

Library Commission Meeting

April 15, 2021

Zoom: <https://us02web.zoom.us/j/85490156539>

Meeting Book - Library Commission Meeting

Agenda

1. Call to Order		
2. Introductions		
3. Commission Minutes	Approve	
a. 3 Commission Minutes 2021-02-18.pdf - Page 4		
4. Public Comment.		
5. Report of the President and Members		
6. Report of the Friends Foundation		Jeff Riley
7. Review of Friends Foundation endowment and fundraising		Amber Lindberg
a. Report of 2020 endowment distribution and fundraising funds	Receive	
a. 7a - 2020 Endowment and Fundraising Funds Report.pdf - Page 9		
b. Approval of 2021 endowment request	Approve	
a. 7b - 2021 Endowment Request.pdf - Page 12		
8. Review financial reports	Receive	Amber Lindberg
a. First Quarter 2021		
a. 8 - 2021 Q1 Finance Report .pdf - Page 14		
9. Report of the City Librarian	Receive	Michelle Jeske
a. 9 City Librarian Report (2).pdf - Page 20		
10. 2021-2023 Strategic Roadmap	Review and Approve	Michelle Jeske
a. 10 Strategic Roadmap.pdf - Page 32		
b. 10 StratRoadmap_v3.pdf - Page 33		
11. Other Business		
12. Adjournment		
13. Appendices		
a. Commission Statistics Report - 2021 February-March.pdf - Page 35		
b. April DPL in the News.pdf - Page 41		

Agenda Item 3

Requested Action: Approval

MINUTES

The Denver Public Library Commission

Regular Bi-Monthly Meeting

Thursday, February 18, 2021, 8:30 a.m.–11:30 a.m.

Online

The meeting can be joined via this link: <https://us02web.zoom.us/j/85490156539>

Or via telephone: 1-312-626-6799, Webinar ID: 854 9015 6539

Present: Jehan Benton-Clark, savinay chandrasekhar, Cathy Lucas, Carlos Martinez, Laurie Mathews, Michael Niyompong¹

Staff²: Ozy Aloziem, Danielle Brooks, Nicole-Capage Brown, Vivian Casillas, Bec Czarnecki, Kirsten Decker, Kevin Delohery, Jina Dunn, Rachel Fewell, Michelle Jeske, Annie Kemmerling, Elaine Langeberg, Zeth Lietzau, Amber Lindberg, Erika Martinez, Seana O'Grady, Stephanie Pinales, Jeff Riley; Friends Foundation, Bria Ward

Guests: Jeff Riley, Friends Foundation

1. Call to order.

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

2. Introductions.

Commissioners and staff present introduced themselves.

3. Approval of Commission Minutes from December 17, 2020. Commission Minutes were approved as written.

4. Public Comment Period.

NA

5. Report of the President and Members.

President Lucas shared her enthusiasm for starting the new year as President of the Commission. She has been a long-time user and advocate for the library. She started working with DPL by being on the Board of the Friends Foundation. She sees this as an interesting time for DPL and looks forward to seeing what is on the horizon for the organization.

Lucas welcomed savinay chandrasekhar to the Commission. savinay chandrasekhar serves as CEO of Minds Matter Colorado [MMCO], a mentoring organization that helps high-achieving students from low-income communities get into college with scholarships at an unprecedented rate. He has worked for and founded organizations that focus on human

¹ Niyompong joined during the Charting the Course exercise

² Names of attendees are captured as accurately as possible given the limitations of using Zoom and people dialing in.

centered design, innovation, collaboration for education and social impact. He holds a masters in Educational Leadership and an MBA and speaks four languages.

chandrasekhar responded that he was honored to be asked to join the Commission by Niyompong and Jeske. He loved going to the library as a kid and is excited to join.

Lucas then noted that Vicki Hellmer had to step down from the Commission for health reasons unfortunately. Lucas and Hellmer had worked together on the Friends Foundation Board prior to joining the Commission. Lucas talked about how much she had learned from her and how much she appreciated her library passion. She read a resolution written in celebration and appreciation of Hellmer's service.

Commissioner Mathews spoke of her appreciation of touring the branches with Hellmer. She noted what a wonderful opportunity it was to see how each branch is tailored to the needs of their community and to meet the staff. She noted she would like to resume those visits when the time was right and invited chandrasekhar and anyone else to join.

Jeff Riley, Director of the Friends Foundation, thanked Hellmer for her service and noted she was an exemplary liaison between the Commission and the Friends and that she would be missed.

Martinez noted that he would call upon Hellmer to help review documents and that she was always willing to help; she gave a lot of her time and her talent to the Commission.

Upon motion by Martinez and second by Mathews, the resolution was passed unanimously.

Lucas then stated that the Commission Executive Committee met earlier in the month to review the 2021 budget situation. She said there is a need to identify sustainable funding. This conversation had started prior to 2020 and then had to be put on pause to address the challenges of the global pandemic. The executive committee agrees with Jeske that sustainable funding needs to be addressed and has directed Jeske to make this a priority for the year. Initial conversations have begun and the Mayor and his staff are aware that we are renewing this conversation.

6. Report of the Friends Foundation. Jeff Riley

Riley greeted everyone and said he would share how the Friends Foundation ended the year and about their 2021 plans. The new Board Chair for the Friends is Amy Brimah. The 2020 year ended quite successfully. They had a great Booklovers Ball event and a strong Colorado Gives Day. The Friends also received some substantial planned gifts at the end of the year and some end of year giving that exceeded expectations. The Friends ended 2020 with better results than they had originally planned. As a result the organization is starting 2021 with a strong budget proposal. Riley thanked Commissioners for their support.

As a result of better than expected investment returns, the Friends has allocated a \$300,000 endowment distribution to the library rather than \$250,000 as in years' past. They also budgeted for the full unrestricted distribution of \$200,000 generated from fundraising to the library in 2021 as it is based on prior years' net income. The Foundation will revisit this depending on how the year goes in case that amount can be increased.

The Story Still to Tell campaign has raised \$5.6 million to date. There have been some helpful cost savings in the project and the City contributed a bit more money as well. The amount left to raise to fully fund the vision is \$18.9 million. The Foundation is still committed to doing its best to raise that. The challenge, perhaps opportunity, is December 31st is the deadline to accomplish that goal. Riley and his team are working diligently and thanked Jeske for her support in participating fully and doing donor presentations. There are some good prospects and it is still a large amount of money to raise in the timeframe.

The total giving the Foundation made to the library in 2020 was \$1.5 million and consisted of restricted, unrestricted, and endowment distributions. For 2021, there are three focus areas: raising dollars for distribution to the library to help with current operations, complete the Story Still to Tell campaign, and do advocacy work around fiscal sustainability. Former Commissioner Alice Kelly has now joined the Friends Advocacy Committee and they are very pleased to work with her.

There are several things planned over the next few months. There is an event with the Denver Metro Chamber of Commerce featuring Jeske.

The Foundation is planning a National Library Week campaign. It is a coordinated national campaign that includes a national giving day. This will be the week of April 5th.

They are currently conducting a campaign to get 10,000 followers on Facebook. They are currently at about 7,000. Please follow the Friends and share with your network.

The Friends Foundation is doing Books and Beyond events to build awareness about the library. The next one is geared toward corporations in Denver who may want to learn more about Equity, Diversity, and Inclusion (EDI). The Friends are working with Ozy Aloziem, DPL's EDI manager to host that program.

Riley thanked the Commission and noted that Laurie Mathews is the new Friends Liaison and that they look forward to working with her.

7. Fourth Quarter Financial Report. Amber Lindberg

Lindberg reviewed financial highlights for the fourth quarter of 2020. The goal every year is to spend as close to the General Fund budget as possible as any remaining balance as of December 31st has to be returned to the City. The budgets for our other funds are often more fluid because of timing of grants and other revenue sources and because they can also cross multiple fiscal years. The global pandemic obviously caused budget implications. DPL received an unanticipated budget reduction of \$3.6 million and many plans and programs for 2020 were unable to be completed. However, the library very quickly modified plans and provided services in new ways. We used the closure as an opportunity to be creative in reaching our communities as well as prepare our staff and facilities for a safe reopening. As of today, Lindberg noted, we are working, as is the City, to close the 2020 books so some adjustments will continue to be made through next week so these reports are not fully final.

Nearly a million dollars of activity has been recorded back to 2020 since these reports were run. This includes \$700,000 of personnel expenses. We will be returning less than \$150,000 of personnel expenses and around \$300,000 in supplies and services which Lindberg considers extremely successful.

The special trust fund (STF) is used secondarily to the general fund. It is often used for special projects and unless there is a specific restriction that money can be used for what the library deems necessary and it also rolls over from year to year. Due to our closures and the need to provide core services to the community many of our projects that are normally paid for from the STF were put on hold in 2020 and will be revisited in 2021. This did result in spending below our budget targets. Grant funds are also included in this report and are the ones that come through the City process versus through the Friends Foundation. We have federal, state and private grants and that was very helpful in a declining budget year and all cross multiple fiscal years so any unspent budget will be carried over.

As of today our buildings remain closed but we continue to provide virtual, outdoor, and curbside services and continue to allocate our funding accordingly. We are also focusing

on our 2021 commitments and values in action in providing services to the public. The library has also received some stimulus funding in 2020, specifically from the CARES Act. The City applied for a large package and received approximately \$25 million dollars. Each agency was then able to apply to the City for an allocation. We put what we received towards touchless fixtures in the bathrooms. We also have been working with the Office of Immigrants and Refugee Affairs and Office of Children's Affairs to get technology into the community. We benefited quite a bit but it does not run through our budget but through the City budget.

Commissioners noted how well the library survived given the difficult year.

8. Charting the Course - Strategy Engagement. Kirsten Decker

Kirsten Decker, the Manager of Strategy and Evaluation, led the Commissioners in an exercise to review and give feedback on strategies for the upcoming strategic plan (see attached presentation). The hope is to have a strategic plan for the Commission to review in April and then move ahead with operationalizing the plan. Lucas thanked Decker for her work and the level of engagement.

9. Report of the City Librarian.

Jeske noted that she had a long written report and called out the efforts of staff. DPL kicked off Black History month with the Juanita Gray Awards and thanked Commissioner Ulibarri for her support in bringing that event together. The event recording is online and Jeske included a link in the packet and noted it is worth watching. The nominees and award winners are impressive and inspirational and elements of the virtual setting offered the opportunity to try some new things. She noted there are a lot of great Black History Month events scheduled. There was a program last night with the widow of Congressman Cummings, Dr. Maya Cummings, who is also a powerhouse. She was speaking with the co-author of her husband's memoir. Both the packet and the February Engage brochure list the programs occurring this month.

We continue to watch what is happening with COVID numbers in the community and hope to announce what a phased reopening for DPL will look like soon. We were prepared to open last fall and then the COVID numbers spiked dramatically in Denver. We are preparing our facilities and developing a robust communication plan for reopening our spaces.

We are advocating for vaccinations for staff. We have made some progress at the City level and are still figuring out how, who, and when library staff will be vaccinated. We are also doing advocacy at the State level. The way the State's guidance is being interpreted at the local level varies widely and we are striving to get some clarity to help support other libraries in the state.

We have expanded service with some locations adding hours on Mondays and Saturdays. Hours are being customized to meet the needs of the various communities.

DPL has cultural passes available for check out and we have just added the Museo de Las Americas to the list of offerings.

Winter of Reading is still going on. Jeske has participated and completed five activities to earn a DPL branded mug and encouraged Commissioners to do the same.

Storytime has been online during the pandemic and Jeske shared a clip to showcase the talent and enthusiasm of our staff. There are three Storytimes a day and the level of passion staff bring is contagious. This video featured Rinh Pham who works at the Hadley Branch and his daughter.

Lastly, Jeske talked about the facilities master plan, which was approved by the Commission in 2017. It was DPL's first formal facilities master plan in a long time and was created with the once a decade bond process in mind and has driven the recent bond renovation work. Jeske pointed out that the plan addresses the need for three new libraries. We don't have capital dollars to invest in these libraries that have been identified. The neighborhoods that have a need are Westwood, Globeville, and RiNo. We have been working to find partners who could fund and build a library and then work with us and the City to negotiate a payment plan over time. We are also trying to find a mission aligned organization to co-locate with us which ultimately better serves the community. The new RiNo library is slated to open later this year. We felt we needed to honor our commitment to the City and our non-profit partners despite this being a difficult budget year. The agreement between the City and the RiNo Arts district went to the City Council a couple of weeks ago where they unanimously approved it. The goal would be to coordinate with the other groups in the space on programming. Hopefully as the budget gets restored we can ramp up services in that location.

To the north and west of RiNo is Globeville and Jeske wanted to acknowledge that some of the community members there are upset that RiNo is getting a library first. These are legitimate concerns and we are working diligently to find a site and partners for that community. There are ongoing conversations with the City Councilperson for that district and with City partners. The City owns some land in the area and we have been trying to pitch an affordable housing and library idea for awhile. Erika Martinez has also been leading some community engagement in the neighborhood.

Lastly, in Westwood we already have a small library but it is less than 1,000 square feet and the neighborhood needs more robust services. We have been pitching to the City a general idea of a co-located space and have a potential partner. However, the partner has not had a property. A potential property has been identified and there have been conversations with an architect about what our needs might be and the cost. Jeske will report more on all of this as she has information. She noted the facilities master plan already feels somewhat dated and there are other neighborhoods we may need to target as well.

10. Other Business.

NA

The meeting was adjourned at 10:10 AM

Minutes submitted by Bec Czarnecki on behalf of Laurie Mathews

Agenda Item 7a

Requested Action: Receive Report

Denver Public Library - 2020 Endowment Distribution and Fundraising Funds Report

Endowment

Endowment Funds help support the operational and strategic work of the Denver Public Library. These funds are managed and invested by the Denver Public Library Friends Foundation on behalf of the library, and are both restricted and unrestricted in nature. The library received \$250,000 in endowment funds from the Friends Foundation in 2020. Following are the details of expenditures made by the library from these funds.

Collection Development

In 2020, the Collection Development department received the following disbursement of endowment funds from the Denver Public Library Friends Foundation. The funds were used to acquire items for the circulating collection including poetry collections, transportation books and adult education materials.

Sharon Gravelle Endowment	acquisition of library materials	\$15,583
Smiley Branch Collection/ Beverly Ann Walker	acquisition of library materials	3,376
Leon S Benson Holocaust Memorial Fund	acquisition of Holocaust materials	1,584
Lucille Wilken	acquisition of music	1,134
George Dolmas	acquisition of library materials	869
John Pershing	acquisition of English poetry books	420
Erlich Fund	acquisition of library materials	294
Nell Scott	acquisition of adult education materials	242
Lorraine Sabin	acquisition of transportation materials	<u>160</u>
Total		
\$23,662		

Western History and Genealogy

In 2020, the Western History and Genealogy department received endowment funds

totaling \$205,655. Western History and Genealogy endowment funds are used for the purchase of antiquarian materials including rare and artists' books, genealogy materials and programming, conservation of rare materials including professional services and archival supplies, and salaries and benefits for 2.75 FTE staff in the department.

Western History - General Support	\$134,269
DPL Trust	\$62,993
Joanne Classen	\$2,807
Joy Hilliard	\$1,717
Jackson	\$1,589
Emil J Massa	\$846
Marion G Hendrie	\$806
Literary Club	\$628
Total	\$205,655

Community Awards and Administration

Latino Awards

The Denver Public Library received \$911 from the Latino Awards endowment in 2020. Funds contribute to the annual Latino Awards event typically held in person at the Rodolfo "Corky" Gonzales Branch Library. Due to the COVID-19 pandemic, the 2020 Latino Awards were celebrated virtually throughout Hispanic Heritage Month via profiles of the winners on social media and the library's monthly magazine Engage!. In 2020, Angela Cobian was honored with the Lena L. Archuleta Community Service Award, Jesse Ogas was honored with the Eric J. Duran Community Service Award, and Emanuel Martinez and Guadalupe "Lupe" Briseño both received the César Chávez Latino Leadership Hall of Fame Award.

Barbara Jordan Funds

In 2020, \$1,377 was distributed to DPL from the endowment to contribute to the cost of the staff learning and development.

Nell Scott Endowment

\$242 was distributed to support the DPL Employee of the Year award. This year, Hana

Zittel, Program Administrator in Communications and Community Engagement, was nominated by peers for her outstanding work during the year and was recognized during our virtual Staff Appreciation Event in October. Many other outstanding staff were nominated and years of service were also celebrated during the event.

Unrestricted Endowment

Unrestricted endowment funds of \$18,153 were combined with other DPL funds in 2020 to support purchase of additional collection materials.

Fundraising

In 2020, the Friends Foundation distributed \$200,000 in revenue from general fund fundraising events that occurred in 2019. These funds were used to support the following library initiatives:

Collection Development	\$141,600
Study room at Montbello Branch	\$35,000
Computer station dividers at Central	\$20,000
Western History and Genealogy	\$3,400

Agenda Item 7b

Requested Action: Approve Endowment Request

Denver Public Library - 2021 Endowment Request

The Denver Public Library requests the disbursement of \$300,000 from the Denver Public Library Friends Foundation Unrestricted and Restricted Endowment Funds for expenditure in 2021 as follows.

Collection Development

The Collection Development department requests the following disbursements from Friends Foundation Endowment funds. The funds will be used to acquire items for the circulating collection including new musical scores, poetry collections, transportation books and adult education materials.

Sharon Gravelle Endowment	acquisition of library materials	\$17,904
Smiley Branch Collection/ Beverly Ann Walker	acquisition of library materials	\$3,878
Leon S Benson Holocaust Memorial Fund	acquisition of Holocaust materials	\$1,820
Lucille Wilken	acquisition of music	\$1,304
George Dolmas	acquisition of library materials	\$998
John Pershing	acquisition of English poetry books	\$484
Erlich Fund	acquisition of library materials	\$338
Nell Scott	acquisition of adult education materials	\$278
Lorraine Sabin	acquisition of transportation materials	\$184
Total		\$27,188

Special Collections and Digital Archives (SCDA)

The Denver Public Library Special Collections and Digital Archives department (formerly known as Western History and Genealogy) requests \$236,274 from the Friends Foundation Endowment funds in 2021. The purpose of this disbursement is to support salary and benefit costs of 2.75 FTE positions, archival supplies and equipment, and other antiquarian materials.

General Support	\$154,258
DPL Trust	\$72,372
Joanne Classen	\$3,226
Joy Hilliard	\$1,972
Jackson	\$1,826
Emil J Massa	\$972
Marion G Hendrie	\$926
Literary Club	\$722
<hr/>	
Total	\$236,274

Community Awards and Administration

The Denver Public Library requests \$1,046 from the Latino Awards Endowment in 2021 to help support the annual Latino Awards event this fall.

The Barbara Jordan Funds of \$1,582 will support staff learning.

Nell Scott Endowment funds of \$278 will be used to recognize the 2021 DPL Employee of the Year. They will receive an award and a membership to an organization of their choice for their dedication and exceptional service.

Unrestricted

The Denver Public Library requests the unrestricted endowment distribution in the amount of \$33,632. The unrestricted endowment will be used for electronic and physical collection materials this year.

Agenda Item 8

Requested Action: Receive Report

**DENVER PUBLIC LIBRARY****Q1 2021 Financial Report**

This report includes unaudited financial statements for the Denver Public Library (DPL) year-to-date activity as of March 31, 2021. The purpose of these statements is to inform the Library Commission of DPL's financial activities and to demonstrate compliance with the 2021 Budget approved by the Library Commission.

Budgetary funds managed by the library include the General Fund, Special Trust Fund, and several grant funds. This report provides information on budget and actual activities for all DPL funds for the 2021 fiscal year. Library management has authority to make budgetary adjustments between lines in the General and Special Trust fund during the fiscal year to reflect operational changes. However, grantor approval is generally necessary prior to making budgetary adjustments between lines in grant funds.

The total amount of the General Fund budget remains unchanged throughout the fiscal year unless a formal budget amendment is adopted by City Council. Library management may adjust the total amount of the Special Trust Fund budget, though total changes of 10% or greater require approval by the Library Commission. Grant fund budgets may change during the course of the fiscal year as new grants are received.

One indicator of sound budget management is spending as close to our allocated General Fund budget as possible without overspending. All remaining General Fund budget is returned to the City on December 31, and excessive over- or under-spending of the total budget allocation may imply ineffective resource management.

COVID-19 forced the closure of our libraries beginning March 12, 2020. Social distancing requirements, increased physical safety protocols and providing services in a modified way resulted in a very different approach to budgetary spending in 2020 and 2021. In-person services were halted while downloading collection materials, standing up virtual programming and telephone services, and focused community outreach intensified. As of the date of this report, 9 branches are open for in-person services and more are slated for opening April 13; curbside services also continue at these locations as an alternate option for customers. Curbside and outdoor technology services continue to be offered at Central Library during renovation.

2021 Financial Reports

The first financial report is a summary of the 2021 actual activity for all library funds including revenue sources and expenditures by operational division.

Denver Public Library					
Statement of Revenue, Expenditures and Changes in Fund Balance					
For the period ending March 31, 2021					
		General Fund	Special Trust Fund	Grant Funds	Total Library Funds
Revenue					
	Distribution from City and County of Denver	\$ 11,629,730	\$	\$	\$ 11,629,730
	Friends Foundation Transfers		332,546		332,546
	Other Revenue	523	116,814		117,337
	Endowment Distribution		150,000		150,000
	Operational Activity		14,872		14,872
	Total Revenue	11,630,253	614,232		12,244,485
Expenditures					
	Neighborhood Services	4,274,241	165,677	5,537	4,445,455
	Collection, Technology & Strategy	3,048,203	1,326		3,049,529
	Central Library	1,949,961	63,416		2,013,377
	Finance, Facilities & Security	1,288,087			1,288,087
	Administration	478,753	39,813	950	519,516
	Communication & Community Engagement	341,448			341,448
	Human Resources	249,037	1,202		250,239
	Total Expenditures	11,629,730	271,434	6,487	11,907,651
Change in Fund Balance			342,798	(6,487)	336,834
Fund Balance, Beginning			1,677,761	15,881	1,693,642
Fund Balance, Ending		\$	\$ 2,020,559	\$ 9,394	\$ 2,030,476

The next financial report displays the 2021 budget and actual activity for the General Fund only. Revenues and expenditures are shown by type for the library as a whole, and the 2021 Revised Budget is shown alongside the Original Budget for comparative purposes. Additional details are provided in the *Notes* section below.

Denver Public Library							
Budget to Actual Variance - General Fund							
For the period ending March 31, 2021							
			2021 Budget				
			Original	Revised	2021 Actual	\$ Remain	% Remain
Revenue							
	Distribution from City and County of Denver						
	Personnel		\$ 38,264,394	\$ 38,264,394	\$ 9,501,185	\$ (28,763,209)	-75.2%
	Supplies and Services		9,919,425	9,818,324	2,123,586	(7,694,738)	-78.4%
	Capital			101,101	4,958	(96,143)	-95.1%
	Reserve						0%
	Other				523	523	0%
	Total Revenue		48,183,819	48,183,819	11,630,253	(36,553,566)	-75.9%
Expenditures							
	Personnel						
	Salaries		26,664,729	25,899,729	6,608,523	19,291,206	74.5%
	Benefits		11,599,665	11,344,665	2,892,663	8,452,002	74.5%
	Supplies and Services						
	Books and Education Materials		5,712,562	5,685,562	1,101,399	4,584,163	80.6%
	Maintenance Agreements		1,484,118	1,098,122	759,758	338,364	30.8%
	Repair, Maintenance and Construction		311,282	772,882	126,081	646,801	83.7%
	Professional Services		1,069,961	579,301	33,314	545,987	94.2%
	Operational Supplies and Materials		273,770	259,820	7,645	252,175	97.1%
	Leases and Rentals		164,425	146,425	33,605	112,820	77.0%
	Utilities		271,411	271,411	37,309	234,102	86.3%
	Office Supplies and Furniture		220,700	105,700	11,949	93,751	88.7%
	Travel and Training		226,163	100,163	6,939	93,224	93.1%
	Administrative Expenses		135,773	84,678	7,304	77,374	91.4%
	Technology Supplies and Equipment		49,260	34,260	(1,716)	35,976	105.0%
	Capital			101,101	4,958	96,143	95.1%
	Reserve			1,700,000		1,700,000	100.0%
	Total Expenditures		\$ 48,183,819	\$ 48,183,819	\$ 11,629,730	\$ 36,554,089	75.9%

This final financial report contains the 2021 budget and actual activity for the Special Trust and grant funds. Original and Revised Budgetary information is provided and additional details are provided in the following *Notes* section.

Denver Public Library						
Budget to Actual Variance - Other Funds						
For the period ending March 31, 2021						
		2021 Budget		2021 Actual	\$ Variance	% Variance
		Original	Revised			
Revenue						
	Operational Activity	\$ 195,000	\$ 195,000	\$ 14,872	\$ (180,128)	-92.4% 7
	Endowment Distribution	200,000	200,000	150,000	(50,000)	-25.0%
	DPL Friends Foundation Transfers	834,554	834,554	332,546	(502,008)	-60.2%
	Grant Revenue	427,983	427,983		(427,983)	-100.0%
	Other Revenue	66,000	66,000	116,814	50,814	77.0% 8
	Total Revenue	1,723,537	1,723,537	614,232	(1,109,305)	-64.4%
Expenditures						
	Special Trust Fund					
	Restricted					
	Neighborhood Services	654,637	769,992	154,365	615,627	80.0% 9
	Central Library Administration	163,214	168,214		168,214	100.0%
	Collection, Technology & Strategy	10,292	10,292		10,292	100.0%
	Human Resources	200	200		200	100.0%
	Communication & Community Engagement	10,000	10,000		10,000	100.0%
	Unrestricted					
	Collection, Technology & Strategy	151,468	151,468	1,326	150,142	99.1%
	Neighborhood Services	44,100	44,100	11,312	32,788	74.3%
	Central Library	215,900	235,900	63,416	172,484	73.1% 10
	Human Resources		32,000	1,202	30,798	96.2%
	Communication & Community Engagement	70,989	1,589		1,589	100.0%
	Administration	8,000	11,000	140	10,861	98.7%
	Finance, Facilities & Security	64,000	64,000		64,000	100.0%
	Undesignated	214,400	108,445	39,673	68,772	63.4%
	Total Expenditures	1,607,200	1,607,200	271,434	1,335,767	83.1%

Grant Funds							
	Institute for Museums and Library Services	181,955	169,843	950	168,893	99.4%	
	State Grant for Libraries	155,280	155,280		155,280	100.0%	
	Healthy Food for Denver's Kids	60,748	194,824	5,537	189,287	97.2%	
	Temple Hoyne Buell	30,000	30,000		30,000	100.0%	
	Total	427,983	549,947	6,487	543,460	98.8%	11
	Total Expenditures	\$ 2,035,183	\$ 2,157,147	\$ 277,921	\$ 1,879,227	87.1%	

Notes

As indicated above, the pandemic forced the library to customize our services in order to accommodate to evolving public health protocols during the year. This activity may be seen in our financial statements as over or under spending in some lines but we consider these to be extraordinary circumstances and not representative of normal operations for the library. Aside from the establishment of a budget reserve, significant budget adjustments have not been made this year while recovery remains uncertain. Additional details of importance are referenced on the above financial statements and explained in notes below.

General Fund

1. An operating reserve of \$1,700,000 was set aside in the General Fund in case additional budget reductions were necessary resulting from slow economic recovery. The first quarter of 2021 is beginning to demonstrate a diminishing probability of further budget reductions this year. We anticipate a phased reallocation of the reserve beginning in the second quarter and starting strategically with personnel to restore services and aid with further pandemic recovery.
2. Other revenue of \$523 was recognized related to refund of a 2020 employee benefit expense. This is unusual and therefore was not budgeted.
3. Personnel expenses are on target with projected budget as of the first quarter.
4. Maintenance Agreements budget is primarily used for annual software subscription costs. Because the terms of these agreements generally *do not* align with a calendar year, this line depicts heavy spending in the first quarter with tapered spending throughout the remaining months.
5. Technology Supplies and Equipment shows a negative expenditure due to an accrual for transactions held in prevailing wage; once the invoice is paid in full, this negative balance will be corrected. [Prevailing wage rates](#) are established by the City's Career Service Authority at least annually to ensure appropriate levels of compensation for employees of organizations who contract with the City for certain services. The process of verifying wages may be delayed when backlogged at the City's Purchasing department or when contractors are delayed in submitting payroll reports. The library has no oversight or involvement in the prevailing wage process.
6. A portion of the Information Technology operating budget was moved to the Capital line to support a network refresh. Since most City agencies have not received capital funding for the past three years, use of operating funds has been required to satisfy these infrastructure needs. Capital expenditures include items with a useful life of at least one year and a cost of \$5,000 or more.

Other Funds

Special Trust and grant funds provide more flexibility to DPL in that unspent balances can generally be rolled over to the next fiscal year. When both the General Fund and Special Trust Fund budget are available for use, DPL will spend the General Fund budget first to conserve the Special Trust Fund. Grant funds are intended for a specific purpose or time and therefore cannot be conserved or used to supplant general operations.

- 7.** Operational Activity revenue is derived from photo licence sales, copier fees, meeting room rental and other customer fees. Revenue generated in the first quarter is primarily from photo license sales through our Special Collections and Digital Archives department. We anticipate revenue budgeted in this line will go largely uncollected this year due to absence of copier and meeting room fees.
- 8.** Bancroft Trust and Ross Trust provided a combined \$115,000 so far this year. We are not anticipating additional funding from these sources this year.
- 9.** Programs and services expenditures included in this line are Plaza (cultural inclusivity services), Next50 (older adult services), LENA Start! (young children and caregivers), and Constellation (children's play spaces) among others. Most programs in this line are multi-year sponsorships and grants supporting library programs with funding passed through the DPL Friends Foundation.
- 10.** Unrestricted expenditures in the Central Library line are for personnel in the Special Collections and Digital Archives department that do not have dedicated funding streams. We are working to move these staff to our General Fund as a more sustainable way to support the needed operations of this department.
- 11.** Our four grants have all incurred personnel and/or supplies expenditures not yet reflected in the financial statements. The Finance department is manually recording payroll expenditures, and supplies have been encumbered but not yet paid, resulting in timing differences for grant activity. All grants presented in the statement are multi-year grants.

Agenda Item 9

Requested Action: Receive Report

April 2021 City Librarian Report

[April Library Updates](#)

[COVID Response](#)

[Central Library](#)

[Collections, Technology and Strategy](#)

[Communications & Community Engagement](#)

[Equity, Diversity, & Inclusion](#)

[Finance & Facilities](#)

[Human resources](#)

[Neighborhood Services](#)

[Stories of Impact](#)

April Library Updates

DPL Statement Condemning Violence Against Asian and Pacific Islander Communities

The library released a statement condemning violence against members of our Asian and Pacific Islander communities. Reach the statement [here](#).



Green Valley Ranch Branch Library Celebrates 10 Years

We also celebrated the ten year anniversary of the Green Valley Ranch Branch Library on March 9. Opened in 2011, the branch is a popular community hub.

National Library Week

National Library Week was the week of April 4-10. The Denver Public Library Friends Foundation celebrated the tremendous impact libraries have on the community through a newsletter and social media campaign.

COVID Response

Nine library branches opened to the public March 9, additional locations open to the public on April 13. All branches, with the exception of the Byers, Decker and Smiley Branch Libraries, are open to the public varying hours Tuesday-Saturday. All locations with the exception of Byers continue to run curbside pick up service. The Central Library continues to be closed for renovation but provides curbside and technology access outside.

It feels great to be reopening our doors, continuing to add new services and innovative offerings in person and online, and finding new ways to support staff through a traumatic year. Through the support of Library Commissioner Laurie Mathews, Councilman Jolon Clark and his wonderful staff, we were able to offer COVID-19 vaccinations to any staff member who was available and wanted one with the first shots being administered the weekend of March 20. It was a well-run clinic and we are incredibly grateful for this gift. We had successfully, but not without challenge, advocated for our frontline staff to be included in the City's 1B4 rollout ahead of this and this just made it all happen more quickly and easily for our staff.

Central Library

The Central renovation is in full swing! Public restroom renovation started in January, starting with the first floor. Staff have been working on packing items and shifting books throughout the building to accommodate the major interior renovations that will begin in May. The Children's department will be the first large space to be moved and renovated, with an anticipated completion of the new Children's Library in early 2022.

The *Community Resources* team continues the work started in 2021 by supporting customers experiencing life challenges via street outreach services and connection to people spending time outside of and near our branches. We are collaborating with metro area agencies providing

street outreach, HOST, syringe access programs, MHCD programs (STAR, etc.) and more. We are in the interview process for the Caring 4 Denver Grant. This grant will provide two 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 vehicle, peer navigation, etc. We continue our collaboration with DDPHE to provide additional resources to the community through [Wellness Winnie](#), and are working closely with the Safe Outdoor Space initiative by the Colorado Village Collaborative. We are in conversations with DHS regarding partnering to better meet the needs of our community, the social workers are getting re-trained in administering the VI-SPDAT to ensure customers are on the centralized housing list while collaborating with MDHI on better processes for this. Our team and staff are continuing to see an uptick in customers needing support for employment.

Children's Library (CHL) continues to support Mobile Services, outdoor services at the Central Library and various virtual services including storytime and personalized reading lists. Staff have also started covering shifts at branch locations now open to the public.

Western History and Genealogy (WHG) continues to do a significant amount of work behind the scenes both to prepare for the upcoming renovation as well as to support our customers as we continue to provide assistance through phone and email. We are currently shifting a significant portion of our collection from the B1 and B2 (basement) levels up to the 6th floor for the renovation. We also have shifted our art collection from its storage area and are taking the time to do a collection care review. Finally, the department sprang into action after the February cold snap to do major clean-up from a roof leak that ended up impacting (but not permanently damaging) a section of the 6th floor collection storage.

Books & Borrowing (B&B) librarians and *Community Technology Center* (CTC) staff continue working together to provide robust Tech Access and Advisory Services for our downtown customers. With the addition of propane heaters, they are now able to offer services when temps are 40 degrees and above and will be adding Saturday hours in mid-April.

Curbside holds pick up at Central remains active and efficient with Borrower Services staff providing walk/bike up service at the holds window and delivering holds to customers in vehicles at designated spots on W. 13th Ave.

B&B Shelves have begun the challenging work of clearing the south side of floor 2 at Central which has long held the 700s (arts) - one of our largest collections in terms of both volumes and average dimensions of each physical item. Musical scores have already been moved and temporary shelving is going in on the floor 3 east bridge to accommodate other parts of the 700s collection during renovation.

The CTC offers monthly technology virtual programs, including [How to Deal with Password Overload](#) on April 12 and [Coding Concept Basics](#) on May 3, as well as virtual [tech help appointments](#). Many of our tech help appointments lately have helped people get started with the new [circulating Chromebooks and hotspots](#). The CTC team also continues to offer outdoor computing at Central and plans to expand outdoor computing hours to include Saturdays by the end of April.

Reference Services continues to staff [AskUs chat reference](#) which provides 24/7 availability to customers. So far for 2021, we're averaging 1,520 chat sessions per month and 812 email responses and chat follow up tickets per month. Switchboard staff mostly working from home answered an average of 2,547 phone questions monthly in 2020. Based on our first 2021 Reference Survey sample week, Switchboard staff are now answering 2,944 questions monthly. Since the library closure, the Student Services team has made 19 virtual classroom visits to provide instruction to 1,302 middle and high school students and educators. So far for 2021 mail reference, which largely serves the incarcerated, has averaged 186 letters answered/month, a 27% increase over our 2020 average. We are currently working through a backlog of mail reference due to staffing shortages. The current wait time to receive a response is five to six weeks, but this service continues to be very popular and new requests roll in weekly.

Collections, Technology and Strategy

In a continuing effort to diversify our collections, we recently added the MakeMake online service. MakeMake includes 400 high quality, authentic Spanish language children's books. You'll find picture books, read-along books with audio, and interactive eBooks complete with a Spanish language search and interface.

We continue to circulate chromebooks and hotspots to the public for three month periods, and recently learned we will be able to access more CARES funds to increase this collection. Additionally, we have purchased and are awaiting the arrival of 380 mobile phones to give away to people experiencing homelessness. These phones will be DPL branded, include 1 year of data, and be preloaded with curated apps and links to useful information for this community. This is part of our larger effort as City co-leads on Denver's Digital Equity Plan being developed with other City agencies and partners. We are distributing surveys about connectivity to our customers to inform that plan.

As we've reopened, we've moved our public computing management system to a more modern service. We are now able to support wireless printing from customer's own devices, whereas in the past they needed to login to one of our computers in order to print items.

It's been roughly five years since we created our independent internet network. This means the hardware and infrastructure required to support that is reaching end of life, so this year we will be refreshing that equipment, leveraging 80% discounts made available via the federal E-Rate program to make that possible.

Communications & Community Engagement

Outreach

The Communications & Community Engagement team has had a busy start to the second quarter. Our outreach team continues to expand mobile stops in different communities throughout Denver that lack library access. The older adult and family stops include Corona Residences, Jefferson Terrace, Sunnyside Senior Apartments, Westridge/Mulroy and Quigg Newton to name a few. We are now offering collection access and continue to give away free

books where appropriate. To date, the outreach team has given away 68,000 free books since COVID started. In addition, through an internal redeployment opportunity, we have added two additional staff members who are assisting us with our outreach efforts. Central Library staff Carrie Wolfson and Mikel Stone have helped increase capacity and provide operational support.

Partnerships

Our Partnerships team has also remained busy. In Q1, we were awarded \$23,000 in grants and submitted 9 proposals for \$828,374. We had two IMLS proposals that made it to the second round which would advance our EDI and Older Adults efforts. We received our first Americorps VISTA grant to bring in three VISTAs to support EDI, and Strategy and Evaluation work. The team is confirming Summer of Adventure partnerships with the following partners: DPS Summer Academy, DEN Academy, Avid4Adventure (family kayaking opportunity), Cottonwood Institute (compass course and thrival kits) and other long-standing cultural partnerships. More internal facing, we continue to work on a new Customer Relationship Management system to be launched later this year. We've rolled out a new partnerships guide and benefits materials with ondemand training for all staff.

Community Engagement

Our community engagement efforts are picking up. We are currently launching a new internal community engagement team which includes an advisory council to help with strategic work and an ambassador group to focus on operational work. These groups will consist of staff from across the organization. Our team is currently updating internal training materials including an upcoming staff conversation about current training options so staff have a place to start. We continue to share our knowledge and journey with community partners such as Denver Zoo, Denver Human Services and Civic Canopy.

Communications

Our Communications team continues to engage in COVID related communication needs which includes internal and external communications (staff communication, reopening announcements including media relations, etc). In addition, we are heavily supporting the Charting the Course efforts by providing communications counsel. The team is currently also working on a newsletter revamp. We recently welcomed a new Communications Specialist, Joe Gosalvez, who was an internal hire from the Community Technology Center. Joe will predominantly work on external communications efforts and about 20% of his time will be dedicated to internal communications. As part of this role, he will co-chair the Staff Engagement committee. He also currently sits on the EDI Advisory Council.

Marketing

Our Marketing team has been supporting the reopening efforts for all branches with signage needs. We are also currently working on developing user friendly collateral for Summer of Adventure and the annual report among other collateral needs. The team has been working on implementing a new tool for the online version of Engage which would make it more accessible to everyone to view. The team is preparing for a celebration for Asian American & Pacific Islander Heritage month in May which will include a variety of internal and external components. We are also prepping for a marketing push for June to support the BLM movement and Pride Month.

Special Projects

The CCE team is also involved in a few special projects. The renaming efforts of the Byers Branch are progressing. We extended the recruitment deadline for the community committee. A meeting with Councilwoman Jamie Torres in April will help determine the committee members. We are expecting to meet with the committee for the first time in May. The community engagement process is expected to be completed in August. We also continue to work on the renaming of the Barnum Branch which is being led by Councilwoman Torres. We will be engaging the community in a conversation in April to gather feedback regarding the process. Finally, we are currently working with Councilwoman Candi CdeBaca on the naming of the future branch in the RiNo neighborhood.

Equity, Diversity, & Inclusion

Since commencing in February, the Equity, Diversity and Inclusion Advisory Council (EDIAC) has been hard at work collaborating with Kristen Decker to provide feedback on the Values In Action strategies identified in DPL's Charting the Course process. After reviewing and providing recommendations for the EDIAC charter, the council spent eight sessions offering targeted feedback on each value identified in Charting the Course. These discussions generated a long list of transformative avenues for ensuring that DPL's strategic plan is in line with the organization's commitment to promoting equity, diversity and inclusion.

EDIAC also met with Kim Desmond, the Director of the Mayor's Office of Social Equity and Innovation, to discuss the City of Denver's Equity, Diversity and Inclusion Plan, and to discuss strategies for protecting the privacy of our community members. Keep an eye out for our revised charter, DPL's official EDI Plan, and further updates on EDIAC's involvement with the Charting the Course project.

As part of our commitment to promoting racial equity we are continuing to look at inclusion and how we're operationalizing that commitment to better align our practices and policies. We're also working on creating strategic supports to help foster and maintain an inclusive work environment where all members of our staff can thrive as their full dynamic selves. Over the last few months, our EDI manager has been working to create a culturally responsive wellness model that DPL can use to promote wellness & wellbeing as an integral part of an inclusive organization. As part of this model, we're excited to provide the following through the rest of the year. We will continue to monitor how the offerings are being utilized and will make modifications as needed.

Mental Health Consultant

We are contracting with the Mental Health Center of Denver (MHCD) to provide additional support opportunities for staff. Folks can schedule appointments ahead of time for up to an hour or drop in as needed. Appointments can take place over the phone or via zoom depending on the preference of the participant.

The completely confidential and virtual/phone consultation may include:

- Contact information and connection to EAP resources;
- Local housing/shelter support;
- Resources that support the basic necessities of daily living;

- Providing a safe space to process traumatic events that have occurred within or around the library locations; and
- A space to process for those individuals who may be experiencing crisis due to their exposure to traumatic events related to work situations.

Shine App

We are excited to begin to be able to offer an annual subscription to the [Shine app](#) to our staff. Shine is the leading self-care app and is committed to making mental healthcare easier, more representative, and more inclusive. It is the only daily mental health app responsive to world events. The Shine app helps employees meditate, connect with other community members and reflect via journaling prompts to improve overall wellbeing through an accessible daily ritual. Shine is proven to decrease anxiety and depression. 96% of users say that Shine has helped them feel more resilient and capable of shifting their mindset after a difficult moment. Stay tuned for more information about how you can access this app. In the meantime, here are some benefits of the app:

- Reduce stress and anxiety with 1,000+ meditations voiced by a diverse group of experts. New meditations are added every weekday. Check in with your mood daily and get curated meditations to help you cope. Breathe through tough moments with programs on themes like calming work stress, embracing change, and finding balance.
- More than meditation: leveraging journaling, articles, meditation and community for a holistic approach. You will also have access to live events
- It will also be launching meditations in-app specific to AAPI mental health in April 2021 in partnership with Dr. Wu.

Racial Healing Circles

We will continue offering racial healing circles for staff. Our racial healing circles are led by JaLisa Williams, LCSW. JaLisa is a fierce therapist, educator, and curator who has worked to create intentional spaces and conversations regarding self-care, diversity, and liberation.

- **BIPOC Racial Healing Circles** are on the **first Monday** of every month from 9 AM-10:30 AM. Individuals who identify as BIPOC have faced historical legacies of racialized oppression which negatively impacts health, access to education, economic opportunity and professional & personal life. These spaces will continue to be spaces for people to share their experiences, to build community, feel supported around struggles or issues (without being dismissed or negated or shut down) and get support for emotions and identities while establishing common ground with one another.
- **We also host All-staff Racial Healing Circles** on the **third Friday** of every month from 4:30 PM-6:00 PM. Racial healing circles (RHCs) are facilitated group experiences where participants are guided through answering a series of questions that progressively go deeper and more personal. RHCs allow for participants to engage in deep listening, hearing the stories of people they might not otherwise connect with and have a heartfelt conversation. RHCs offer ways for us to heal from the traumatic wounds of the past, to build mutually respectful relationships across racial lines and to transform ourselves into

a more connected community.

- **Racial Healing Circle for AAPI Staff:** In light of recent events, on March 19th we held space for staff who identify as part of the Asian & Pacific Islander community. This session was led by [Yen Nguyen, LPC](#) (She/Her/They/Them). Yen is based in Denver and specializes in providing space for those who have survived traumas specific to race and marginalized experiences. We will continue to work with Yen to provide space for our AAPI staff.

Finance & Facilities

While much of our work continues to be routine throughout the closures, our recent focus is on supporting the reopening efforts of our branches and continuing to prepare for Central reopening in the summer. Here are some highlights of our recent work.

Facilities

The bond renovations are in full swing with Byers and Smiley wrapping up final details while Pauline Robinson and Athmar are in the early kick off phase; Blair-Caldwell is in the middle of the design phase, and Central continues going strong in the construction phase. Many other non-bond projects also continue around the system to repair and maintain our buildings and infrastructure. The Maintenance team's work continues to be routine throughout closure and reopening preparation performing preventative maintenance (eg. heating and ventilation, irrigation, fire inspections) and responding to emergencies (eg. broken pipes, HVAC repairs, snow removal) as needed. The Delivery team is adapting to their new day schedule (formerly 8pm-4am), and taking on new responsibilities and increasing demands related to reopening. Meanwhile, the Custodial team's work primarily centers around reopening. Custodial continues researching and responding to ever-changing health and safety practices, adjusting staff schedules around changing branch hours, and ensuring sufficient supplies and equipment are in stock. The Facilities teams all strive to meet the regular ongoing needs of our libraries and provide clean spaces while minimizing impact on occupancy loads and operations.

Finance

Finance has been liaising with the City to update cash handling procedures in preparation for reopening, and we anticipate an increase in the demands of this responsibility as customers begin coming back to our libraries and settling up older fees on their accounts. We will begin preparing weekly bank deposits again and are collaborating with Security for deposit pickups from branches. Much of Finance's focus has been and will continue to be on our budget and economic recovery. 2020 record keeping is being finalized and minor adjustments continue to be made to prepare the City's Comprehensive Annual Financial Report (CAFR). We continue to be optimistic about the possibility of additional funding in our 2021 budget and beyond as we plan for releasing some of our budget reserve and discuss the American Rescue Plan "stimulus" opportunities passed through the City.

Security

Central Security has been actively preparing for reopening by working with supervisors on possible reopening scenarios including using [DPL's Library Use Policy](#), verbal conflict

deescalation, mask wearing, social distancing, trespassing, and incident report writing. Because our team is onsite 24/7, they are also critical to supporting the many contractors in and around Central Library for construction, repairs and inspections, deliveries, and more. Continuity of Operations Planning (COOP) has also been a priority focus area of the team, and will continue to be well into the future. The team recently lost one of our supervisors and Agency Continuity Coordinators (ACC), and we have been working to get another existing supervisor up to speed on the ACC role since this is such a critical piece of continuity planning and system-wide support. Expect to hear more about our COOP work throughout the year.

Human Resources

DPL's HR Team continues to adjust to the new, changing expectations related to budget and the pandemic, and has been focused this first quarter on supporting the reopening efforts of the branch locations. HR Operations has been busy supporting recruitment efforts, position moves across the system as well as offering supportive leave opportunities for different employee situations.

Our Learning subteam has been focused on providing support for our reopening training and learning opportunities. They are also providing 2021 goal setting guidance for supervisors and employees. However, in recognition that uncertainty remains for much of our staff right now, we are advising employees to set a reduced number of goals this year and have extended the deadline to enter goals into our online platform. Our HR department remains committed to a successful performance process and also will continue to be flexible and responsive as things change.

We have also continued to maintain our traditional quarter one focus areas - ensuring employees confirm and understand new benefit elections, finishing up our annual performance reviews and promoting appreciation and recognition throughout the organization, at all levels.

Neighborhood Services

Programming

We are excited to celebrate National Poetry Month with [Suzi Q. Smith, Sheree Brown, Franklin Cruz, and Sueyeun Juliette](#). The two author events that we did in March were huge successes -- one focused on [caregivers](#) (Nadine Cornish, author of *Tears In My Gumbo*) and one focused on workplace age discrimination and job loss (Elizabeth White, author of *55, Underemployed, and Faking Normal*). We had about 200 people at each, and the response was overwhelmingly positive. We plan to follow up on both of these events with programming and services to respond to the needs that were expressed by participants.

Older Adult Services

Newsletter this month features Creative Aging -- and promotes our Art After Noon series -- in which professional artists lead older adults in skill-building art creation sessions using materials found in the home. This month, we are doing cellphone photography, songwriting, and drawing (with well-known local artist Tony Ortega). If people want to receive the Older Adult Updates

newsletter, they can either email Amy Delpo at adelpo@denverlibrary.org or sign up on our website's [newsletters page](#).

Cultural Inclusivity

A series of Cultural Humility workshops has been launched for our staff. This workshop aims to provide space to apply Cultural Humility and allow for self-reflection with peers. Facilitators will lead interactive conversations designed to challenge participants to unpack their experiences and perspectives about themes such as culture, power, privilege, dominant culture, white supremacy, race, racism, and other related topics. We invite everyone to challenge their implicit biases and make a conscious effort to disrupt white dominant culture.

Branch Services

Several customers have commented that they appreciate DPL taking precautions and opening slowly, and that they feel safer at DPL than at other systems. Many customers have cheered, teared up, bowed in gratitude, and have just been thrilled to come back to the library! Almost all of our locations will be open for full or partial days beginning the week of April 13. A small, but hopefully impactful to all of our locations are the addition of public phones for the community to use. Branch staff have been continuing to support outreach, outdoor technology access, and helping to fill in at other locations.

Bond Renovations

Byers and Smiley renovations are nearly complete. As we wait for building and fire inspections for both branches we're getting prepared by receiving the mostly all new furniture and some really nice service desks. Among the highlights of the renovation at Byers is an awesome contemporary teen space.

Byers showcases the best of classic features and current technology combined. One of the most substantial aesthetic improvements at Byers is that the original stairs dating back to 1918 have been restored. While that sounds like a small detail, this eye catching beautifully refurbished stairwell is among the focal points inside this historic Carnegie library. From the main website, [here are more details about Byers bond information](#).

Smiley's renovation features a completely upgraded community room. Creating a large space to meet the neighborhood's changing demographics was among the suggestions of nearby residents who voiced a need for library programming and storytime space. In addition, a four-person study room is now featured in Smiley's basement. Newly constructed service points have a design theme that matches the branch's historic architecture. The branch got a new exterior book drop, [check out the footage here](#). [Here is an overview](#) of the Smiley Branch renovation project.

Blair-Caldwell is now finishing the schematic design phase and is waiting for cost estimates. A lot of input for this renovation was gathered via community engagement and public meetings. This bond project encompasses the renovation of the first floor and includes showcasing the branch's collection. [Here are more details](#).

Athmar and Pauline Robinson are beginning project scope conversations. This involves procuring an architect and starting design meetings. Both of these branches are getting

additions including areas to attract teens. [Here is more information about the Athmar renovation.](#) [Here are details about the Paulrine Robinson bond renovation.](#)

Schlessman and Barnum renovation processes will begin following Athmar and Pauline Robinson. It is anticipated that project scope discussions and the procurement of an architect for Schlessman and Barnum will begin in a couple months. Please see more details about renovations for [Schlessman](#) and [Barnum](#) on our main website.

Stories of Impact

In early March, Iker Madera (CTC) and Dodie Ownes (B&B) had a busy day at the Rodeway Inn shelter at Federal and I-70, which had been set up for women and transgender women by DHA in Summer 2020. One customer, Ranae (not her real name), had been growing frustrated trying to write cover letters and resumes on her phone, so Iker got her set up on a one hour computer (far right) and she got to work. She needed a little help with formatting and read her cover letter out loud, asking for feedback - when Iker suggested using the word 'optimize' she got really excited and felt like she had a great cover letter ready to go. A week later, Ranae saw Iker again and told him she got a part-time job! Just this past week, we saw Ranae again, running off for another job interview, feeling and looking confident. DPL staff have helped customers at this location with everything from renewing a drivers license to helping find information for grandparents seeking custody of their grandchildren. BTW - those screen guards? Iker McGyvered those from cardboard boxes! - Submitted by staff via Stories of Impact

My good friend has two kids (8 and 11 years old) who are very avid readers and library users. During the last year, they have downloaded books, participated in virtual programming and have done curbside. But, they have missed being in the library in the last year. Today, they got to go to the library in person for the first time in a year. She told me they were like kids in a candy store! They both were SO happy to be there and ended up checking out 6 books each, getting a snack and an ideaLab kit. They didn't even wait to get home to start reading their new books! - Submitted by staff via Stories of Impact



Linda B - "Silence implies con... · 6d ...

Replying to @Jarrett_Lerner

Our @denverlibrary branches have worked so hard to bring all possible to the public. When picking up holds, they're handing out big bags of snacks to families, too. And they always have the latest books! I am so grateful to them!



2



Becky DeLio Trampler

Happy 📖📖 anniversary!!

6d Like Reply Message



Jessica Hodgman Hesselberg

Wow! I was on the team that opened GVR - can't believe it's been 10 years!!

1w Like Reply

3



Lucas Stephens Replied · 1 Reply



Corinne Arsenault Jackamore

Sooo proud of that branch and the great work you all do, day in and day out!!! 💖

1w Like Reply

7



Brenda Cook Ritenour

My son's first neighborhood library!

6d Love Reply Message

3



Vanessa Rodriguez

My home branch--where I discovered public libraries. 📖💖📖

Agenda Item 9

Requested Action: Review and Approve Strategic Roadmap

In 2019, Denver Public Library embarked on a journey to redefine its guiding principles in the spirit of community aspirations and cultivate a shared vision for the library's future. After two years of robust staff collaboration, Commission collaboration, research and engagement we are now ready with a Strategic Roadmap for review and approval.



In 2019, Denver Public Library embarked on a journey to redefine its guiding principles in the spirit of community aspirations and cultivate a shared vision for the library's future. Two years of robust staff collaboration, Commission collaboration, research, engagement -- and a global pandemic -- later, we present:

Charting the Course: A Strategic Roadmap

Mission

Together, we create welcoming spaces where all are free to explore and connect.

Vision

A strong community where everyone thrives.

Values

- Welcoming
- Curiosity
- Connection
- Equity
- Stewardship

Bringing Our Values to Life

The Values were transformed into Values in Action (ViA) to describe the purpose of the library's work and provide a tangible meaning and establish a clear desired result of DPL's impact on the community. Each has a set of community-level indicators that demonstrate collective impact in measurable terms.

- WELCOMING EVERYONE
- FOSTERING CURIOSITY
- STRENGTHENING CONNECTION
- CHALLENGING INEQUITY
- HONORING PUBLIC TRUST

Leveraging Staff Passion and Expertise

ViA Teams comprised of staff from all levels of the organization convened to review data, conduct research and provide recommendations on how the library can best serve the Denver community. Recommendations were shared throughout the organization and with the Library Commission through Open Houses and feedback was solicited via a gamified prioritization exercise. Engagement culminated in a series of working sessions with the Equity, Diversity and Inclusion Advisory Council.

Curating the Strategic Roadmap

Throughout this work, a clear set of themes emerged -- confirming that our Values in Action are cooperative and present in all facets of the library's work.

The ViA recommendations were grouped thematically and prioritized based on executive vision and direct feedback from more than 30% of staff.

- Our Annual Action Plan is how we'll do it.
- Our Strategic Roadmap is what we'll do.
- Our Values in Action articulate why we do what we do.

I. Access & Enrichment

Embodies the library's commitment to broaden outreach, better market our value and services to the community, improve language access of services and materials, and sustain digital inclusion work.

- 1.1 Reimagine service delivery models and grow our commitment to meeting people where they are.
- 1.2 Expand our reach and boost public awareness of what the library has to offer.
- 1.3 Offer relevant and supportive resources, services and materials in Denver's key languages.
- 1.4 Inspire and encourage a sense of wonder by curating relevant, engaging and diverse materials that reflect the interests of the community and promote literacy at all ages.
- 1.5 Harness the power of current and emerging technology to eliminate barriers and facilitate exploration.

Build a Language Access Plan to guide the library's efforts in providing high quality services, services and materials to DPL customers who speak languages other than English.

II. Space & Place

Centers the library's focus on strengthening strategic partnerships, re-envisioning our environments to reflect unique community use, and incorporating universal design to make everyone feel more welcome.

- 2.1 Maintain and improve existing library infrastructure to enhance the customer experience, and explore opportunities to add new locations as we grow with the community.
- 2.2 Anchor the library's role as a connector within the larger social and economic fabric of the community.
- 2.3 Celebrate unique neighborhood characteristics through the design of culturally-representative spaces.
- 2.4 Develop a trauma-informed and culturally responsive customer service model that matches community needs, while also encouraging staff to maintain their own wellness.

Roll out a pilot of DPL's Culturally Responsive Wellness Model, evaluate effectiveness and propose future state.

III. Culture & Org Health

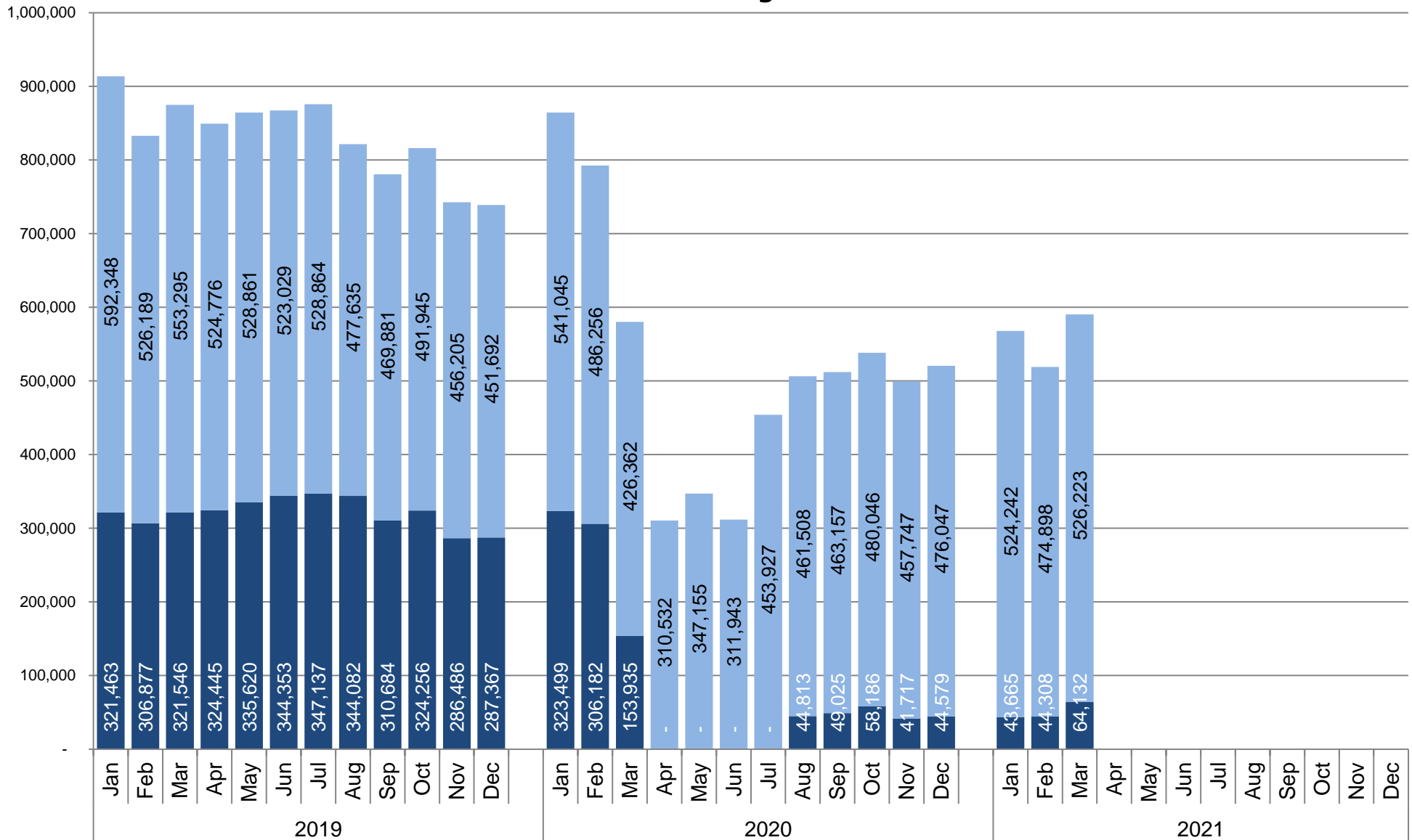
Signals the inextricable link between internal wellbeing and external service; sound financial management, data collection and use, accountability and employee engagement are all part of the equation.

- 3.1 Cultivate an inclusive organization focused on equitable outcomes and services for all, leading with race.
- 3.2 Provide responsive and inspired service through data-informed decision making.
- 3.3 Nurture the full employee lifecycle, build staff capacity to deliver on our mission and create opportunities for career exploration.
- 3.4 Align financial and operational resources with strategic priorities to ensure long-term sustainability.
- 3.5 Provide consistent, transparent, high-quality communication and prioritize meaningful opportunities for staff and community engagement.

Develop leadership/supervisory learning opportunities centered on a set of core competencies and align performance expectations to detail the responsibility organizational leaders have for the success and development of their teams.

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, except Smiley and Byers (closed for renovations).

➔ Smiley Branch Library resumed service February 1, 2021

➔ 9 locations reopened for half-day in-building service Tue-Sat beginning March 9, 2021

Online visits - total website visits by session, from Google Analytics

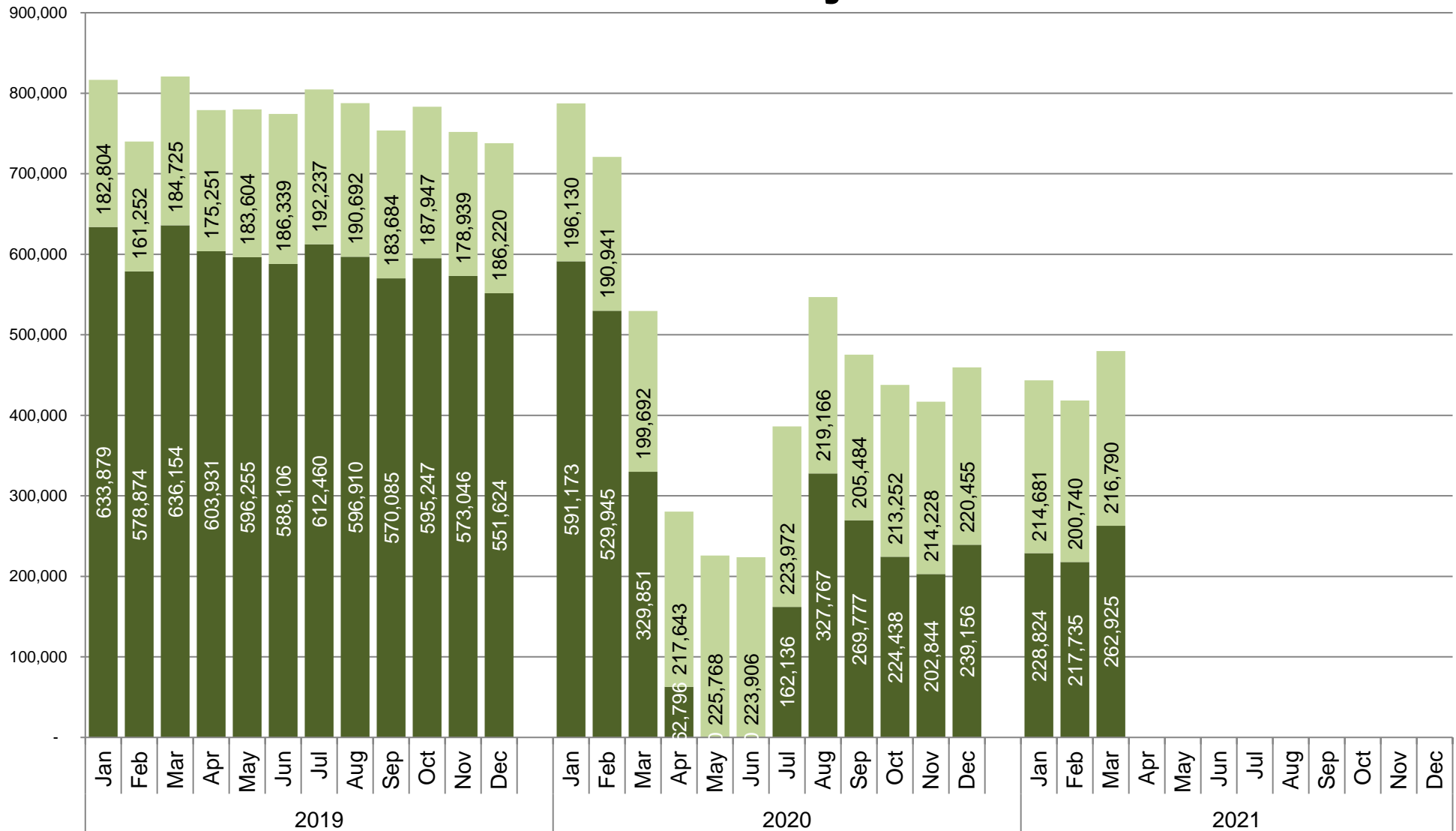
In Person visits - total door count from all locations, as collected by Trafys doorcounter system.

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, except Smiley and Byers (closed for renovations).

→ Smiley Branch Library resumed service February 1, 2021

→ 9 locations reopened for half-day in-building service Tue-Sat beginning March 9, 2021

→ 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

March 2021

Location	Total Circulation	+/- Previous Month	2020/2019 Year/Year	YTD Y/Y
Athmar Park	2,150	➡ (101)	↓ (1,427)	-60.5%
Bear Valley*	12,133	↑ 2,545	↓ (1,806)	-51.1%
Blair-Caldwell African American Research Library	1,987	↑ 349	↓ (2,357)	-74.9%
Byers	0	➡ 0	↓ (1,589)	-100.0%
Central Library	17,234	↑ 850	↓ (29,657)	-74.9%
Decker	8,695	↑ 869	➡ (260)	-34.8%
Eugene Field	12,254	↑ 1,052	↑ 2,772	-29.4%
Ford-Warren	5,996	↑ 36	↓ (1,327)	-43.4%
Green Valley Ranch*	7,637	↑ 2,145	↓ (4,926)	-66.3%
Hadley	2,191	↑ 19	↓ (2,524)	-69.8%
Hampden*	13,586	↑ 2,904	↓ (2,704)	-50.0%
Mobile Services (Bookmobiles)	2,050	↑ 586	↓ (1,251)	-67.6%
Montbello	1,874	↑ 16	↓ (1,622)	-67.6%
Park Hill	16,241	↑ 1,840	↓ (1,840)	-40.6%
Pauline Robinson	2,304	↑ 267	↓ (529)	-55.6%
Rodolfo "Corky" Gonzales*	7,758	↑ 2,194	↓ (6,831)	-67.6%
Ross-Barnum	2,626	↑ 230	↓ (1,889)	-62.0%
Ross-Broadway	9,480	↑ 1,197	↑ 1,665	-25.7%
Ross-Cherry Creek*	17,417	↑ 4,595	↑ 1,983	-35.4%
Ross-University Hills*	28,998	↑ 7,338	➡ (1)	-40.4%
Sam Gary*	34,098	↑ 10,664	↓ (2,931)	-46.2%
Schlessman Family	22,706	↑ 2,243	↓ (7,264)	-46.6%
Smiley	3,383	↑ 2,212	↓ (4,711)	-90.2%
Valdez-Perry*	1,383	↑ 266	➡ (212)	-48.7%
Virginia Village	12,058	↑ 846	↓ (779)	-50.7%
Westwood*	1,420	↑ 416	➡ (499)	-59.9%
Woodbury	15,244	➡ (391)	↑ 5,608	-9.4%
Denverlibrary.org Downloadables	216,790	↑ 16,050	↑ 17,098	7.7%
Total	479,693	↑ 61,237	↓ (49,810)	

➡ All locations closed beginning March 16 in response to COVID-19. Curbside Service commenced on July 7, 2020, except for Smiley and Byers branches which are closed for renovations.

*9 locations reopened for half-day in building service Tue-Sat beginning March 9, 2021.

Denver Public Library

Monthly Circulation by Branch

February 2021

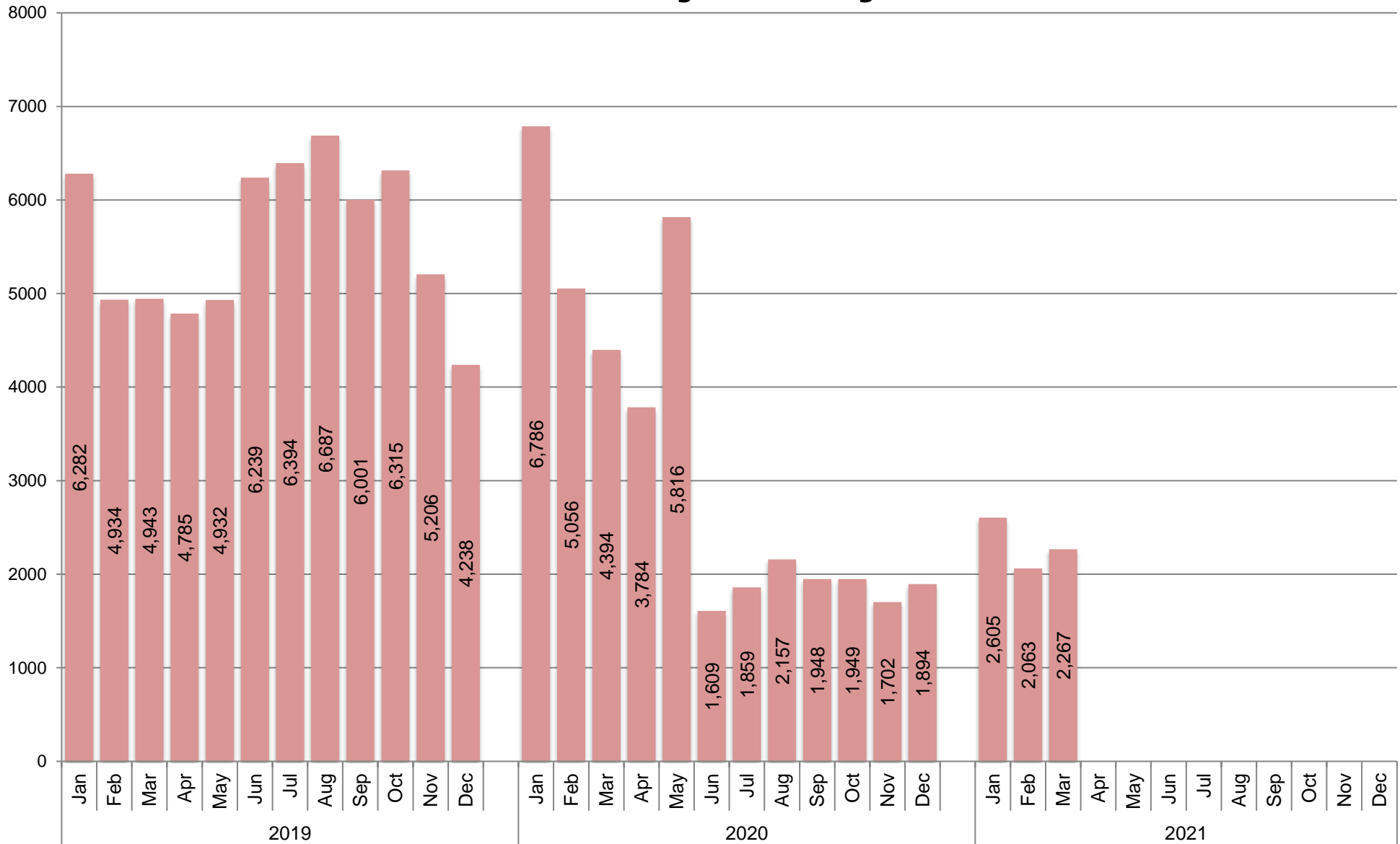
Location	Total Circulation	+/- Previous Month	2020/2019 Year/Year	YTD Y/Y
Athmar Park	2,251	➡ (15)	↓ (3,748)	-65.9%
Bear Valley	9,588	↓ (795)	↓ (14,290)	-61.3%
Blair-Caldwell African American Research Library	1,638	➡ (236)	↓ (6,498)	-79.9%
Byers	0	➡ 0	↓ (2,553)	-100.0%
Central Library	16,384	↓ (1,495)	↓ (55,118)	-78.2%
Decker	7,826	↓ (670)	↓ (5,964)	-44.2%
Eugene Field	11,202	➡ (345)	↓ (7,405)	-42.8%
Ford-Warren	5,960	➡ (453)	↓ (5,794)	-50.5%
Green Valley Ranch	5,492	➡ (328)	↓ (15,003)	-74.0%
Hadley	2,172	➡ (278)	↓ (6,057)	-74.0%
Hampden	10,682	➡ (372)	↓ (14,564)	-59.8%
Mobile Services (Bookmobiles)	1,464	➡ (15)	↓ (4,990)	-78.9%
Montbello	1,858	➡ (205)	↓ (4,943)	-72.5%
Park Hill	14,401	↓ (1,127)	↓ (12,740)	-49.3%
Pauline Robinson	2,037	➡ (7)	↓ (3,332)	-64.5%
Rodolfo "Corky" Gonzales	5,564	➡ (134)	↓ (14,853)	-74.3%
Ross-Barnum	2,396	➡ (293)	↓ (4,860)	-67.7%
Ross-Broadway	8,283	↓ (508)	↓ (4,838)	-38.7%
Ross-Cherry Creek	12,822	↓ (512)	↓ (10,948)	-49.2%
Ross-University Hills	21,660	↓ (1,390)	↓ (22,726)	-52.4%
Sam Gary	23,434	↓ (1,194)	↓ (30,587)	-58.2%
Schlessman Family	20,463	↓ (1,874)	↓ (22,465)	-53.6%
Smiley	1,171	↑ 1,167	↓ (16,008)	-96.8%
Valdez-Perry	1,117	↑ 244	↓ (1,457)	-60.0%
Virginia Village	11,212	↑ 458	↓ (14,306)	-60.6%
Westwood	1,004	↑ 21	↓ (2,341)	-69.8%
Woodbury	15,635	↓ (748)	↓ (3,696)	-24.1%
Denverlibrary.org Downloadables	200,740	↓ (13,941)	↑ 9,799	7.3%
Total	418,456	↓ (25,045)	↓ (302,285)	

➔ All locations closed beginning March 16 in response to COVID-19. Curbside Service commenced on July 7, 2020, except for Smiley and Byers branches which are closed for renovations.

Denver Public Library

Total New Library Cards By Month

■ New Cards



- ➔ All DPL locations closed on March 16, 2020 in response to COVID-19. Curbside services began July 7, 2020, except Smiley and Byers (closed for renovations).
- ➔ Smiley Branch Library resumed service February 1, 2021.
- ➔ 9 locations reopened for half-day service Tue-Sat beginning March 9, 2021.

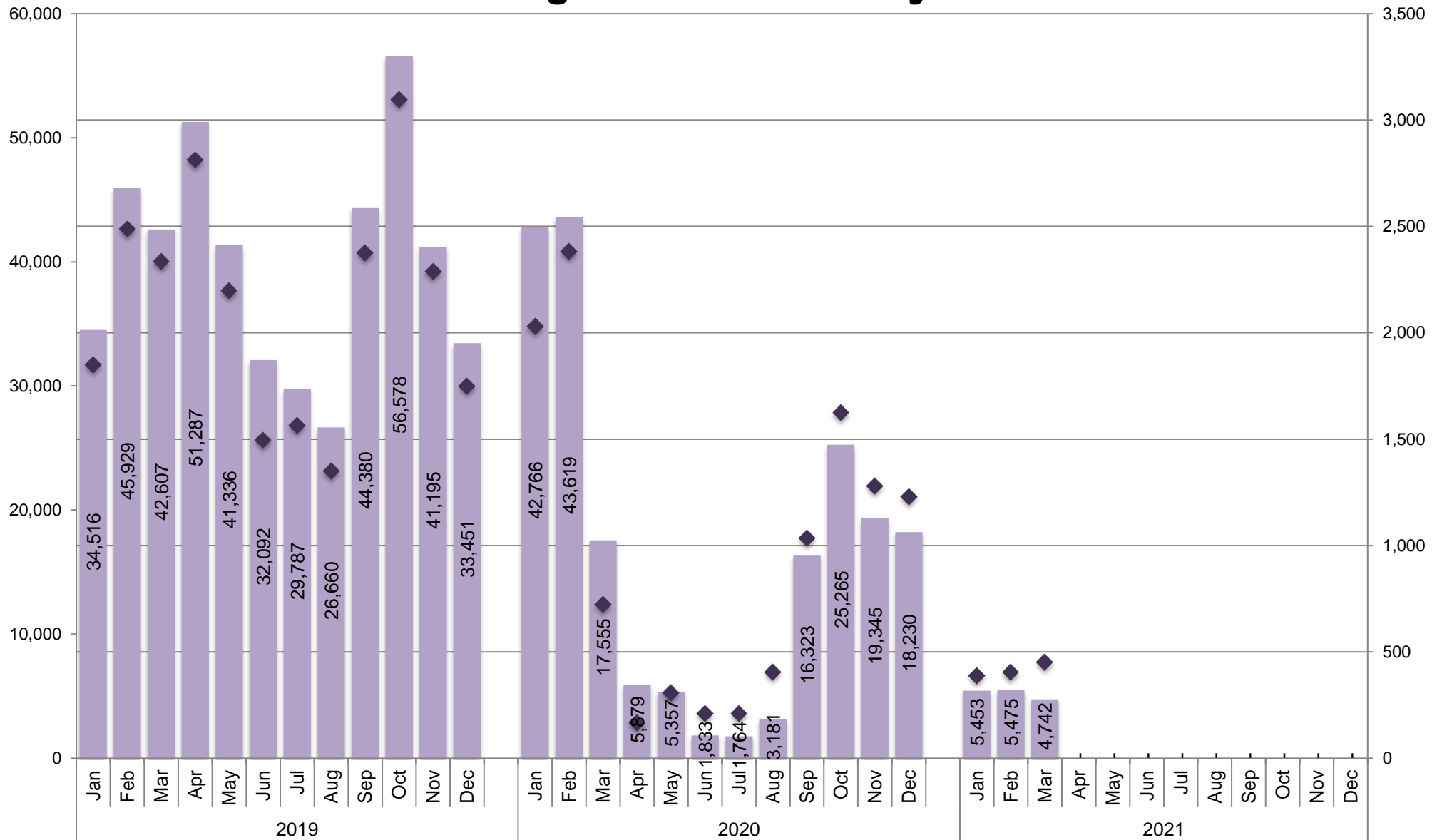
New Cards - total number of new library card registrations (including computer user only cards), from Polaris.

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. Spring Read Aloud sessions pending.

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

Feb 11 - April 7, 2021

There are a total of 152 news clips for this date range.

News: (36 news clips in this section)

[Denver Public Library is reopening even more branches](#) - Denverite

[We mapped Denver libraries to find out who has the most access to free books](#) - Denverite

[The Dr. Seuss Opportunity](#) - PLA, Public Libraries Online

[What the "New Normal" Looks for Public Libraries | Michelle Jeske of the Denver Public Library](#) - Podcast, Good & Grounded

[Some Denver Public Libraries Reopening. Now Recreation Centers Soon to Follow](#) - The Denver North Star

[How library closures have affected the Denver community](#) - DU Clarion

[Ross-Cherry Creek Branch Library and eight others re-open today!](#) - Newsletter Denver City Councilman Chris Hinds, District 10

[After Nearly A Year, Some Denver Public Library Branches Reopen](#) - CBS Denver

[Denver Public Library branches begin phased reopening March 9](#) - Rocky Mountain PBS

[Denver Public Library reopening several branches](#) - Denver 7

[Denver Public Library reopening 9 branches next week](#) - 9News

[Denver Public Library plans to reopen nine branches on March 9](#) - Denver 7

[Denver Public Library Reopens 9 Branches Nearly 1 Year After Pandemic Closure](#) - CBS Denver

[Denver Public Library to reopen 9 branches after a year of COVID closures](#) - Denver Gazette

[Denver Public Library reopening 9 branches next week](#) - The Denver Post

[Denver Public Library will reopen nine branches on March 9](#) - Denverite

[The Stacks Are Back: Nine Denver Libraries Reopen March 9](#) - Westword

[Denver Public Library will reopen nine branches March 9](#) - reddit

[Denver Public Library won't pull any Dr. Seuss books from collection](#) - Denver 7

[Denver Public Library Won't Pull Dr. Seuss Books Over Racist Imagery, Citing Intellectual Freedom](#) - CBS Denver

[New York and Denver public libraries aren't removing Dr. Seuss books over racist imagery](#) - CBS News

[Denver Public Library will reopen nine branches on Tuesday, March 9](#) - Tweet, CPR News & Denverite

[NYC, Denver Public Libraries Will Continue To Lend Out All Dr. Seuss Titles](#) - One America News Network

[Denver Public Library Reopening nine branches](#) - Tweet, Denver City Councilwoman Amanda Sawyer, District 5

[Check Out These Seeds](#) - Greater Park Hill Community
[Denver Public Library to re-open nine branches](#) - Life On Capitol Hill
[Denver Public Library to re-open nine branches](#) - Colorado Community Media
[Denver library won't pull Dr. Seuss books off shelves](#) - News Amed
[Denver library won't pull Dr. Seuss books off shelves](#) - New York Post
[Denver's music venues, libraries, rec centers](#) - Denverite
[The Center on Colfax launches book club](#) - Life On Capitol Hill
[There Are Hundreds of Black History Archives To View at the Blair-Caldwell Library](#) - 303 Magazine
[Colorado Edition: Between The Past And Present](#) - KUNC, Community Radio for Northern Colorado (*Jameka Lewis her portion of the interview begins at the 14 minute mark*)
[A New Denver Library](#) - The Denver Post
[Rachel Vagts \(MA'97\) Heads SAA As President](#) - The Information School
[Library workers ask for vaccine protection, considered a critical service](#) - Fox31

DPL mentions: (104 mentions in this section)

[Rolling with the Times: How Mobile Services Innovated During COVID](#) - School Library Journal
[Critic Walter Chaw's been hosting a Saturday Zoom series](#) - reddit
[How Civic Center Park of Denver can Save You Time, Stress, and Money](#) - Blog,
[Diane Lapierre shares her love of the library with all of Loveland](#) - Loveland Reporter-Herald
[Things to do in Denver this weekend, April 2-4](#) - Denverite
[Día del Niño takes place virtually throughout April](#) - Colorado Community Media
[Museum update: all about the pivot](#) - Telluride Daily Planet
[Things to do in Denver this weekend, March 26-28](#) - Denverite
[Hike of the Week: Snowshoeing to Bierstadt Lake](#) - Estes Park Trail Gazette
[Wildlife Window: Crow Valley is worthy of preservation](#) - Loveland Reporter Herald
[Why you should use the library as a valuable — free! — resource for cookbooks, kitchen tools and more](#) - Washington Post
[Why you should use the library as a valuable - free! - resource for cookbooks, kitchen tools and more](#) - San Francisco Gate
[Hello I would like to not pay \\$15 a month for audible. Are there free or lower cost options that you have used and recommend?](#) - reddit
[The Fact About Center for Colorado Women's History of Denver That No One Is Suggesting](#) - Blogolize.com
[CU Faculty Voices: A historian gets fact-checked](#) - University of Colorado, CU Connections
["Día Del Niño: Celebrating All Children." Is Back! FREE! In Person & Virtually, April 1 To April 30th](#) - Latin Life Denver
[An Interview with Amy Forrester on Early Reader Work](#) - ALSC Blog
[Obituaries: Carolyn Perry Griesemer](#) - Charleston Gazette-Mail
[Active Minds for Virtual Events for April, 2021](#) - My Prime Time News
[Activities in Denver this weekend March 26 - 28](#) - Daily Denver News
[Read It or Don't LGBTQ Book Group: A New Queer Book Club Offers Dialogue for Every Stripe of Denverite](#) - Denverite
[Eight UCCS alumni named to Business Journal's Rising Stars of 2021](#) - UCCS, Communique

[Denver sets reopening dates for rec centers \(May\) and outdoor pools \(June\)](#) - Denverite
[Spilled Paint: The RiNo Art District Is Cleaning Up a Mess](#) - Westword
[Things to do in Denver this weekend, March 19-21](#) - Denverite
[Denver Public Library by Michael Graves](#) - reddit
[Wild West showman Buffalo Bill Cody](#) - Tweet, Colorized
[COVID: THE LONGEST YEAR | An oral history through the eyes of Coloradans who lived it](#) - Colorado Politics
[Colorado Winter Storm Update: I-25 closed between Colorado Springs and Castle Rock](#) - The Denver Gazette
[Things to do in Denver this weekend, March 12-14](#) - Denverite
[Some Vaccination Clinics Rescheduling Ahead of Weekend Snowstorm](#) - CBS Denver
[Practical Things You Will Need To Know When You Move To Denver](#) - Vents Magazine
[Grow Your Garden with Denver Public Library - Free Seed Packets](#) - reddit
[COVInnovations 2020: Year of the Public Servant](#) - Denver Peak Academy
[White Plains: March LibraryReads](#) - Patch, White Plains, NY
[Amazon Killing Libraries?](#) - Outside the Beltway
[How hospitals and clinics that distribute COVID-19 vaccines are preparing for this weekend's snowstorm](#) - Denverite
[Librarians are debating how to handle the Dr. Seuss controversy - but the books will stay on shelves for now](#) - MSN News
[Chicago Library Temporarily Pulls Dr. Seuss Books](#) - Kirkus Review
[Chicago Public Library to yank six Dr. Seuss books from shelves](#) - New York Post
[Chicago Public Library to yank six Dr. Seuss books from shelves](#) - News Amed
[Chicago Public Library to yank six Dr. Seuss books from shelves](#) - USA News
[Broomfield Library removing six Dr. Seuss titles from collection](#) - The Denver Post
[Broomfield Library removing six Dr. Seuss titles from collection](#) - Daily Camera
[Things to do in Denver this weekend, March 5-7](#) - Denverite
[Denver will open three more city-sponsored vaccination sites next week](#) - Denverite
[COVID In Denver: Vaccine Focus Continues In Underserved Communities](#) - CBS Denver
[Mayor Hancock announces opening dates for more community vaccination sites](#) - 9 News
[New York Public Library Refuses To Remove Dr Seuss Books - Liberal Authoritarians Outraged](#) - reddit
[New York & Denver Public Libraries Aren't Removing Dr. Seuss Books Over Racist Imagery](#) - Oklahoma's Own News9
[Some public libraries won't remove 6 Dr. Seuss titles from shelves after publication halt](#) - LA, FOX11
[Some public libraries won't remove 6 Dr. Seuss titles from shelves after publication halt](#) - Dallas, FOX4
[Some public libraries won't remove 6 Dr. Seuss titles from shelves after publication halt](#) - Milwaukee FOX6
[Some public libraries won't remove 6 Dr. Seuss titles from shelves after publication halt](#) - Philadelphia FOX29
[We don't censor books': New York Public Library says it will keep canceled Dr. Seuss titles on shelves](#) - RT News

[Oh, the places you'll go: Sales of Dr. Seuss books skyrocket after controversial publishing decision](#) - KCBS Radio

[New York Public Library Will Not Pull 'Canceled' Dr. Seuss Titles, Says It 'Does Not Censor Books'](#) - Tathasta News

[We Do Not Censor Books': New York Public Library Refuses to Cancel Dr. Seuss](#) - Summit News

[An accounting of Denver's \\$127 million in federal COVID relief funding — and the challenges of keeping it straight](#) - The Denver Post (Attached)

[Librarians are debating how to handle the Dr. Seuss furore — but say the books will stay on the shelves for now](#) - Business Insider

[Librarians Are Debating How To Handle The Dr. Seuss Furore — But Say The Books Will Stay On The Shelves For Now](#) - USA News Site

[Librarians are debating how to handle the Dr. Seuss furore - but say the books will stay on the shelves for now](#) - Vector News

[Librarians are debating how to handle the Dr. Seuss furore - but say the books will stay on the shelves for now](#) - Yahoo! News

[Librarians are debating how to handle the Dr. Seuss furore - but say the books will stay on the shelves for now](#) - MSN New

[Want To Borrow That E-Book From The Library?](#) - reddit

[Want to borrow that e-book from the library? Sorry, Amazon won't let you.](#) - The Washington Post & San Antonio Express News

[A look back at Denver's biggest snowstorms as a significant winter storm heads our way](#) - Denver 7

[A look back at Denver's biggest snowstorms as a major winter storm moves our way](#) - Aazor News Network

[A look back at Denver's biggest snowstorms as a major winter storm heads our way](#) - Tech2 News

[The State of Murals: Take a Trip Through Colorado Street Art](#) - Westword

[Bookmobiles and outreach staffers take on new roles in a year of COVID-19](#) - American Libraries

[New York Public Library keeping the six discontinued Dr. Seuss books on shelves](#) - The Post Millennial

[10 Fun Things to Do in Colorado with kids on a Colorado Family Vacation](#) - Blog, Trekaroo

[The Mindful Path – Happiness](#) - My Prime Time News

[What's In Your Attic?](#) - Greater Park Hill Community

[Lasting milestones": A look at Zipporah Hammond's legacy as University of Colorado's first Black nursing school graduate](#) - The Denver Post

["Lasting milestones": A look at Zipporah Hammond's legacy as University of Colorado's first Black nursing school graduate](#) - Big World Tale

[Things to do in Denver this weekend, Feb. 26-28](#) - Denverite

[A Closer Look at RiNo's Incoming ArtPark Community Hub](#) - 303Magazine

[COVID In Denver: City Adds Community Vaccination Sites In Several Neighborhoods](#) - CBS4

[Celebrating Black History: Three Early Black Goldenites](#) - Colorado Community Media

[Researchers Blast Flatirons Library Consortium for Slashing Prospector](#) - Westword

[Poudre Library District earns first Star Library designation](#) - The Rocky Mountain Collegian
[Thousands of COVID-19 vaccines to be given through community clinics statewide](#) - KKTU, Colorado Springs
[Things to do in Denver this weekend without spreading the coronavirus, Feb. 19-21](#) - Denverite
[CU's first Black nurse defied racism](#) - University of Colorado
[Things to do in Denver this weekend without spreading the coronavirus, Feb. 12-14](#) - Denverite
[A great #resource for Denver Public Library cardholders](#) - Tweet, Emily Griffith Foundation
[She was basically housed in a separate facility](#) - 9News
[2020 Peak Academy Year in Review](#) - Denver Peak Academy
[Ten Things to Do In and Around Denver \(and Online\) This Weekend](#) - Westword
[Denver Public Library honors African American leaders](#) - African American Voice
[Virtual Events in Celebration of Black History Month: Part II](#) - Elliman Insider
[Colorado Association of Libraries Requests Library Workers](#) - reddit
[The Best & Worst Books I Read in 2020](#) - Blog, Scones & Tones
[CU's first Black nurse defied racism](#) - University of Colorado
[Things to do in Denver this weekend without spreading the coronavirus, Feb. 12-14](#) - Denverite
[Denver has 7,000 historic districts and landmarks. Only 2-3% are not white](#) - The Denver Post
[Ten Things to Do for Free In and Around Denver This Week](#) - Westword
[Denver Gazette: Heed your constituents; vote down 'group living'](#) - The Gazette
[Studio Gang's design for Denver mixed-use building is inspired by Colorado's native aspen tree](#)
 - The Construction Specifier
[For First Time In 100+ Years, Denver Looks To Drastically Improve Civic Center Park](#) - CBS Denver
[Twelve Things to Do for Free in Denver This Week](#) - Westword
[20 Things To Do in Real Life and Virtually This Weekend in Denver](#) - 303Magazine

Photo/resource credits: (12 clips in this section)

[Brokerage firm Colorado's oldest Black-owned real estate business](#) - 9News
[Birds Eye View of Colorado Springs...](#) - The Antiquarian Booksellers' Association of America
[Wild West showman Buffalo Bill Cody](#) - Tweet, Colorized
[Listed: The biggest snowstorms in Denver's history](#) - Axios
[Don't be caught out': Polis, state officials urge caution ahead of major storm](#) - Rocky Mountain PBS
[Thirty Years After Colorado Legalized Gambling, Two Towns Bet on the Future](#) - Blogspot.com
[Walking Among Ghosts: Ironton, Colorado](#) - Blog, Colorado Earth Science
[Colorado Women's Hall of Fame](#) - Lyons Recorder
[Medved family ranch perched above Denver on site of former ski resort lists for \\$26M](#) - Denver Business Journal
[March 5, Happy Birthday Wild Horse Annie](#) - Wild Horse Education
[Regis University offers a class to talk about the complexities of war for Black Americans who served](#) - 9News
[ACF Passenger Car](#) - Blog, Railway Preservation News