediately actionable steps that libraries can take to increase the inclusivity of their work environment.

Ozy has finished collecting data for the national environmental scan of public libraries across the nation as it relates to EDI and workforce development and is now in the process of analyzing that data. She has been presenting grant updates to various internal and external groups so that staff remain informed about the status of this grant project as well as future EDI efforts. As an additional component of the grant, she is working to create a culturally responsive wellness model that organizations can use to promote wellness as an integral part of an inclusive organization. She has brought on an intern from the Graduate School of Social Work at the University of Denver to support the completion of the grant project.

The research consultant we brought in to conduct interviews with current and former historically underrepresented staff is finalizing her report and shared her findings during a recent meeting with DPL's Executive Team and Equity, Diversity & Inclusion committee. This research consultant will also be analyzing the results of the Staff Perception Survey that was conducted in 2019. She will be creating a summary report of findings as well as a comparative report comparing the two sets of data. Ozy will be working with the E-Team and the EDI Committee to create a strategy around what to do next with the rich qualitative and quantitative data we receive. Ozy is working with our Resource Development Officer to apply for additional grant funding to continue supporting our EDI efforts for the next two years. An initial grant proposal was sent at the beginning of this month and we are awaiting feedback to see if we make it to the next stage.

Ozy is connecting with EDI managers across the nation in order to learn more about the work they are doing at their respective libraries as well as to receive any advice they might have as she continues to transition into this role. She is in the process of creating a national EDI managers cohort for individuals in EDI manager type roles at libraries across the nation. As there are only a few individuals in these roles so far, she hopes to use this as an opportunity for cross-organizational support, mentorships & learning.

We are aware that these are particularly precarious times and continue to think about how to respond and support our staff through what we're facing. Ozy has been working with individuals

in HR and on the EDI committee to determine strategies for supporting our staff, focusing on our most historically underrepresented staff. We've continued holding twice monthly collective care circles for staff who identify as Black, Indigenous and People of Color. In response to recent events we held two additional care circles in September. Early this summer, Ozy worked with our HR department to create a survey examining staff wellness needs and barriers to accessing our Employee Assistance Program that is accessible for free to all staff. She is now working with an internal team to bridge some of the gaps identified in the survey. Given the likelihood of ongoing trauma and uncertainty in our world, we are working to identify trauma-informed resources and supports for our staff as well as working to find ways to provide trauma informed supervision training to our managers and leaders.

### **Finance & Facilities**

The *Facilities team* has been busier than ever during COVID, and we do not see this pace slowing any time soon. Preparing for branches moving into Stage 4 is occupying much of the team's time to research public health recommendations, collaborate with city partners, procure supplies and equipment, and distribute and install the products. Custodial distributed free standing hand sanitizer dispensers to the first eight branches scheduled to open, and all library locations now have electrostatic sprayers for more thorough disinfecting. After a noticeable gap on our team, we are excited to welcome two new HVAC mechanics! They are continuously monitoring our ventilation systems to circulate as much fresh outdoor air as possible while maintaining comfortable temperatures inside the buildings. Maintenance has also been working hard to install touchless fixtures in the restrooms of the first eight branches scheduled to open. Through a Coronavirus Aid, Relief, and Economic Security Act (CARES) grant, the library received \$105,000 to purchase and install touchless fixtures in our facilities; we will supplement this with operating funds to upgrade as many restrooms as possible before year end.

*Finance* has concluded our 2021 budget preparation through our final presentation to City Council just a few weeks ago. While we are anticipating reductions in our operating budget and staffing next year, the impacts are expected to be less than when we started the process this spring. We also know that our Full Time Equivalent (FTE) reductions will not include permanent abolishment of positions, but will be just temporary freezes of vacant positions. City Council is reviewing all budget proposals and the budget will be appropriated in late November. Internally, our Budget Team is working with all DPL managers to finalize our service inventory and develop a list of operating efficiencies we are calling *Bold Ideas*.

We are also thoroughly reviewing the operating budget and reallocating funds to ensure we are accomplishing our system-wide objectives and make the best use of our limited resources. Also, related to reopening to the public, Finance drafted procedures for safely handling customer payments during COVID.

*Security* completed our annual citywide continuity tabletop exercise last week. DPL has three Agency Continuity Coordinators that attended the event reviewing the City Continuity of Government and Emergency Operations plans, walking through our response and service recovery plans, and reviewing lessons learned from our COVID experiences. The library's Continuity Of Operations Plan (COOP) is being finalized and we will sign off in December; the plan will continue to be updated quarterly. The Security team is also providing support during the current housing crisis. We are seeing impacts at our inner city locations most and this brings about many challenges for neighbors, staff and unhoused community members. We are

also monitoring ongoing protest activities at the State Capital, and are working closely with Central Library staff to ensure the safety of our staff working outdoors and our customers during these events. Our team also continues to provide training on Narcan use, First Aid/AED, and verbal de escalation in a socially distanced format.

### **Human Resources**

Fall is typically a busy time for Human Resources, and 2020 is no exception. The *DPL HR Operations team* has been preparing with the City's Benefit Department for Open Enrollment, running through October 30, 2020. This team has also recently completed a transition to the City's ATS (applicant tracking system) which will allow for efficiencies in position management as well as one interface for candidates and employees from application through to hire and onboarding. Fall is also performance review time and the HR team will be supporting staff and supervisors through the review process, encouraging staff to foster a spirit of appreciation and understanding for one another as we prepare for these annual evaluations.

As we look to reopen our buildings and allow customers back in our spaces, the *HR Learning team* has been partnering with staff across the library to create and roll out training specific to the return to building needs, ensuring employees understand expectations at the different phases before they and customers return to library spaces.

In addition, this year presented an opportunity to pivot our Staff Day festivities. In previous years, we have held an in-person, all-day event for employees to learn, connect and be recognized. However, in 2020 the Staff Day Team, led by our HR Learning team, has flexed and moved to a virtual month-long celebration and recognition event for our staff. The Staff Appreciation Event will focus on connection and caring and will feature staff nominated awards associated with each of our values, as well as the employee of the year nominees and winner. This event will include on-demand and virtual wellness opportunities for staff centered around self-care. These opportunities include meditation access, yoga and a mindfulness series and sessions with topics such as Coping with Pandemic Anxiety as Kids Return to School, Resiliency - Honing This Critical Life Skill, Secrets to Self-Motivation, and Managing Heightened Emotions and Anxiety in the Workplace. The team has also organized times for staff to hop on Google Meet or Zoom and connect with one another; the topics include Pet Show & Tell, New Hire meet-up, and open chats. In addition, the Staff Appreciation Event will recognize employees achieving years of service milestones in 2020. The team is excited to facilitate connection and recognition of our amazing DPL staff through this event, especially during this stressful and uncertain time.

### **Neighborhood Services**

#### *Branch Services*

Branches continue to provide curbside services at all of our locations with some locations piloting a new [bundling service](#). Snack service and outdoor technology access continue at some locations. Neighborhood Services managers have been working closely with branches that will be moving to Stage 4 in October. They are very appreciative of the seniors working with IT and Facilities to move computers and furniture. Seniors have been creative in furniture placement including pc placement in order to insure we can accommodate as much tech access as possible. The managers have also been visiting area libraries such as Douglas County, Bemis, Boulder, Jefferson County, Carbondale and Arapahoe to speak with staff and learn how their reopenings are working.

Progress on the Byers and Smiley renovations continue with finish dates pushed out to December or possibly later. A group of [24 community members are engaged](#) in helping us reimagine the Blair-Caldwell library through a series of workshops with a local community engagement consultant, [ZoZo Group](#). Simultaneously, the [Handprint Architecture](#) firm has been meeting with staff getting their early input to the redesign.

### *Youth Services*

Youth Services redirected in-person programming resources to create take-home kits for youth and families to use in their homes. Yanira Duarte, Summer of Adventure lead, repurposed materials to create summer craft kits. She worked with ideaLAB staff, who designed accessible instructions in English and Spanish. This provided 60 craft kits to each library location, as well as to outreach, for a total of 1500 kits. These were nail polish washer necklace kits, paper crown kits, and mazes in a CD case kits. All kits were distributed within about a week.

Youth Services began distribution of Early Learning and Maker Literacy kits in September. Early Learning kits were developed with support from Denver Preschool Program that was originally to support in-person Little University programming. The kits included several activity ideas and all of the supplies for families to complete them together. Of the 425 kits distributed through Little University locations and the Bookmobile, only 33 are still available! Thus far, we've assembled 3550 Maker Literacy kits. Maker Literacy kits are giveaways, designed to support literacy development as well as creativity at home. Using funding from the Luff Family Foundation, ASIC (After School is Cool) designed five ASIC to go kits for distribution to youth at ASIC locations. 220 of each kit will be produced, for a total of 1100 kits. The kits are designed to provide ASIC experiences safely at home. Each includes a book, and the kit themes are being active, exploring outdoors, cooking, tactile experiences, and drawing. We are currently assembling another 2100 kits funded by the Rose Foundation.

### *Cultural Inclusivity Services*

As we know, COVID-19 has created many new barriers for our participants, as these new obstacles appeared, others suddenly were removed. Transitioning to virtual programs has allowed participants to take advantage of our services without having to travel to a library, at hours that are convenient for them. At the end of March the CI team shifted gears and started working on a plan to provide our signature Plaza program in a virtual environment. We created virtual conversation tables and virtual citizenship study groups. As the popularity of the groups grew the team started adding new days and times. Additionally, to accommodate participants that could not meet during those times, CI added virtual one on one appointments to help participants with whatever they needed.

As we began connecting again with our customers we noticed that a lot of participants were missing an opportunity to just connect with one another. Our Activity Leader Kalid Al-Rajhi was quick to pick up on that and suggested we do a virtual social hour to create a space in which participants could relax and connect which is something that COVID-19 has made difficult.

Another big gap that the CIS team is helping fill is providing virtual homework help. Our participants can set up a one on one appointment with one of our Activity Leaders that will help them with questions related to their school work.

Since we began providing virtual programming we have assisted 639 folks through our virtual groups, both English and Citizenship study. We have had 764 one on one appointments which breaks down to 191 citizenship, 210 English, 296 homework help, 67 other. Most importantly we have been able to keep our Activity Leaders who are the backbone of our Plaza program employed during this time.

### **Stories of Impact**

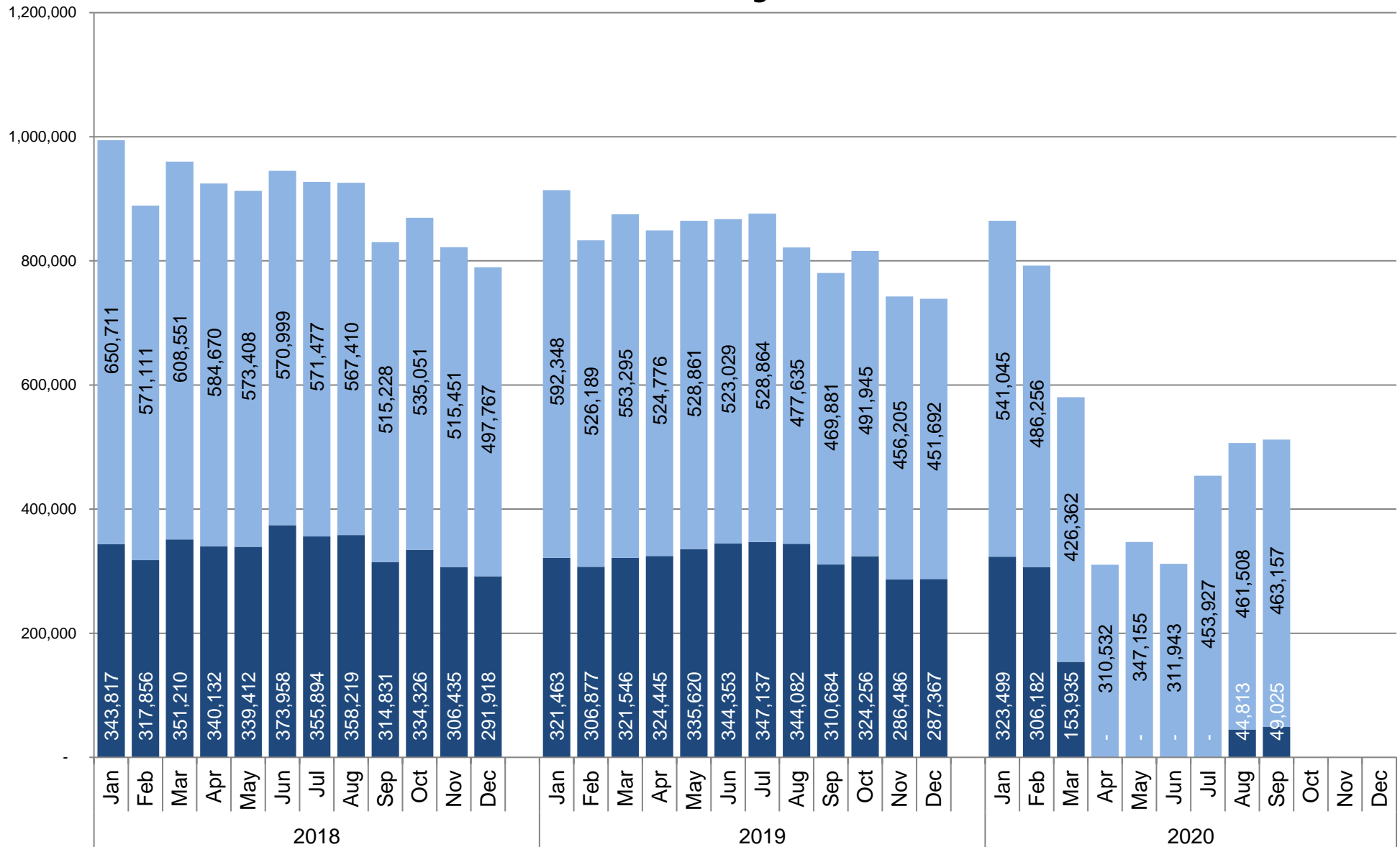
"Laurie S. helped a customer over email who wanted to learn how to download an eBook. The customer replied, 'Thank you. Between my 14-year-old granddaughter's encouragement to try and your instructions, I managed to check out my first library Kindle book successfully!'" - submitted by staff via Stories of Impact

"I consider you and all the library staff to be essential workers! I'm not sure how well I, and many of my friends and family, would be handling this crazy situation if not for the library and the ability to borrow via Libby, etc. Thank you for all you do!" - customer comment via Ask Us Chat



# Denver Public Library Total Visits By Month

Online  
In Person



➔ All DPL locations closed on March 16, 2020 in response to COVID-19. Curbside services began July 7, 2020.

➔ 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, from Google Analytics

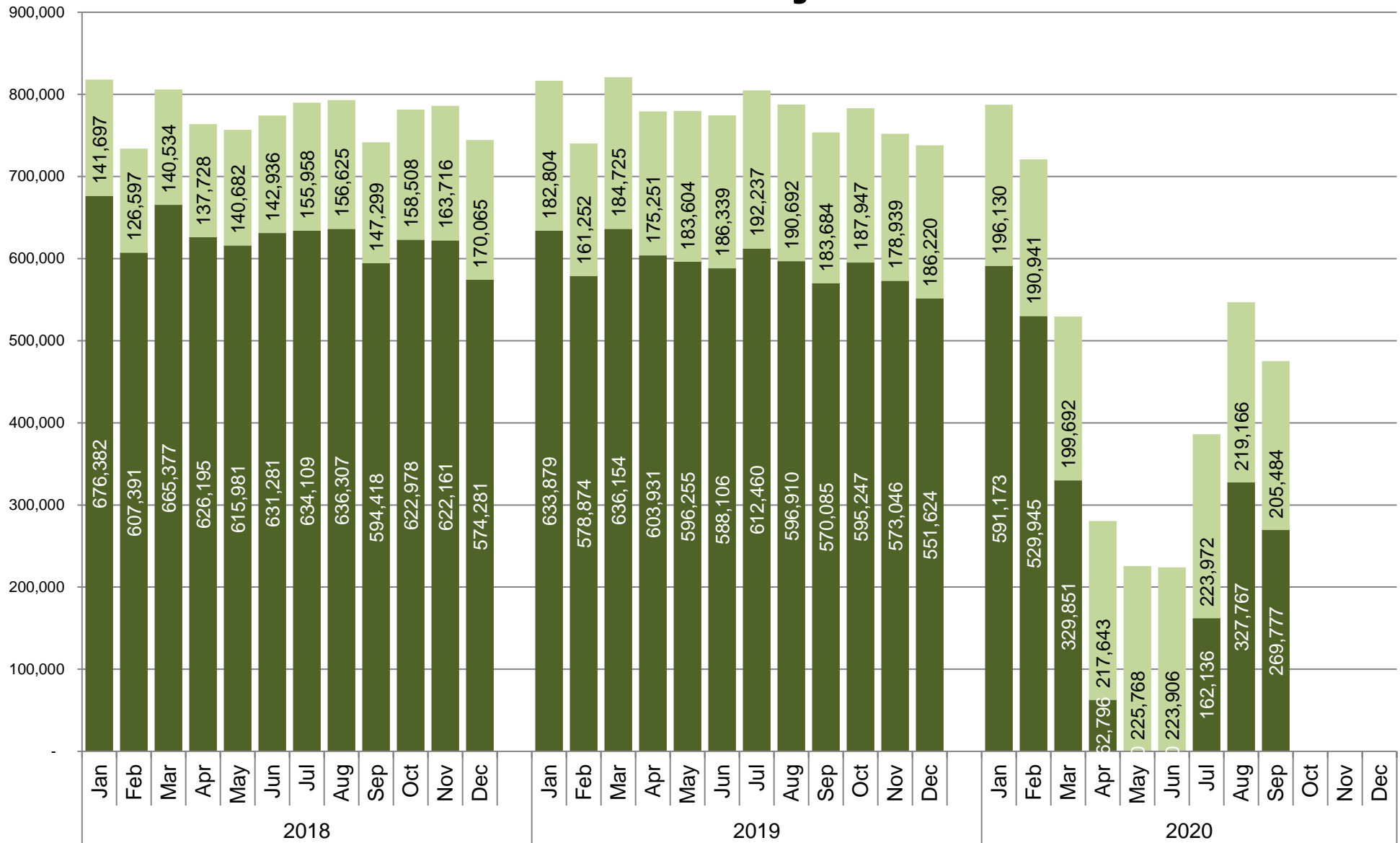
**In Person visits** - total door count from all locations, as collected by Trafys doorcounter system.

# Denver Public Library

## Total Circulation By Month

Downloads

Materials



➔ All DPL locations closed on March 16, 2020 in response to COVID-19. Renewals of physical materials can still accumulate.

➔ Curbside Services commenced at all locations on July 7, 2020.

➔ 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.

➔ MacMillain publishers ebook embargo (limiting libraries to a single copy of any title for the first eight weeks after publication) took effect on November 1, 2019.

**Downloads** - total downloads, including electronic books, movies, magazines, and music, as reported by CDO

**Materials** - total circulation of physical materials at all locations, including auto-renewals from Polaris ILS

# Denver Public Library

## Monthly Circulation by Branch

### September 2020

Location	Total Circulation	+/- Previous Month	2020/2019 Year/Year	YTD Y/Y
Athmar Park	2,983	↓ (651)	↓ (4,245)	-60.6%
Bear Valley	11,229	↓ (1,663)	↓ (15,126)	-60.8%
Blair-Caldwell African American Research Library	3,183	↓ (1,050)	↓ (5,368)	-61.8%
Byers	537	↓ (698)	↓ (2,162)	-65.4%
Central Library	30,758	↓ (13,814)	↓ (49,120)	-60.3%
Decker	9,083	→ (163)	↓ (5,301)	-50.8%
Eugene Field	11,611	↑ 234	↓ (9,714)	-59.7%
Ford-Warren	6,540	↓ (1,584)	↓ (6,490)	-55.7%
Green Valley Ranch	10,156	↓ (3,138)	↓ (14,485)	-61.9%
Hadley	3,947	↓ (944)	↓ (4,333)	-55.8%
Hampden	13,063	↓ (3,974)	↓ (13,937)	-55.9%
Mobile Services (Bookmobiles)	2,763	↓ (776)	↓ (825)	-45.6%
Montbello	3,206	↓ (1,277)	↓ (4,160)	-64.4%
Park Hill	15,680	↓ (2,120)	↓ (14,458)	-55.1%
Pauline Robinson	2,746	→ (411)	↓ (2,789)	-59.0%
Rodolfo "Corky" Gonzales	8,625	↓ (4,293)	↓ (12,383)	-55.7%
Ross-Barnum	3,703	↓ (1,089)	↓ (3,726)	-55.7%
Ross-Broadway	7,842	↓ (957)	↓ (5,214)	-53.2%
Ross-Cherry Creek	13,835	↓ (1,991)	↓ (11,853)	-54.2%
Ross-University Hills	21,633	↓ (3,780)	↓ (25,277)	-57.8%
Sam Gary	31,191	↓ (4,716)	↓ (26,753)	-53.8%
Schlessman Family	22,864	↓ (4,531)	↓ (23,346)	-55.7%
Smiley	2,323	↓ (3,004)	↓ (15,802)	-67.3%
Valdez-Perry	940	↓ (722)	↓ (1,907)	-61.1%
Virginia Village	13,016	→ (460)	↓ (14,039)	-60.8%
Westwood	968	↓ (719)	↓ (2,537)	-62.3%
Woodbury	15,809	↑ 784	↓ (4,472)	-53.5%
Denverlibrary.org Downloadables	205,484	↓ (13,682)	↑ 21,800	16.0%
<b>Total</b>	<b>475,718</b>	↓ (71,189)	↓ (278,022)	

# Denver Public Library

## Monthly Circulation by Branch

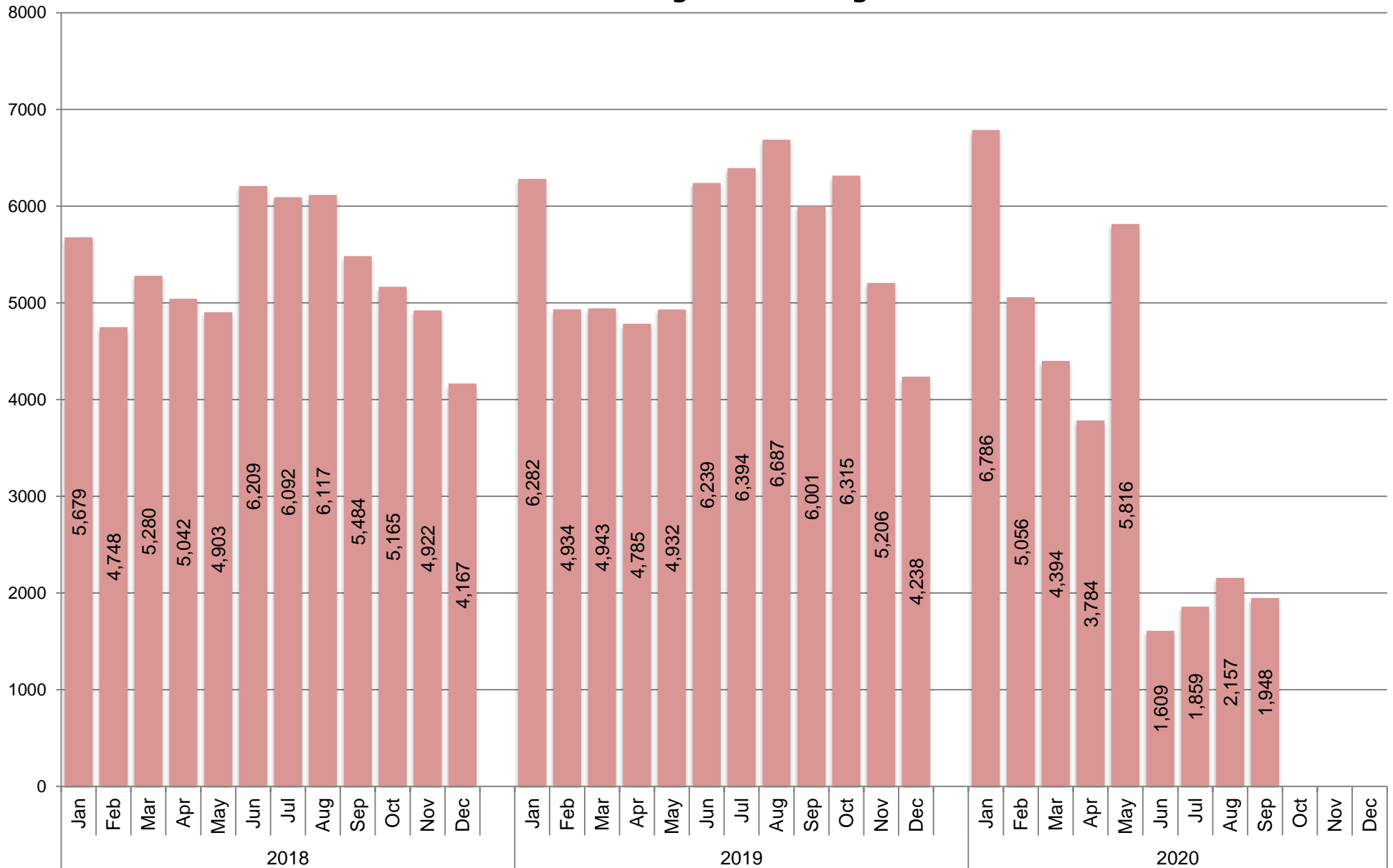
### August 2020

Location	Total Circulation	+/- Previous Month	2020/2019 Year/Year	YTD Y/Y
Athmar Park	3,634	↑ 1,752	↓ (3,435)	-60.8%
Bear Valley	12,892	↑ 6,118	↓ (15,295)	-61.2%
Blair-Caldwell African American Research Library	4,233	↑ 2,051	↓ (4,812)	-61.7%
Byers	1,235	↑ 677	↓ (1,809)	-63.8%
Central Library	44,572	↑ 25,900	↓ (42,024)	-60.2%
Decker	9,246	↑ 4,131	↓ (5,506)	-52.5%
Eugene Field	11,377	↑ 4,942	↓ (12,108)	-61.4%
Ford-Warren	8,124	↑ 4,094	↓ (5,505)	-56.5%
Green Valley Ranch	13,294	↑ 7,963	↓ (10,444)	-62.3%
Hadley	4,891	↑ 2,944	↓ (3,033)	-56.2%
Hampden	17,037	↑ 8,719	↓ (11,831)	-56.4%
Mobile Services (Bookmobiles)	3,539	↑ 2,636	↑ 473	-47.6%
Montbello	4,483	↑ 2,729	↓ (3,029)	-65.2%
Park Hill	17,800	↑ 8,081	↓ (13,022)	-56.0%
Pauline Robinson	3,157	↑ 1,556	↓ (1,929)	-60.0%
Rodolfo "Corky" Gonzales	12,918	↑ 7,244	↓ (9,197)	-55.3%
Ross-Barnum	4,792	↑ 2,868	↓ (2,595)	-56.4%
Ross-Broadway	8,799	↑ 4,369	↓ (4,826)	-54.7%
Ross-Cherry Creek	15,826	↑ 8,019	↓ (11,820)	-55.2%
Ross-University Hills	25,413	↑ 11,059	↓ (25,459)	-58.2%
Sam Gary	35,907	↑ 17,985	↓ (24,957)	-54.7%
Schlessman Family	27,395	↑ 12,299	↓ (20,456)	-56.3%
Smiley	5,327	↑ 1,377	↓ (13,578)	-65.0%
Valdez-Perry	1,662	↑ 1,021	↓ (1,092)	-60.4%
Virginia Village	13,476	↑ 6,038	↓ (15,102)	-61.9%
Westwood	1,687	↑ 1,153	↓ (1,061)	-61.1%
Woodbury	15,025	↑ 7,908	↓ (5,682)	-57.1%
Denverlibrary.org Downloadables	219,166	↓ (4,806)	↑ 28,474	16.5%
<b>Total</b>	<b>546,907</b>	<b>↑ 160,827</b>	<b>↓ (240,660)</b>	

# Denver Public Library

## Total New Library Cards By Month

■ New Cards  
◆ Outreach Signups



➔ All DPL locations closed on March 16, 2020 in response to COVID-19. Curbside services began July 7, 2020.

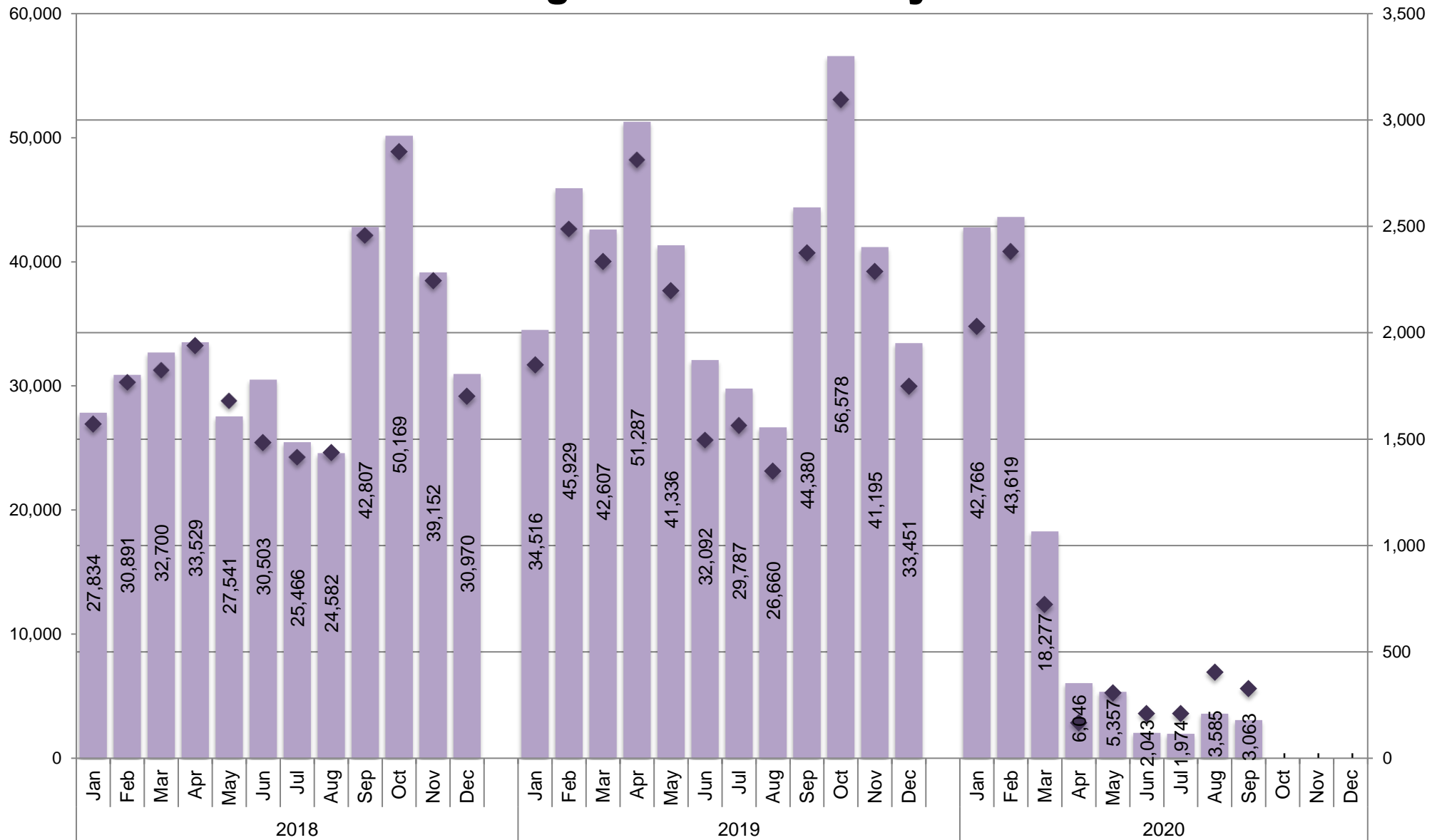
**New Cards** - total number of new library card registrations (including computer user only cards), from Polaris.

# Denver Public Library

## Total Program Attendance By Month

■ Attendance

◆ Sessions



➔ All in-person programs were cancelled starting March 12, 2020 and all DPL locations closed on March 16, 2020 in response to COVID-19. Virtual programming was introduced starting March 27, 2020, with only live views counting for attendance totals.

**Attendance** - total program attendance from all locations, as submitted to Events Management tracking application (includes programs, library events, storytimes, and tours).

**Sessions** - total number of program sessions offered (as defined in Attendance), as submitted to Events Management tracking application



## Communications and Community Engagement Earned Media

August 13 - October 8, 2020

### News:

[Welcome to Reading kits with Denver Public Library](#) - Blog, ALSC  
[Denver Public Library Wants You to Contribute to the Social Distanzine](#) - Westword  
[Denver Public Art Opens Calls For Two New Projects](#) - Broadway World  
[Denver announces open call for new public art projects](#) - Colorado Politics  
[At The Library](#) - Greater Park Hill Community  
[Architect of the Month: Deborah Tan Lucking](#) - Mile High CRE  
[Denver Public Schools, Libraries Awarded Grant To Help Hungry Children](#) - CBS Denver  
[Library accepting nominations for 2020 Latino Community Service Awards](#) - Colorado Politics

### DPL mentions:

[Trick or Treat? Denver Releases Halloween Public-Health Guidelines](#) - Westword  
[25 Things To Do in Real Life and Virtually \(Free Day at Museo\)](#) - 303Magazine  
[Ten Free Things to Do in and Around Denver This Week](#) - Westword  
[Reader: Each Denver Council District Should Have a Safe-Camping Site](#) - Westword  
[The Ongoing Library Publisher Ebook Saga](#) - Blog, Efficient Librarian  
[Denver to set up replica safe-camping site](#) - Colorado Politics  
[Denver's mayor says he's still committed to sanctioned camping](#) - Denverite  
[CSU Spur: Anchored in community](#) - Source, Colorado State University  
[What It's Like to Experience Homelessness During a Global Pandemic](#) - 5280 Magazine  
[A Book Lover's Guide to Colorado](#) - 5280 Magazine  
[Publishers Fear As Ebooks Fly Off Libraries' Digital Cabinets](#) - Editorials 360  
[Publishers Worry as Ebooks Fly off Libraries' Virtual Shelves](#) - Techio  
[Publishers Worry As Ebooks Fly Off Libraries' Virtual Shelves](#) - Blog, Jupiter  
[Publishers Worry as Ebooks Fly off Libraries' Virtual Shelves](#) - Wired  
[Publishers Worry as Ebooks Fly off Libraries' Virtual Shelves](#) - Portal4News  
[Denver Is Now Home To Three New Pieces Of Public Art](#) - Broadway World  
[Doors Open Denver Offers 3-Weeks Of Virtual Tours](#) - CBS Denver  
[Denver Safe-Camping Site Model Will Open to Public This Weekend](#) - Westword  
[Halloween Happenings On The Cheap \(DPL events canceled\)](#) - Mile High On The Cheap  
[RiNo Art District Seeks Funding for Development of RiNo Art Park](#) - Milehighcre.com  
[Public libraries are giving away an insane amount of free food](#) - Shareable  
[28 Things To Do in Real Life and Virtually This Week in Denver](#) - 303 Magazine  
[Celebrate Hispanic Heritage Month in Denver, Online or In-Person](#) - CU Denver News  
[Beyond the pandemic, libraries look toward a new era](#) - bdnews24.com  
[Beyond the Pandemic, Libraries Look Toward a New Era](#) - Tri-City Herald  
[Beyond the pandemic, libraries look toward a new era](#) - Chicago Tribune

[Flare Thrown into Library During Louisville Riot over Breonna Taylor](#) - Breitbart  
[Never Forget Your Courage](#) - Los Angeles Japanese Daily News  
[Here's why library fines are going away permanently in the county system](#) - Ventura County Star  
[Beyond the Pandemic, Libraries Look Toward a New Era](#) - The New York Times  
[Bridging Learning and Doing: Updates on Antiracism and Anti-Oppression](#) - Public Good Impact.com  
[Opening Denver's virtual doors](#) - Arvada Press  
[Opening Denver's virtual doors](#) - Highlands Ranch Herald  
[Opening Denver's virtual doors](#) - Littleton Independent  
[COVID19 Colorado update – Native American communities](#) - Blog, Denver Headlines  
[COVID19 Colorado update – Native American communities, eviction limits](#) - North Denver News  
[Nonprofit tackling homelessness plans third tiny home complex](#) - BusinessDen.com  
[Health & Wellness Caregiver's Guide to Dementia Resources](#) - Colorado Health & Wellness  
[Molina Foundation Book Grant in Denver](#) - Blog, medium.com  
[Celebrate Hispanic Heritage Month](#) - Museo De Las Americas  
[WiFi Sign of the Times as New Yorkers Gather Outside Libraries for Free Internet](#) - The City  
[Five Points Safe Camping Site Option Faces Neighborhood Opposition](#) - Westword  
[Neighbors Suggest Safe Camping Site](#) - Westword  
[Ten Things to Do for Free in Denver This Week](#) - Westword  
[Denver identifies potential site for managed homeless camp](#) - 9News  
[Things to do in Denver this weekend, Sept. 11 – 13](#) - Denverite  
[This Is Not an Arts & Venues Obituary, but We're in Mourning](#) - Westword  
[Denver City Government Closed](#) - Patch, Denver  
[Tickets On Sale For Doors Open Denver Virtual Insider Tours](#) - Mile High On The Cheap  
[The Man Who Saved the Nation From One of the Worst Disasters](#) - 5280 Magazine  
[Things to do in Denver this weekend, Aug. 28-30](#) - Denverite  
[Hunger program Denver voters approved last year makes first round of grants](#) - Denverite  
[Grab your beers and koozies: There's a new park in RiNo](#) - *The Know Outdoors*, Denver Post  
[Rosies Diner, home of many Brawny Paper Towel commercials](#) - reddit  
[Books About Friends With Big Differences](#) - Colorado Parent  
[The Library Is Open \(Sort Of...\)](#) - Publishers Weekly  
[The Case of the Missing Ancestors](#) - Family Tree  
[In An Era Of Tearing Down Monuments, Colorado Lynching Sites](#) - CPR News  
[Hayden Survey of 1875 meant dispossession of homeland](#) - The Times-Independent  
[We're a Little Book Club Crazy at Denver Public Library!](#) - reddit  
[Don Cheadle Was Once A Mime in Denver](#) - 5280 Magazine  
[MESA to host panel discussion with area experts](#) - Daily Camera

#### **Resource/Photo credit:**

[Pueblo - Trail Days](#) - The Historical Market Database  
[What's in Store for Larimer Square, Denver's Most Historic Block?](#) - Westword  
[Doom With a View: Jeffco Health Director Looks Back on Rocky Flats](#) - Westword  
[Women of the Century: 10 influential women in Colorado's history](#) - Coloradoan  
[Restless native: End of the line for RGS](#) - Colorado Restless Native