

**LIBRARY BOARD OF TRUSTEES MEETING AGENDA
WEDNESDAY, DECEMBER 20, 2023
5:00 P.M.
DOWNTOWN RENO LIBRARY
301 S. Center St
Reno, NV 89501**

Library Trustees

Frank Perez, Chair
Gianna Jacks, Vice-Chair
Lea Moser, Trustee
Al Rogers, Trustee
Ann Silver, Trustee

The Board met in regular session in hybrid format via Zoom and in person.

CALL TO ORDER/SALUTE THE FLAG

Chair Perez called the meeting to order at 5:03 p.m. and led the meeting in the Pledge of Allegiance.

2. ROLL CALL AND DETERMINATION OF QUORUM

Present:

Frank Perez Chair
Gianna Jacks, Vice-Chair
Lea Moser Trustee
Al Rogers Trustee
Ann Silver, Trustee

Absent:

None

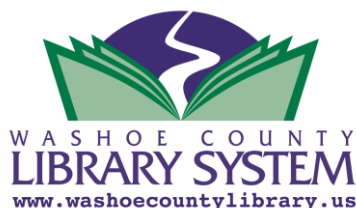
County Staff:

Jeff Scott Library Director
Herb Kaplan Deputy District Attorney
Dave Solaro, Deputy County Manager

- 1) Public Comment – Three Minute Time Limit Per Person [Non-Action Item]
No discussion or action by the Board may be taken upon any matter raised under this public comment section until the matter has been specifically included on an agenda.

Liz Barnes

My name is Liz Barnes and I'd like to go on record thank you for your support of our libraries. I support the core values of the American Library Association which include but are not limited to



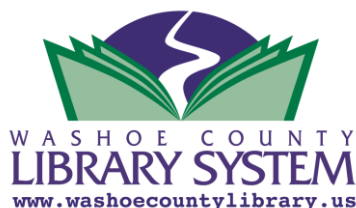
Equitable access to knowledge social justice and intellectual freedom. I want to ensure access to information to all which includes diversity and inclusion for all children. Don't attend dragstory hour if you don't like it but don't deny it to parents or grandparents like myself and children who do like it and support it. We find Value in this program. I have I also find Value in all types of books available in our libraries and absolutely do not support Banning of books thank you to director Jeff Scott for supporting inclusive program

Barry Barnes

I am and have been a user of libraries for 75 of my 90 years. I started reading when I was four. I love to read. I read thousands of books from libraries and have hundreds in my own home. I think it's great for parents to monitor what they could children see, and my wife and I did the same when our girls were young. I also know that as kids age, they are exposed to all sorts of things whether the parents like them or not and the way to prevent their children from having bad influences is to be good models for your children create good values for them and model those values at all times. We were certain all of our lives that is our moral and legal think certainty does not impose our values from other people and that it's important for other people to understand that when a minority tries to impose their values on other people it leads the way inevitably to despotism and despotism starts as a corrupt leader who tries to lead a minority to impose the rights on others. That leader then turns towards intellectuals turns towards people who value information and knowledge turns towards their competitors and eventually enslaves the minority itself. So, if people want to ban books do so and do so actually absolutely do so. Do it in your own homes and that's the way that you can influence what your children have but know that eventually your children are going to be exposed to things so the thing that keep the way to make your children grow up into responsible adults is to model the behavior and model leadership yourselves thank you

Jessica Monger

It's really good to see everybody here. Good evening trustees and fellow community members my name is Jessica. I'm a Reno resident voter activist organizer and parent of a young child who absolutely loves books and sometimes eats them as well. I'm also the program manager for Silver State equality Nevada's largest LGBTQ plus civil rights organization. Public libraries are an incredibly important third space. In case you're not familiar, third spaces are locations that facilitate social interaction outside of the people who live or work with and encourage public relaxation. They are places where you encounter frequenters of a space as well as potential new connections. They're places of community exchanges and free thought and access to wide range of information. They're also places where you can go and be in community without being pressured to spend money. We don't have a lot of third spaces in our communities anymore. Libraries are where anyone can come and learn about anything and they should be places where everyone in our community can see themselves represented. On a personal note I live in a family I'm in a family with two moms we're a same-sex couple and we have a young child and we work and learn and thrive here in Reno and we care about our community and it's important that when we show up at the library we see books that depict families like ours. There are some in this room who would call books that depict families like ours pornographic. I've heard that said here to be honest that says a lot more about you than it does about us but



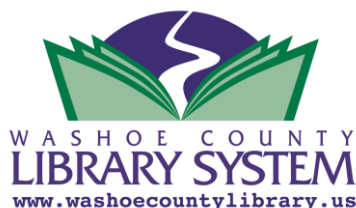
that's another conversation. To us it feels good to take our kids to the library to the children's section and pick up a book to see families with two moms or two dads or gender diverse people. I digress a bit as my main point here tonight is a thank you thank you to the trustees who sit through long meetings to hear your community caring loudly at you and thank you to the Librarians who help us find the exact right board book for children about their specific favorite animal of the week and thank you to director Jeff Scott who seems to understand that libraries aren't just for one kind of person one religion one kind of family but that should be a reflection of our community which is diverse and colorful and beautiful. I know you often hear loud volatility and hostility but tonight I hope you hear that those voices are not actually the majority most of us love the library Love Freedom of Information love to challenge ourselves and read things outside of our own life experience. hi baby and where was I. Thank you to our library staff in all capacities for creating such a special space we appreciate you

Willie Puchart

Willi Purchert and I am a Reno resident I've been speaking about the orchestrated effort by the local Republican party and right wing fringe groups since I've been coming to these meetings. At the May meeting at the Northwest Library I witnessed the chair of Washoe County Republicans directing much of the opposition and then see some of the these same people who say they use the library all the time asking where the exit was located. At the last meeting at the North Valley's Library I saw him with a clipboard titled was Republican party checklist checking off after issues we heard during these opposition to Story Hour. There has been an orchestrated effort to opposition to drag queen Story Hour content of LGBTQ books safety children questioning the director's performance and so on and so forth this is a broad effort tonight intimidation with the anxiety around what can be can be and cannot be taught and discussed in public spaces a Nevada independent commentary earlier aptly described what's becoming obvious in this orchestrated campaign the goal is not to change the policy or to keep drag queen Story Hour out of was County's library instead ironically enough the goal is theater. This is exemplified in some of the behavior the library critics such as the the person who wears a badge describing himself as a domestic terrorist or the person defacing Library materials with scripture what this is leading to if it hasn't gotten here already will be calls to defund the library which is often the last step of a similar of similar Library critics after a series of escalations and other communities throughout the nation. In closing I would like to say to my fellow members of the community who have come out to speak tonight to defend our library system thank you very much for coming I must admit a sense of frustration in previous meetings of being outnumbered by this local minority and I hope that you will see the community largely repudiates this agenda of hates and values of and our libraries of our libraries and its program

Hanna Cordell

my name is Hannah I was born and raised in Washoe County. I've been a lover of the library for as long as I could read. I spent many afternoons after High School at the Northwest Library. I now have a four-year-old child who enjoys the library. We love the resources that the library provides including it being in third space as the previous commentary stated for us to hang out and not spend money we love it. Attending Story times when they occur at times which I can



attend because I'm a working parent for me as a parent diversity within children's literature is vital. I value the ability to expose my child to cultures and experiences that may not be her own this includes cultures that are not our own of which I have read many books to her about in the library but would probably not find myself this also includes LGBTQ plus books that may contain different identities that she has not experienced in her own life most importantly I believe that accessibility to diverse books is important to raise an empathetic and understanding child especially as she is almost school age and will probably make with experiences that are to her

Sierra Jickling

My name is Sierra Jickling for the record. I am lending my support tonight my voice and support of keeping our libraries free inclusive equitable and diverse. As a member of the community and as a native member of Washoe County I would like it if the caretakers of the library could do everything anything in their power to keep the libraries free inclusive Equitable and diverse thank you very much.

Sierra Sarafigly

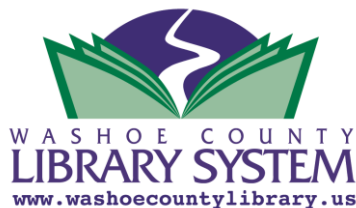
Hi my name is Sierra Sarafigly. I grew up Ino and coming to the library for me as a child was a weekly family event. I've always selected the library I love reading and I love the wide selection of books. I am in support of diverse books that include people from all backgrounds. Limiting diversity only postures misinformation and non-inclusivity. I would love to see a continuation of open conversations on a variety of books people of all backgrounds can relate to their lived experiences thank you thank you and again everybody we appreciate the excitement we appreciate everyone being here tonight.

Ed Powell

I'm a long time resident long time Library user my interest towards which I love the that common I often watch the weekend news shows and they often suggest somewhat obscure economic and political books when I check my library already has it. I am impressed I appreciate the effort that goes into selection, and I appreciate having this library library system in my hometown

Rebecca Reed

my name is Rebecca Reed I'm a librarian here at Washoe County. I'm speaking off the clock right now. I am a native to Nevada I grew up here in Washoe County I was lucky enough to use the library system here on a regular basis. My mom was a teacher and they took me here all the time in fact some of my colleagues I still work with help serve me as a child and I'm so grateful for the resources that I have here because they supported me through school through undergrad here at UNR and then to graduate school at Indiana University in Bloomington and I'm so honored to be a librarian here. I just want to say I know that I can get any book on any subject and I know that anyone in our community can and that is protected with intellectual freedom in our system and I know our director Jeff Scott would stand up for any book that someone tried to remove from this collection whether that be the Bible which is happening in



numerous communities throughout the country or whether that's LGBTQ content and I hope that we continue to have these resources. I regularly use the library with my niece and nephew who are attend new school and we're so grateful for the diverse programs um that we have in the wealth of books that they have access to thank you

Julie Adams

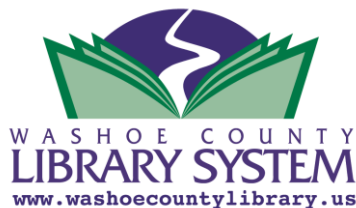
Julie Adams I'm old enough to remember when everyone except a very small few would do everything in their collective power to protect children to keep the adult world away from them to let them be children. When a child innocence was so important to keep intact. To know that there was no reason for them to know the things of death taxes of bills and sex among other things. We did chores and had dinner together we played kick the can with neighbor kids until dark and read Nancy Drew. There were no graphic or inappropriate books available. Sex education yes but biology based. Why are your heels dug in so promoting these obscene books in the teen and children's area of the library. I can ask a question that of course you're not obligated to answer if somebody was at the park showing these books to kids they would be arrested. I read things in these books that I had never heard of so would ask why that needs to be shown and presented to kids. I'm pretty old and have two kids and have gotten by just fine without this knowledge. Maybe just get these inappropriate books away from kids and you could have your meetings without all of us and we could just stay home. I'm not against anyone I am not a bigot I just want kids to be kids and not have access to sexual things that are not age appropriate

Bri Schmidt

Good evening Trustees thank you so much for being here. Thank you to all the library staff our CH person everybody who's here keeping the library safe making it able for us to come here as a community and talk to you guys. I just wanted to say that the library has been something since I've been a child growing up in Reno and it's just amazing it's a great place to be it has been helpful when I've been a young kid struggling and getting to know or understand things that might not be taught in school or by parents not everybody is blessed with parents that are able to take care of them or do what they need to have done and for some people books are what helps them through that the library is been when iess living out of my car is help me to be able to get in position to get a job to get an apartment library is have been a teacher and needed books for preschoolers because our library books were maybe about you know book show about like this day we only had like 15 different books for the kids to read and so the library's diverse curriculum and diverse content and collection has just been a big help to me personally over the years and I know that for everybody who's in this room they wouldn't be they didn't care about libraries so I just want to thank you trustees for taking your time to listen and for taking care of our libraries

Emily Stewart

I'm Emily go thank you so much for your time today I grew up in Reno since I was years old and I have wonderful supportive parents who took me to the library often when I was a kid I loved my time I have deep rooted memories about crawling into the tree trunk at the Northwest Reno Library sitting on bags at the interview then spending Shar with my parents reading BS at the

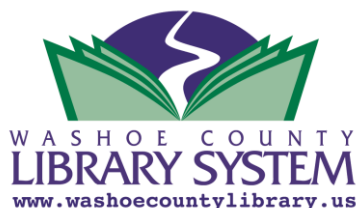


library and in our home as I grew up and got older I started to feel like I didn't even know myself after years of selfworth and intentional gting I know now that I'm a G person I use she and theys my parents gave me access to wonderful experiences of the library but what the library didn't have when I was a kid was literature showing the Glorious divers of gender family structure race and culture that can be not my today maybe if I had nebs about your kidsing of age or got to attend an inspirational direct Story Hour maybe I would maybe I would have found myself maybe I wouldn't have felt so alone confused and isolated now as a mental health professional in our community I am so excited to share these Resources with my young clients who are way more informed about these topics than I ever was their age they feel see heard understood and reflected by the public Community because of what the library system has in place right now I so firmly believe that it is needed not just to sustain the level of access to literature you already have but to grow it too I want to thank the forward facing Library staff with their interest in diversifying the literature available at Public Library as a public institution it show reflect the public and as a member of that public I feel more represented now than I ever thought before I'm so excited to share this abundant resource with my own kids that day no matter what the orentation please please please keep diverse folks and experiences available at our libraries so here folks with all backgrounds can be watered instead of lither thank you so much for hearing the testimony especially thank you

Cate Salim

thank you board for being here and thank you director Scott and I'm also grateful to all the Librarians and staff that work throughout this County um they've had a very difficult last seven years and I'm very appreciative of the work they do I grew up in this town I was born St Mary's Hospital raised this was my library knowing up as a kid what used to be the children's area downstairs it's no longer the children's area but I lived there so many hours I read voraciously I also read books and things at home Readers Digest more I learned about grown up things I was probably 8 years old and I was reading quite a few things in those magazines and I went to my grandmother and talked to her and she explained things to me and I took that same skill that I learned from her into my parenting as a with my child I have now a 19yearold son but as he grew up we lived in the south in Spanish FRS Library we read books we learn things he would ask me questions and I would explain them to him I didn't keep him from Reading anything he wanted it was his exp for in the children's area if you had questions and I answered his questions like a like a proper parent should kids are going to find things it's not just in this library that growing up I talked to my son he would bring questions to me that he had seen on Friends phones I didn't let him have a phone for a very long time but boy did he have access to a lot of information out there it goes back to Parenting and talking to our children and passing that on and I'm hoping when my son has his children if he has children um he'll be the same he'll talk to his children he'll let them explore intellectually so please keep our library favers there's more than just this this white woman there are a rainbow of individuals in our community and we need to serve all of them not just this white woman and her wife son thank you

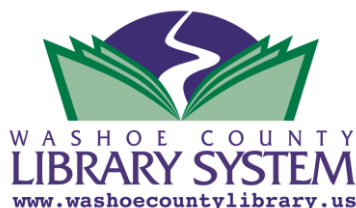
Charles Elliot



thank you for the opportunity to make these comments public and please put them on the record forget the that I put on there that this is not the opportunity time for that and this my comments do not that I have watched and participated in concern over our great public libraries that at one time stood for the simple idea that the American public could have a place to utilize the wealth of knowledge given to us from all aspects of our society and world I remember as a child growing up with Spar Nevada I have seven grandchildren and two great grandchildren and three happily married uh adult children all my life that the public could count on the librarian to bring us to the correct area of the library to choose and book that would fit our needs at the same time never thinking he or she would direct us who were looking for books about Nevada history but then misdirecting us to books about sexual position and pictures included my dad would have run down and made an immediate change to the situation my parents wouldn't just let uh let things go or ask their friends to join them for a book reading about what their son just found out on the library shelves just as most God-fearing folks don't stand for the gender Destroyer that is in the Public Square at this time I can't believe we are discussing this as though it was a major part of our lives I'm having a very hard time knowing that the current Library board has allowed the sexualization of our libraries pornography should not be allowed in public settings and from my point of view it should be taken out of the libraries all together Edmund BKE has a quote that I think is very appropriate at this time the hottest fires in hell are reserved for those who remain neutral in a time of moral crisis I believe we are at that time when pornographic material and gloomy unnatural celebrations are allowed in the library for every age to partake we are on the doorstep of destructing our great repu when a minor has been allowed to view participate and become groomed by pornographic material Pandora's Box has been opened and the unnatural becomes common place and their lives transformed from innocent to moral destruction the leadership respon uh the ship responsible should take measures to bring back true morality and a more acceptable employee culture that minimizes fear of being fired thank you so much

Lisa Abetman

Local business owner I'm also on the word neighborhood advis board I'm sure many people in this room know that feeling and wandering through the stacks surrounded by books in that special intimate silence that libraries WRA you in that kind of calm and quiet that is so rare in public spaces inside the search for that book it will speak to your innermost self where you find Echoes and continuations of all the stuff that goes on in your head when you see yourself and someone else and think there it is that perfect way to express that thing I've been struggling to find words for this person I've never met but it must be just like me in some fundamental way they got it right all of that is not simply entertainment or way pass the time it's connection and joy and empowerment and everyone deserves access to that kind of empowerment what's truly magical about the library is not to off about to someone but that it can offer that to everyone even though empowerment can mean very different things for very different people in early September I was involved in putting on extraordinary event here at the downtown library actually right here where we hosted author Tiffany H an artistic Advocate and writer with two artistic children she read from the bestselling Kid book at they no words a moving story about his son Aiden who is non-verbal and his experience of the world it wasn't just Hammond or her



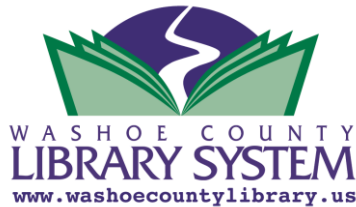
wonderful book that made that event so special it was all the people that the library welcomed into this open inclusive non-judgmental space the event was put on explicitly for L of and families and autistic people of all ages who came knowing that here was a place they could be themselves so that me sitting and listening to the story time or enjoying some low sensory activities or spending some time in a dark relaxing room or letting out some loud noises you did not feel like holding in here was a place where you could be yourself out in the world you can't try to create environment like that at a thin just like we need safety and support of a home a family a friends to thrive and grow and become our best SS we also need public spaces like the library where we can be seen and understood and validated spaces that model how difference and diversity can bring people together and transform the possibilities of a public space and communities can look like I feel a lasting shame for the way my Elementary School classmates and I treated a kid in our class who had a own way of being I'm sure many people in this room can think with regret of a time when they acted less than kindly to someone whose experience they did not understand leg is much too short and the world is already so cruel and painful what reason could we possibly FY not to do our best to be better to one another what I find so disappointing about the hate that has poisoned many of these public meetings is how utterly destructive it is look around us at this beautiful place that offers so many transformative resources to the community that serves I challenge anyone here uh to to articulate something positive we hear a lot here about destruction or about things you want to remove about how this is bad how that's bad but what is it that you want to create you have something to offer our community besides bigotry intolerance and fear until we can answer these questions I don't think we're having a conversation makes any sense right we love this place and the people that give so much time to making it what it is we have no more time for bullying and destructiveness we have community building to do thank you Jeff Scott and thanks to the Board of Trustees

Gail Townsend

My name is my name is Gail um and I'm here to thank all the people involved in our library for creating such a wonderful Library System um you know I I've been reading the past minutes of meetings uh back in December of 2021 the chair um acknowledged that because of Co and a lot of disrup disruptions the library Board of Trustees really hav't provided much guidance to the library staff nonetheless library is is going strong providing Services doing wonderful things and I'd like to commend the staff library and our director for um creating such a wonderful space there's a letter in the agenda packet today from Miss Healey and she reminds the board that there are rules on NRF 3792 sets for the goals for the public library spaces that welcome everyone and serve the needs of everyone in the community and it is healing said if board members can't accept that go they really shouldn't be on Library board trustees um and I'm glad there's so many people here today supporting the library and I think I will have more to say on other items in the agenda but here I'm just reiterating what everyone has been saying thank you

Neil Hurst

I am AO resident for almost 25 years compared to some that's a short timer I realize I've lived in other locations around the western United States and uh for comparisons I like to make one

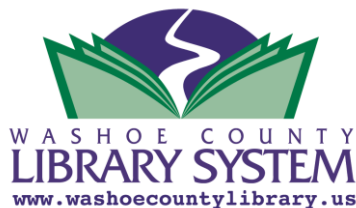


general statement that is not directed towards your business of director evaluation but I consider the WW County Libraries to be among the best run government operation and compared to the other Library systems that I've seen in my travels uh is also red very very highly in my opinion specifically with the issue of content removal I have one quick advice to the trustees don't nobody is forced to uh consume Library content if people don't like it they just shouldn't use it and as far as the effort the impact upon children maybe that's is more about specific parents uh abilities to supervise your children adequately than it says anything about Library so-called commity uh the history is full of examples of content that was not acceptable at one point but at a later date became very acceptable to point out some specific examples of that don't give it to conclude don't give into demands for uh book burning by loud well organized but nevertheless definitely minority faction thank you

Scott Finley

please enter my comment and this document into the record pursuant to NRS 241 my name is Scott Finley I am a resident of wo County and have a military background in the financial management and controller career field of the United States Air Force the individuals and entities pushing the public lands management act Masquerade with the veneer of environmentalism the wo County Board of Trustees must send a resolution to the board of County Commissioners making a formal declaration condemning those that seek to bring forth the challenge to steal our land Our Heritage how does this lands Grab Act protect waso County's environment when it seeks to take public lands that we already enjoy and then slice and dice it for private land developers my wife and I live within a one minute walk from BLM land our property being within such close proximity to public lands is one reason why we decided to move where we did we take walks out there with our dogs ride horses and enjoy the nature of the high desert landscape in all its Glory many people do nature is the original artist and we enjoy its art if the land Grab Act passes public land next to us will be turned over to private land developers who will in turn construct high density apartment complexes how does unlimited construction create affordable housing when there's unlimited population displacement the simple fact of the matter is if the only solution to enable an individual to live in an area that by destroying parts of the surrounding environment then they are not wanted in Washo County when it comes to social stability what we need is quality not quantity this problem we face is the product of failed economies policies and social Decay instead of evaluating where we went wrong we continue to double down on failure in order to main aain a status quo that has proven to be un sustainable you cannot have infinite growth in a finite system earth is a finite system waser county is a finite system if people think passage of the public lands management act will be a oneandone deal you are wrong it will set presidents and green light that all of Nevada's public lands are up for grass and eventually even more public land will be handed over to private land developers given enough time there won't be any public lands left in was County for our grandchildren or our grandchildren's grandchildren to enjoy for these reasons the waso County Board of Trustees must send a resolution to the board of County Commissioners making a formal declaration condemning those that seek to bring forth the challenge to steal our land Our Heritage thank you

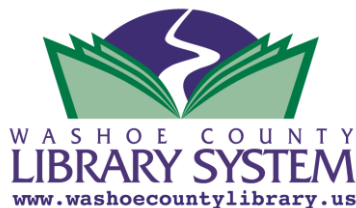
Kim Hardin



thank you welcome thanks so first off a big shout out to our Librarians our library staff and to director Scott I love libraries because as author lauring go recently said they are at the Forefront of democracy in some very real ways I am here today to voice my opinion that banning books is an attack on our freedom to read I grew up in a small town in central Nebraska there weren't any African-American children in my high school and very little instruction on their history I went to the library to learn about white supremacy segregation and Booker T Washington there was little to no coursework of women's history I went to the library to learn about Amelia aart the suffragist and Margaret Sanger when my uncle came out his day to our family I didn't know what that meant so yes I went to the library to learn parents have the right to guide their children's leing but parents should not be making decision decision for other parents' children recently I told my nine-year-old granddaughter that there was a movement to band books in our libraries and she looked at me earnestly and said but how are people going to learn young people deserve to see themselves reflected in a library's books and to allow a group of people to determin what I or my family wants to read is a restriction on all our rights I'd like to say thank you to director Jeff Scott for having an inclusive Library thank you

Diana Maggie

Diana Matthew and I graduated from college in 1968 so I'm old okay when I graduated from college there weren't many jobs except teacher and social worker and whatever but I was librarian I was a librarian for three years and the books that were requested most in that time were Charlie and the Chocolate Factory the biography autobiography of Martin Luther King and Charlotte's Web I've read for some of these books that people are asking to be banned today I'm here to support our Public Library System Librarians and director Scott the disruptors and complainers and I've been watching some of these videos I've never come to these me before always seem to be the same people out of touch senior citizens who don't know what's really going on and their conspiracies oh sorry okay what gives these people the right to take away the freedom and liberty of writers readers and Librarians Librarians are trained to buy books and put them on the right shelf I have young adult granddaughters we used to watch R Paul's Drag Race together and a matter of fact we watched it a few months ago they've also read some of the books that you don't approve of I asked them if they or any of their gay or trans friends were ruined were influenced by reading and they said no a young gay friend of theirs was also at the house and he said he knew a lot of guys who were groomed by youth pastors more than by books when I was a pre teen out on the playground and this was in the 50s we used to look up dirty words in the dictionary my friends boys would talk to us when they were 10 or 11 years old they'd sneak into the barage and look at their father's playway magazines so at 10 years old and N years old we knew what was going on but we didn't always understand it because our parents were raised in the 20s and 30s and they didn't want to talk to us about it so the kids today are lucky that they have more resources um I suspect that some of the objections of some of the people are based on sexual hangups fear misinformation or religious beliefs it always seems to be that most of the objections had to do with race gender lgbtq things that are here in today's society so I want our library to stay the way it is I like the director I used to be a librarian and I think libraries have to



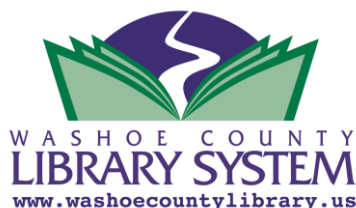
go with the times they need to have books and materials and things going on that relate to today's young adults so in closing if you don't take your children to the library if you don't want them to see things you don't want to

John Corbin

I appreciate the opportunity my name is John Corbin I've lived in park Reno for 25 years now and as a child growing up my father's retired military one of the best friends we ever had was a library no matter where we live and I've used I'm 77 so I've used the library for a good 70 years now uh one of the things I want to say is that I find our library to be phenomenal I think the selection of books is tremendous I think the staff is very professional very dedicated I think it's great that we've got a director of the library as a master of life science um you know it doesn't bother me if the six-year-old kid wants to come into the library and read Peter RAB it doesn't bother me if the 15-year-old young person wants to come in and read lord of the FES but it doesn't bother me if a 60y old man pushes petition wants to come to the library and read Bible C that's his choice it doesn't bother me I don't really care uh I don't think any of us should be putting into other people's businesses uh when I was in the military uh I fought for for freedom and having the freedom to go to the library and read what you want to read I think is something that all Americans appreciate so in closing I would simply like to say I think the staff does a phenomenal job I'd like to see more money for the Library I'd like to see longer hours for the library and as I look around I noticed there's probably the largest group I think I've ever seen in a library meeting and I think it's shame that this many people have to show up to fight book Banning and book burning and Etc so in closing I would say uh congratulations to the staff of Library you did a tremendous job and I think most of the people that are here tonight appreciate what you do very much thank you

Greta Dejong

I want to thank director Scott all of the library staff and the Board of Trustees for the work they're doing to maintain our Public Library system and make sure that it serves all of our community MERS is in an inclusive and Equitable way public libraries are sanal to democracy in spaces like this we can meet together as Citizens with diverse backgrounds and experiences different religious and political beliefs and different ideas for how we organize our society but there are some people who want to destroy these spaces because they don't want to include anyone who doesn't a narrow definition of who is an American or who is worthy of enjoying their lives to freedom and in equality fire right activ are following an authoritarian Playbook that has undermined democracies across the world by stoking fear spreading thisinformation and sewing chaos in all of the public spaces where people may be exposed to idears and values they're different from their own they have attacked our schools our colleges and University our libraries and our government and when people stand up to them they respond with intimidation and calls for the Defenders of that Democratic institutions to be fired critics of director Scot accus him of causing controversy and division but they are the ones who are creating controversy and division with organized campaign of harassment which is aimed at denying lgbtq people the right to be representative in this public SP I hope you will stand strong against this pressure and continue to defend inclusive Democratic Values with most people and our community the poor thank you

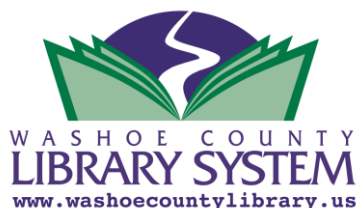


Kristin Lewis

good evening my name is Kristen Lewis I'm a teaching professor at ugr in the department of physics a mother of two one a queer team I'm speaking tonight in support of the library and its support of our diverse Community I grew up in the neighboring small town of loyon my father commuted toino for work and I know that in the early days my mother my brilliant National Merit and presidential scholar mother felt isolated in a small town with tiny kids but she never let our world be small and when you don't have much money when you're um when you're culturally cultural exposure is narrow due to geography the means to Wi your world books specifically library books we took advantage of a Good Neighbor policy to borrow from the wasow County Library System even now as a middle adult I can close my eyes and remember the feeling that I would get standing in the young adult section of the north Valley's Branch it was the feeling of possibility later when I became a young mother with a PhD and two toddlers who seemed not at all impressed by my education I knew just where to take them we went weekly to Library story time and events we completed summer reading challenges and Community read alongs for a three-year-old with the help of a librarian I once checked out every single picture book we could find on tractors nine twack books there is power in stories in information in connection to community these Library resources remind us of our personal value and expand our personal possibilities and it is that possibility that brings us here tonight at its simplest today's conflict is the intersection of Hope and fear there is hope in the notion that all people can have free access to information and education the central mission of libraries is one of democracy the centors would have our Community Driven instead by fear not coincidentally the foundation of authoritarianism where we hope that all young people in our community will value themselves exactly as they are those who would protect them from diverse content in fact just don't want every kind of person to feel value we are hopeful that these young people confident and educated will grow to be an asset to their Community we know that their very diversity of belief ability disability race culture sexual orientation and gender identity is one of their strengths and therefore one of ours those who would remove the Mir of B diversity from the collection and events posted by the library are simply fearful of those they consider other to those driven by fear I would sincerely and without malice recommend that you read a book and to the library trustees I want to be counted among the hopeful and reiterate the overwhelming support this community has for the current mission of the was County Library thank you

Terri Pecatos

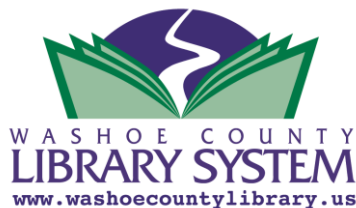
thank you to the library board members um I've been using L County libraries for 20 years but 16 years ago they became extremely important to me because I had one and then two little kids and the highlight of our week was to come to Library story time every week and that was where we saw our friends that was our third space was also where we ended up with a pile of books that we brought home every week and that's been um constant um in our lives for the past 16 years um The Librarians who gave Story Time were like total rock stars to the kids if they ever spotted one of those Librarians like Miss Judy just in his backs working it was like a major celebrity signing for them um Librarians are such important people in their eyes um a few years later I found myself homeschooling for five years and the library became more important for us



um we were using Library materials one of my kids has a learning disability and uses audio books which cost a fortune but we were able to just get them all free through the library system we used the study rooms at the Northwest library and we came here a lot to the children's section of the downtown library that had just been remodeled and was such a beautiful and the welcoming space where we went time um during the pandemic again the library was our um we off because we were downloading digital audio books and ebooks and that was what got us through that time um both of my kids in their own way became uh book rooms they're constantly reading and listening to books and gradually I realized that they actually have a much larger world view than my husband to I'm 51 and as a kid the first books did not exist the books that my kids have gotten from the L County library system are about people who are different from them who have different life experiences and come from different places and because they had the opportunity to read these books they understand the world better than we do they're actually able to educate us in many cases um and that to me is the value of diverse books um one of my kids is now a library volunteer she's an older teenager and the first day that I dropped off to volunteer I had a memory that was so strong of carrying her into the F library to Story Time and the fact that she's working now alongside some of the same Librarians that she otherized when she was a toer just means a lot to me and her and she's actually interested in becoming a writer and in studying Library science and being librar so that's the effect that the libraries who had on life and I can't emphasize enough um the value of diverse books in Reading widely and the influence that that has on kids thank you thank you thank you

Stacy Spain

Thank you trustees and thank you director scott my name is Stacy Spain and I am the executive director of our Center I have raised two kids here in was County who both loved the day they got their Library car my kids were huge customers of the library one of them is now in ourn and one of them is at UNR studying social work one of them is a s straight white guy and one of them is lesbian they both were exposed to lots of different kinds of books and that exposure helped them create their sense of self they are both awesome young adults whose lives were molded by our libraries in part on a professional level I work at our Center where our mission is to maintain a safe empowering and supportive center for the lgbtq community and allies that addresses advocacy education and services we seek to build connect and strengthen the lgbtq community Through Community Building arts and culture programming and inclusive activities we serve with special interests the most at risk in our community including our youth seniors and trained populations libraries are my Sacred Space space where anyone can come to learn and be curious grow and create change in their worlds I support the drag Story Hour program because it is literacy based and inclusive I'm going to switch gears just a little and quote some stats from the Trevor Project according to the National 2022 survey on lgbtq youth mental health 45% of lgbtq Youth ser seriously considered attempting suicide in the past year nearly one in five transgender and non-binary youth have attempted suicide and lgbtq youth of color reported higher rates than their white peers um as an elder queer myself I serve our youth when I work to support a community that includes programming that um looks to them as uh folks who are going to be here in our world with us long term um I think that when we are supporting a program for smaller kids we are also showing our teams that we



support them it's important for us to have inclusive books and um a and a world view that includes a a broad cross-section of all of the folks that come into the library every day I hugely thank you for your service and I thank director Son thank you

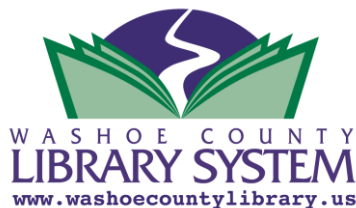
Sandee Tibbit

(meeting recessed at 6:08. Called back 6:13)

When did projecting children's innocence become so controversial and divisive we should be a community United in protecting our children's Minds bodies and souls to let them be carefree kids with flourishing imagination our job as parents Guardians and Community me Members is to protect our kids from being sexualized with books containing sexually graphic images our children are growing up confused depressed riddled with anxiety and ready to commit suicide due to the massive gender ideology push in early adolescence a child is a product of their environment our goal is to create a nurturing environment for our children's emotional well-being and healthy develop a child's early experiences and surroundings play a significant role in shaping their cognitive emotional and Social Development constant exposure to sexually explicit material and early adolescence leads to young adults engaging in unsafe sex with multiple sexual partners assuming an identity that isn't yours is a sign of mental illness and those who affirm gender dorate in a small in small children serve to affirm adult dysphoria queerness is not a concept relevant to a young child drag Story Hour is a gateway to introduce a queer culture to our kids it is a culture filled with perverse sexualized behavior and drug use and it is a form of adult entertainment that will never be appropriate for children our children are being used to validate grown men with a mental illness and an instant God is it unreasonable for a community have to have a set of Standards based on principles that promote the well-being of a child's mental health by limiting their access to highly sensitive sexual subject [Music] matter our was County officials have silenced community members when attempting to read the pornographic passages or Show graphics from the books we are referencing the same was County officials have the same responsibility to regulate and monitor the content made accessible to our children relocating books deemed age inappropriate and not meeting Community standards to a parental discretion section of the library and our Center hosting all future drag stories on their dime is a balanced resolution thank you

Valerie Fiannaca

Thank you to everybody let's try to remember what Christmas is all about the reason for the Season. I to appreciate all of our Librarians I'd like to point out the young lady and the new Shir I appreciate what you had to say because I to grew up in pict I grew up in the library and I GRE hom a lot of the time so I I do appreciate what she had to say I would also like to thank you all for setting a community standard which trumps NRS. I'm here again for the same reasons the handout I provided is the ala's winter wish list and gift guide it's not my claim it's from the self-proclaimed Marxist ala they claim them Marxist please read the listed book carefully and the description of the content they flipped this list out they didn't these are the books suggested as gifts for librarians and collector collection Specialists how do you spell activism ala you as a as a board must ask yourself is the LGBT community sufficiently served without Drag Queen Story Hour considering the extensive summary of Summer Long celebration of Pride are ever going in exclusive collection and rainbow story time are the veterans of our community as



well serve I would love to be able to attend Drag Queen Story Hour I've got five grandchildren I would like to preview the event to see if it is what you say it is to see if it's if it's appropriate for my grandchildren but that right has been denied to me.

Bruce Parks

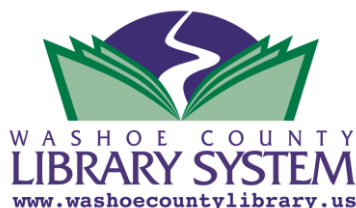
Mr chair first of all there is an organized effort to get people here tonight that wasn't by me if I was going organize something you'd know promise you there' be thousands of people I'm here right please thank you Mr I'm here as a private citizen a was County taxpayer you're taking my taxes you're spending them on this facility that grants me the right to object to anything I want it also gives me the privilege of giving pedos where they're deserved for those that think that we're speaking out of fear I'm really getting tired of that that is not the case at all absolutely not the case we're simply concerned with what's appropriate what isn't it's my estimation that it is not appropriate for you to use my money to do certain events and I have that right our libraries are supposed to be neutral unfortunately our library been turned into a social battleground that's our libraries according to the chair or head person. I'm not sure exactly what is they have no my library should be centers of socialist organization which by way they've taken upon themselves to redefine our language and in my means forbidden you can't do that's not the case if you question whether the book should be in the young children's section or the adult young adults section or my God never did that book was now Lous absolutely Lous socialism is here I spent over 20 years of my life in the United States military I've watched people die fighting exist now you're not. if you don't see it you're BL more I employ this board right thank you

D'Lisa Crain

good evening library trustees uh thank you all for your service and Leadership on behalf of our community and on the library. happy Holiday to all of you for the record my name is Delisa cran I'm the administrator for the Washoe County School District Department of Family School partnership under the library's current leadership our partnership with the school district's parent University and the libraries has flourished together we've provided Library tools to underrepresented and underserved families in our community increasing access and promoting family literacy is that something we all can agree on WE partnered on tutoring resources and language access for families and increased exposure to the many different resources the library has that support our families and our community and the fact that it's all free makes it more accessible to so many in our community that can afford books we're grateful for the current leadership and inclusive vision for literacy in our community we'd like to thank Jeff Scott for your leadership and to the library staff who welcome our family thank you

Wayne Linroad

Do you know that this nation is God's Mission founded upon God's law we are blessed and fortunate to have a constitution that those laws if they not it's not you have all oath to the laws of the Constitution which includes Allegiance and loyalty to God letter it appears this is a free speech issue and an inclusion issue if you're going to allow explicit material pornography on the computers are you going to allow Pastor Story Hour reading of the Bible and Constitution class also Free Speech includes public reading of book during public comment Jesus was the most inclusive man God Holy Spirit son in history he also gave us commands of morality sexual and



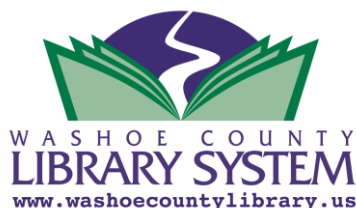
otherwise honoring relationships and so forth he told us to love one another he told us to love God and His laws those laws were honor in this country until the 1960s where upon prayer knowledge critical thinking and rhetoric were from the rates of Team pregnancy drug use and abuse fatherless homes unemployment suicide skyrocketed and who have continued to destroy the beauty of God's plan for us in our nation I fail to see how exposing children to the destruction of morality does anything that cause torture mental illness and fusion and finally are you willing to be held personal liable outside your official capacity for any and all damages and injuries resulting for authorizing the use of explicit material by children whether by visual written or auditory thank you Merry Christmas thank you

Vita Gone

I'd like to thank the members of the board for their incredible patience for today's meeting and the opportunity for us all speak today my name is Vita Gone I'm a resident of Reno we've lived here for the last five years be sure before that South Carolina in before that 20 years in Florida while I have been a citizen in this country since birth I was born in Venezuela my father is from and my mother was born in the United States my birth name is David as a transwoman and I have no shame that which some of you might the previous two states I mentioned South Carolina and Florida are not exactly the most welcome places.. is the first place that I live where I am safely allowed to be and public which is why the importance of diverse literature is important to me want to humanize to the general public and displays narratives that are super important to myself to hear that literature containing narratives similar to my own life are being challenged as pornographic and unsuitable for children it's just a step backwards for me to be able to be myself in public it is so Insidious to selectively read a section of a book and paint the entirety of the story folder and shamelessly lie just beyond insult things itself as it is true for all of us I was a kid a queer child unable to articulate my feelings unable to express who I am I would have given so much to have such Books available to me while I was in high school or middle school narratives uh that included Latin Fe team showing that my feelings were not an isolation but a shared experience instead I attempted suicide I frailed onto my life until I eventually found out this is who I am so to avoid having kids going through the bullying the harassment the beatings that I went through myself as a kid for being too a feminine for being different I would like to endorse personally the diversity in literature and as a Wast taxpayer you have go ahead to keep buying those books thank you

Rosie Zuckerman

Rosie Zuckerman I'm speaking in support today of the library at large specifically Jeff Scott as our library director thank you for all the work you all do and we appreciate you I neither like nor speaking publicly but I feel that I cannot say nothing amidst the bigoted attacks on the library that have been happening it seems very simple to me that the libraries need to remain open well clean places where people feel safe all people feel safe where all people can find books in which they see themselves reflected I would also encourage those who have never struggled to see themselves represented in books and media to use the Library resources to read about those who have had different life experiences or different that's I say thank you

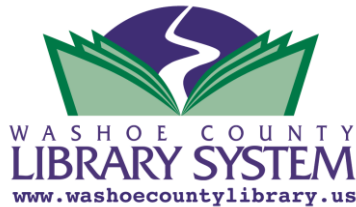


Darla Lee

For the record no one here hates the library I'm sure I'm quite certain in that regard everyone here is thankful for the ability to borrow books and the library obviously should be a safe space for all and this is not the sole domain of many of the speakers here that are in support of the lgbtq agenda if people are accused of organizing old out of touch like folks like myself well then I would say there is certainly a number here that have been organized on the other side so I really res some of the accusations of bigotry and of you know uneducated it seems to me like if there's any source of hate going on here it has been by some of the folks that have been up here and some of the comments that they have made which I from quite offensive in fact some people have been banned from attending Library events for no other reason that they have a disagreement on some issues then that is the true sense of being ban whereas for people that have mentioned book burning or for try not book Banning the main issue here that was finally allowed to be spoken out is about the sections of books that are obviously point of rid should not be in a section for our young people and I have read two of these books and not going to try to explain to you but anyone that does read these books I think would be not in favor of having our young children have access to to them so this is a very unfortunate misinformation of people coming repeatedly up here to talk about that those of us who are trying to have books removed from a younger younger reading and move to an young adult say which would be more appropriate or at the more appropriate it would be to an adult section and not for these young readers so that is the issue here that is the real issue it's not book Banning it's not I don't know of any book that has been banned not from any library and all of these books are available on Amazon hav't say so but to have it in the library for our young children

Candace Powell

Candace pow I am a parent of croud Library card holder a northern and a business owner and an inspiring band book author I'm here to lend my voice in the unwavering support of our incredible libraries and as an ally to the lgbtqia plus Community today I'm here with my children we have attended many drag queen story hours around the country the accusations of trauma grooming and impropriety directed at drag queens story hours are actually inaccurate but they're misplaced it's not the drag queens who are at fault the perpetrators of such actions are the very individuals seeking to condemn these events this is a manufactured trauma some are seeing happens at these events on June 15th protesters who care so deeply for young children also spewed hate at my two and six-year-old children as we entered this library for Drag Story Hour at our favorite Library location this location my children were unnerved by scary people who violated their privacy these protesters violated my children's privacy by filming and photographing them without their consent my kids were frightened and I was and I still am very angry I given the pictures fortunately our library system was prepared with the wonderful



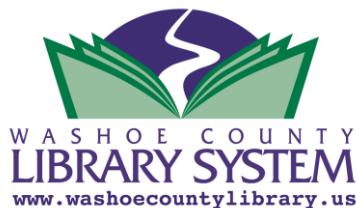
umbrella volunteers and my children quickly got into the welcoming environment that Miss Ginger Divine and our downtown library created my oldest was visibly relieved and once we were with Miss Ginger we said we're safe I've brought photos taken by the rgj of those individuals who harassed the children entering the library that day several are in this room today and out of courtesy to them I have censored their faces a courtesy they did not provide my children on June 15th devastatingly this Library location is now a place my children associate with fear and harassment my daughter asked if the man taking her photos was a kidnapper and if he would be here today he is and she wouldn't come up with me to speak I encourage the board to remind people that if these events don't align with their beliefs exercise Choice don't attend it's literally the most fun event you will ever be a part of I don't know what's better than drag queens and toddlers you're missing out I implore this Council to see this first for what it is and not allow this false narrative and manufactured chaos us dictate what our libraries stand for let us champion inclusivity and uphold diverse programming in our libraries this is a nurturing space where everyone is welcome thank you

Alana Fitzgerald

good evening Chairman Perez Vice Chair Jacks trustees Moser Rogers Silver and Director Scott first of all I want to say thank you to all of you for what has to be a whole lot of hard work and your expertise and energy that is given to this activity alone let alone what you do all day with the day so thank you this evening I'm going to be very brief I would like to emphasize my support of the library system's efforts to provide a wide variety of books books on tape videos that include information stories and characters that represent all people and Embraces their uniqueness it is important and a beautiful piece of our community that all people can find books and other learning tools in which they see themselves thank you thank

Jennifer Cassidy

I surround was amazing human dinner time conversations often revolve around the importance of services like the book and internet access as well as funding struggles in the five of politics I saw his when he launched the book mobile and his Devastation when politics got and interfered with the ability to provide the community with what it needed he's gone now and now I occasionally take my autistic not and binary Sparks Library where they have loved reading the dogs and playing in the steam area I can feel the joy of the Librarians see p and few years ago my child had to make a safety plan a list of common activities people to call and emergency services to call in when someone is in danger hurting themselves is a heartching to do with after we had reviewed activities and friends and family to call I asked them if you were alone and scared and needed someone to help you where in your him could you go I expected call one or hospital or fir what my child said with no hesitation Library so I am here to say thank you I know that the work and dedication I know the work and dedication that goes into this I know how it feels when people get in your way I think you are doing a spectacular job and I thank you from the bottom of my heart for maintaining spaces for my child can be thank were you

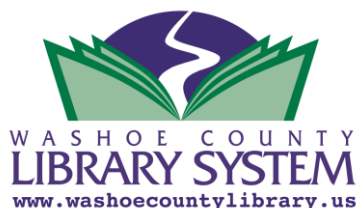


Georgia Russel

a parent of three and a grandparent of one the third generation of I have my Bachelor of Science in biology from and master of divinity and the minister and hospice and here today to say thank you follow of you because libraries open worlds their sweet sanctuary I spent my childhood in libraries while my father who was working on his degree studied I ventured my way through so many books articles and lo shows so many Librarians had a hand in I treasured these moments I went on to bring my kids to Storytime and they still talk about the fun that they had and the things that they learned my youngest would often sneak away from lazy 5 park to go I as a hospice worker I can also tell you that the mobile service is invaluable it brings worlds to people who are in bed and not going to be here very long briefly I want to touch on the need of the materials available in the library to remain I want Drag Queen Story Hour available for those who enjoy it it is imperative that there are multiple Books available to represent anyone who may walk in the door use the website or help books delivered we shall experience the joy of seeing ourselves in your library and to I'm just extremely grateful thank you

Nacine Jamina

Nim Jamia her I'm a local author and I've been a resident of Wshoe County for six years and a homeowner for one I regularly use the libraries offerings and have also been involved in library programing I'm here today to speak in favor of our library system at large specifically their inclusive collection and programming for me book bands and the attacks on libraries are personal I did not see myself in book until I was 21 years yet growing up the library was still a place where I could safely explore books that would later help me understand my gender and sexuality without judgment I volunteered for over six years there and it was also a space where my Muslim immigrant parents and my non-verbal autistic brother and I belonged I wish I had access to the books that are many people are arguing against the ability for libraries to curate a wide diverse collection of books and programming is vital for all of us Dr ring Sims Bishop coin DET termed Windows mirrors and sliding glass doors to describe the importance of inclusive literature that is books that books can allow readers to see their own lives reflected on the page mirrors give glimpses of lives different than their own windows and Foster empathy for people unlike them sliding glass Forest not only is it important for children to see themselves in books but for them to not see themselves to understand that their lives are but one way to experience the world this demonstratively leads to increased empathy for others which translates to De decreased violence against those deemed different violence can come in many forms and exclusion is one of them over 37% of Washoe County residents are non-whites the movement advancement project estimates that almost 6% of all Bevadans are feared it is our responsibility to make sure all of these individuals feel that the public library is also a space and resource for them watch County's assessment of their collection showed that 21% of their titles are considered diverse against the national average of 11% two of the Strategic goals for the w library for w County Libraries is to celebrate our diverse community and provide welcoming spaces a welcoming space is more than a readon entryway and new couches it's a frame of mind and approach to community building the libraries committment to these goals by having books



and programming that act as mirrors windows and doors is a necessity not only for marginalized people but for those who find themselves afraid to face experiences unlike their own please do not give into the fear that drives a vocal minority who would rather smash those mirrors windows and doors and take an opportunity to engage and Stu through please continue to allow Jeff Scott and his team to curate the was County Libraries as an inclusive space for all thank you

Roger Edwards

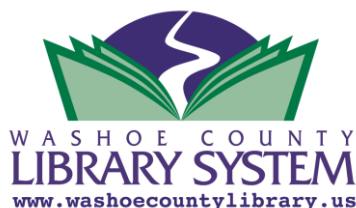
my name is Roger Edwards for the record and please enter my comments permanent record because I would like the people that aren't listening to be able to look up my comments later on because I keep going back to the same things we're not talking about burning any books or Banning any books or stopping anybody's safe place all we want is marginalized books that are clear in nature put into a separate area please enter that into the permanent record I for the record I'm a 50-year resident I think that paying taxes in the neighborhood for a long long time raised my two girls my three grandkids my five great grandkids I love the libraries and I have to believe that everybody in this room clear and conservative both love the libraries it's all we've heard tonight that's not what we're talking about we're talking about exposure talking about minimal minimal organization that you that they do every day in the library that's not asking that much and believe me as far as the drag queen Story Goes the bulk of the community is against Drag Queen story of not just old straight Christian males they are against it by the way the vult of the community is against it and you know except for Dr Scott the rest of you folks work for us and you need to you need to be aware that the community is not for dry que story yard and it needs to be stashed away someplace in the do Club somewhere but D belongs thank you

Liam Barnes

thank you so much for making a space and your I am a parent in the community I'm also a professor and I also own a g m and I know some people think that doesn't matter but what matters is that we want children to get the chance to hear about family like ours so that hopefully our child won't be bullied just for having two moms and having it in a separate section doesn't allow children to get the opportunity to learn about people who maybe are different from them and maybe aren't all that different from them either so I just want to thank the libraries for all that you do knowing that there is a space where there are Drag story hours there are these kinds of books helps make me feel safe in a world that does not make me feel safe I worry for the safety of my family and the safety of my child based on the increase increasing hate crimes against people like us the increased attacks um and so knowing that there is a library that values People Like Us helps make us feel a little bit safer so thank you to Dr Scott and thank you to those of you who support this thank you

Cliff Nellis

I'm sitting here listening to all these voices and we have a big representation of the leftists here today I want to they represent this Comm room what about that 30% of non non I guess call



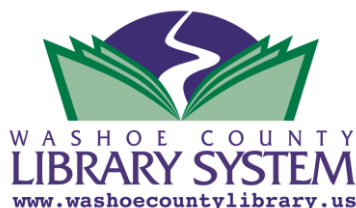
how many of those uh are for and the sexualization of children and what we're talking about this books with hidden sexual stuff 200 pages long we we have to read these books and find the two pages which which you know that's sexually stimulating stuff and it gives them ideas and their minds are impressionable we're trying to stop this stuff and and we're trying to protect the children it's just and I you know you see a lot of people here that representing the other side but they don't really represent the majority of the community I'm talking about least at least 80% of the people are against this and it's a lot more than the drag going about I mean they they say they feel very comfortable here coming to the library yes I totally understand they do because this library has been purged of Christian and traditional American values yes it has Mr Scott did that over you I brought this up several times I've sent you guys emails it back in in Berkeley and I'm not sure what 40,000 books he purged were but I'm pretty sure that I know there were that type of books it's not a comfortable place for people who have Christian and traditional American values to it's been eight years Mr St there we have you know we elect I think we need a change and I think we also need a director that has sense that will protect you know the innocence of children and and support the value system of the community not his own radical beliefs of all these radicals behind they're the ones that and I tell you I was at the Dr story I I saw some people you know if if I was a weak person would make me you know they they were and bull yeah we can make all kinds of accusations all long the main point is this is what are the values of our community and are those being promoted in this in this Library I you look for Christian and traditional b i I look and I like what is all this little stuff I'm not thank you

Bob Quilitch

Bob quich I've been a resident since 1973 and I've worn out two or three library cards since that time I'm here to support the library and Library System 1,000% I think you do a wonderful job I think you're lucky to have excellent director and staff recently I become a permanent fixture at Sierra View Library that's my home away from home Sarah there job of organizing Library staff are very comp they're very friendly very welcoming I have a chance to walk in and see what's going on every time I go there I'm especially impressed by the children's area off to one side and frequently I see mothers with their children coming in for the story hour and a little bit later I'll see them seated listening to stories the children are obviously having a good time as like their mothers so I have a chance to see the library's emphasis on children and good Library education for children using books so I have nothing negative to say about the library except if we didn't have the from library system I might have to leave Reno I don't have to go to a city with a system as good as you want thank you

Stephanie Ball

My name is Stephanie ball I also grew up in this Library my father was a reference librarian here by the name of Robert Paul and my mother was at gel Library as a librarian in public services government documentation and um moved on to be director of libraries at saak state so I have um a lot of experience with Librarians separate is not equal so the idea of separating books about topics or viewpoints is really not consistent with free access to information I was



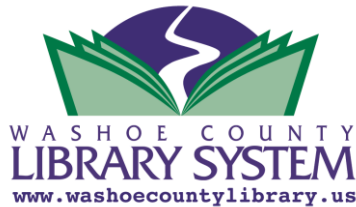
surprised to hear the American Library Association referred to as a political philosophy organization ala has always been very supportive of free speech freedom of speech and they don't have a stance I don't believe on economic philosophy anyway I am very much supportive of the director of libraries here of the library system of I wish I could go the drag Story Hour of drag Story Hour and other inclusive programming and materials thank you very much for continuing the fight for free ideas that our country was based on thank you

Matt Vilka

good evening stream so they're with me um I here as supporter of the library library board the director the library should be a place for you um should be a place of inclusion and knowledge free from hatred bigotry and censorship it is essential that the library stands firm against any form of discrimination and ensures that all members of the community feel welcome and respected at all times I won't down any other rabbit hole I did to and support the comments and support from previous speakers I will change for for I am kind of appalled to learn that this meeting was to be held in a be in a building that is closed and not deemed safe for public operation it is unacceptable and reflects poorly on the county and the board that to allow this the city to allow a public gathering to occur in a potentially unsafe environment if this building is unsafe to accommodate the public and the unsheltered population that uses it during the day it should be unsafe to hold this meeting um and um sorry um I urge the board to take immediate action to rectify the elevator situation um it may be in violation um due to Public Safety and accessibility um I urge all of you um to promptly ensure that the elevator get working so everybody can use this Library it is a disservice and a shame that it is currently closed thanks

Lewis Miguel

hello chair and trustees for the record my name is I Mel I've lived in Uno for eight years and I've been an active user of our library Services the whole time I've lived here I'm speaking in support of the library at large and more specifically in support of diverse books and materials and inclusive programming that has gone on I have always enjoyed my experience here I think many people would agree with me that this location especially offers a deep sense of Tranquility that cannot be denied and frankly I've always thought about this place as a safe space I know that some people will stop at that term but I want to be clear I mean it in the most genuine way possible this library has consistently made me and the other people in my life feel accepted welcome and it's always been a peaceful location I think that these are Universal values and I think places like this are worth defending so when I heard that there was a vocal contingent of people pressing Library System into canceling Outreach programs rejecting diversity goals and censoring important lature around how to people BL stories I felt a duty to say something as I think many of the other people in this room did as well I am bisexual my partner is not binary most of the people in my life are queer in one way or another and for so many of of us our first understanding of our identities came of the books that we read there was a comment earlier that these materials are not a big part of people's lives I could not disagree more for queer people and especially queer youth there is nothing more difficult than being lost ignored and separate from the people around you because they refuse to acknowledge you for who you are these books the targets of so much hatred have given people real connections to real



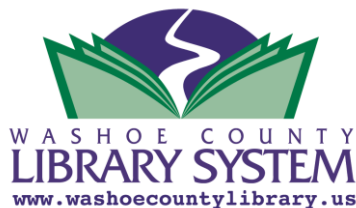
communities that for once let them feel understood safe and supported these stories and connections are our lives you cannot show clear people in a box or close your eyes or pretend that we don't exist and I don't think that these are excellent stories they are part of the fabric of life you can't shelter teens and kids from the realities of growing up from the realities of the experiences that happen to all of us you can only help them better understand the challenges and the learning moments that are ahead of them knowledge is power I rented a couple books that I think were on a band book list or were challenged at this Library at my local library I read them growing up if those books had been taken off of the shelves or any of the other books that people want Bann it would have been a tremendous loss for me in my development and the same I think is true for kids now who need to hear those stories everyone deserves to see themselves in the world around them especially those who have felt the most loss so please keep the materials and shelves on the shelves keep supporting and funding the efforts that you've done so far and finally I want to say a huge thank you to the library who have worked so hard day in and day out to make this place work with them I want you to know that what you do here really matters it really does so thank you so much thank you

James Bentham

My name is thank your work I'm here to bring that issues many parents have concerning the watch of count school board and the photographic and explicit material that is available to Children the use of this material is say how to be children or Gro them for bizarre sexuality obscenity laws have been changed in many states to except liar public schools and universities so that allows questionable material to be legal it does no good to bring up obscenity laws because libraries public schools and universities are exempt from them but there is another way to look at this to measure the consequences of this material is there a higher standard Do no harm some materials do not pass this test you know why why would anyone want to groom a child using these materials that would infringe upon their innocence 43 states have passed of City exemption laws that eliminate inability associated with using these graphic materials if they are employed for educational purposes distribution of this material on school grounds or libraries would be considered criminal but exposing our children to it during Library hours is somehow being educational this means that someone who provides or older materials to a child will responce in jail time for harming the child except when that person is a teacher or a librarian providing the materials in a public school classroom or Library over the years the concept of freedom of speech has expanded well beyond spoken or written words the courts have attempted to protect all men of self-expression throughout our nation's history however certain categories of speech have not been protected by the First Amendment which means government can limit the activity of sin he was not protected under the First Amendment rights to prestige violations of federal obscenity laws or criminal offenses it is time to protect our children thank

Angela Lipsy

thank you for giving me the opportunity for over four years now been a place of peace to me during that time during that time in University here it was both things of research and Discovery for me as well as just a things to exist away from stress which decompressed in the labs and I continued after I graduated and escaped after work I was in a better position than any others for



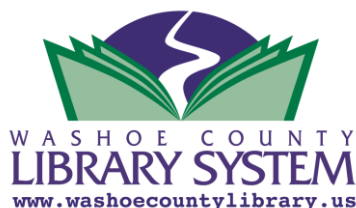
some this is the only place to have internet when place you safe place to just exist during the day and it's incredibly important to myself many other that it should be maintain and supported so want to say that accessible information about your existence is important people are what they are and even if we're kept out of the public eye people will still be clear I didn't know what trans was until I was an adult and he to land wishing I knew sooner what I the that journey to Self Discovery still happens not knowing anything about it just makes it longer scarier more confusing and more with thats we still get intervention just more something thank you

Rich Bissett

Rich psychologist 72 years old and I was born in St Mary hospital um can't add anything but I'm so glad I came here tonight to hear some of the wonderful comments that been produced and very the recorded thing goodness they should make a book out of they're really touching so I just want to take the opportunity to under this great Native American CHS to honor each of you seriously I honor you I honor Mr thank you very much for what you've done and what you do seriously thank you

Bill Sims

my name is and before I forget we just want to say thank you for all you guys do I'm sure you hear a lot of things that you know just you know first you all you all kinds of things and of course thank you to all Library set that comes out and does things like this and um I just wanted to say that to Echo what my fellow Advocates have um said about diversity inclusion direct Drag Queen Story Hour making sure that libraries are always full of books so that children and anyone can ultimately learn why it is they're wanting to learn just because someone doesn't like one thing that someone doesn't want to learn doesn't mean someone else shouldn't be able to learn about that thing and I just wanted to say uh to the comments that were made earlier about our natural things shouldn't be allowed on Library shelves um that basically I have to disability I have copy I have hydrys those are considered very unnatural to the human body human body is not expected to deal with that so does that mean all bugs on disabilities should be clear from every shelf in every library because disabilities are unnatural no obviously not and I also just wanted to uh say that no one who participates in direct directly Story Time needs to be St off somewhere because again a parent doesn't want their kid going to that story hour as a parent if you don't want your kids to participate in that then don't have them go be a parent if you want to use your parental rights use them don't have your kid go to tread story point out so I just wanted to come up to what everyone know that you know libraries are meant to be full of knowledge whether we agree with that knowledge or not and to always make sure that information is available for anyone who wants to read about it learn about it whatever it might be and of course kids are going going to read it's what they do it's how I learn to read I use my school library to learn to read so don't knock other people's kids for wanting to learn about things you don't like thank you thank



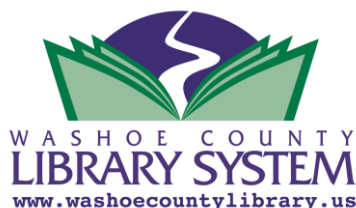
Maxwell Goldman

I'm a veteran I'm also a you new local I am also an actor a performer professional clown if you will a lot of the things that I learned I learned from books I love books so much the kid that I caught myself cter in like a week or so something crazy like that what my mom says all the time in fact the first Library I to I was banned from because I was literally too excited about the books as a child I was yelling about them how excited I was I want to talk about two well three technically specific books that really have changed at the course of my life the first is House of the Scorpion can't remember the author unfortunately you'll have to look it up yourselves and in this book I would say that it is not appropriate for children however it was in my uh my Elementary School library now at the time uh No Child Left Behind just out and a really weird thing happened at the beginning of Child Left Behind they were like we want kids to be reading at a certain level at second third four C grade but they ended up segregating portions of the library so that only people who were in third grade could read the third grade books only people who were in second grade could read the second grade books so I as a first grader was walking up to like a sixth grade book level picking out books because that's what I knew how to read and high picture books I wouldn't picked up House of a scorpion and there was very long several hour conversation Librarians my parents other people involved not they were even going to let me read this book the problem with this book is that it includes child abuse severe child they treat the main character a tail mat uh like an animal after we found out that he's a clone

it's a science fiction book just for reference um that book taught me that I was experiencing child a child without that book without access to books with these difficult materials like child abuse I would never have learned that my parents were abusing my parents did things that make the passenger eight lady look like a saint and I would never know another book that has been just an incredible addition to my life uh was a profession's guy on how to eat Fire by Brian Bushwood he was actually inspired by Danette another person who wrote a different book on how to eat fire I can't the title that one but it's a real however this book depicts incredibly dangerous ass such as shoving you know Fuel and fire directly into your face and around your body but without this book I wouldn't have the career that I have today I read that book whenever I was 14 and 15 I learned how to eat fire and shut cotton balls on my M couple of months ago I went out and I learned how to blow fire in from there I'm a to march in Virginia City parade don't thank you

Meredith Odin

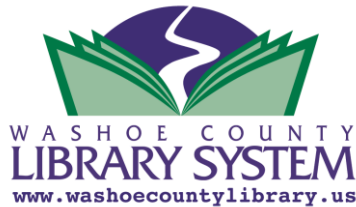
Maggie be hi everyone I just wanted to thank you so much to the members of the board everyone here who clearly loves the library than thank you all so much again I really appreciate I know appreciate it everybody here thanks as well um I've been a lifelong Library patient Patron the library has been even more important to me since I've had a daughter she's nine years old now um and my brother and I been bringing her here regularly since she was a baby often to this very branch which I love um off to the other branches um and it's particularly with the Lifesaver I think life Minds saer during the pandemic when we just took out books through the window service five a dozens um and Contin to have about half dozen books more from this Branch out home right now so I'm speaking in support of the library and our



Librarians I support the library as a wonderful Refuge just sa place an amazing resource of free open inclusive materials and programming like the drag story are I have a 9-year-old she was a toddler I can think of no figure more appropriate to a toddler through preschooler um then a drag queen um and I love that we can come here and my daughter can find books programming that can show her stories and characters that look like her um and her queer and trans and binary friends and family members um and also side note some of those kids would not touch a book unfortunately with a 10-ft pole yet somehow managed to come out as fear or as um so there was no book that red them into that um I also appreciate that she can find books about people nothing like her this is partly selfish and I can't predict her Identity or communities in the future um but I also want her to be able to learn and grow and develop compassion in our um for everybody and you know what is really our beautifully heterogenous World um and then I'm going to end just on the L personal note I'm also a historian by training um and more importantly I'm a Philadelphian by birth and we philadelphians love us some Benjamin Franklin um and so one of the things I have my students read often is his autobiography and let me tell you this guy was a library fan his first his very proud first public service was to create a library in Philadelphia because he believed that the library afforded him the means of improvement his words and he wanted to make sure that everybody had those same opportunities and he proudly wrote she was by no means humble he proudly wrote that as a result of this library that he helped to found um philadelphians have become better acquainted with books and in a few years were observed by strangers to be better instructed and more intelligent than people in communities without them and also let me add he is a voracious expansive readers of sometimes quite wide ranging and and he also was not suppor all right thank you and thank you for being patient I know you came up Ear to see where you you were at on the list thank you thank you so much and also Jared Stanley has to leave our 9-year-old not really to thank you

Maggie Baele

thank you for the opportunity to speak with you my name is Magie bab I have lived in was County for nine years and I'm an educator in the Washoe County School District I'm also a frequent user of the library specifically this Downtown Library it's like my favorite place to be um I am here tonight to speak in favor of the work that this board and director Jeff Scott have been doing to provide diverse materials and programming to our community as a teacher I wholeheartedly support the promotion of diversity in public libraries they've sered as vital resources for students to explore a wide range of perspectives fostering inclusivity and understanding in our communities I have seen firsthand how offering representation can change a student from a reluctant reader to an Engaged reader choose need to have books that represent all students and families is the path for creating lifelong Learners critical thinkers and empathetic to I applaud your efforts to include our community and hope you will continue to take steps to serve this end and thank you for allowing me to speak



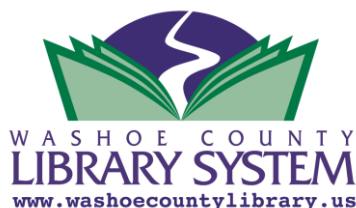
tonight thank you

Janet Butcher

you can use this copy for the minutes since describing of the last minutes seems to be very challenging because an adult doesn't find particular books and pictures objectionable does not make an age appropriate to Young developing Minds a wise curator of a library would know this and not place the personal agenda for however popular it's become to portray parents and grandparents concerned about sexualized scenes in books as somehow secretly motivated by racism it's simply not true asking to have material of books that contain graphic descriptions of action pictures of sexual behavior or acts placed in an adult area of the library is not Petty or unreasonable request the public library should be a safe haven to exposure to sexually explicit material can per prematurely sexualize a child invite a child to experiment with sexual sexually explicit Behavior to make sense of lead a child to normalize and become desensitized to highrisk behavior and shape the child's expectations and relationships effects of early sexualization and ongoing sexualization of young girls is perpetuating gender stereotypes and leading many girls to experience various health and mental health issues some of the most common include low self-esteem anxiety leading disorders depression self harm and Suicidal Thoughts numerous studies on the use of graphic material by students who became negative psychological offs including having more casual sex partners and having sex at a younger age is that the intent now of the library to promote casual sex is this the duties of a librarian now I pray that it isn't several comments commentors in the past have cited movies such as Some Like it Hot, Bosoom Buddies PG Tootsie PG To Wong Foo thanks for everything Julie Newmar it too is we are not you that you can't expose your children or grandchildren in the privacy of your own home to see explicit pictures of an sex we will leave that up to the law earing Child Protective Services moving books to the adults section has to do with exposing other people's children at an early age it's about the innocence of the children thank you

Charla Goleric

hi all um it's my first time here and wow it's kind of confusing and I issues but um I will say that at a bachelor's degree Eng was an inspiring author and a cal philosopher a philosophy group and quite often um it feels like the rhetoric that we all tend to use is a displacement for the sake of the children always using the children the Innocence the them the words the modernism the postmodernism the of what a library should be ought to be and is doing and it's not all us we should talk about whatever but if anything I think that the problem that we're all facing is we don't know enough about our philosophical and moral stances on anything a part service Lev attitudes SC that's bad this is good does anyone know K does anyone know etc etc I would like to urge theab to maybe have a program where we could have those discourse in those office laws maybe sort Community casual Integrations of this meeting where we don't have to just listen to one person then all waiting to figure out get up there what am I going to say right I think a lot of this de the question first off and the second question is why these specific categories biic information for example the decimal classification system right um 00 computer science systems 100 related disciplines 200 religion but under religion it's called Christianity and then 290 is religions which is fine I'm not that you know we



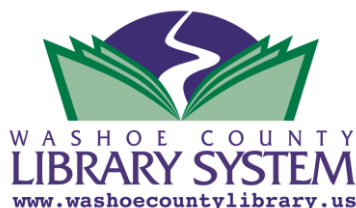
should be taking all information from the world and try to put it onto the was high school system and labr system Congress plan but I think that this would a more thoughtful discussion about what we're actually what pre assumptions we are making about reality the nature of our existence as human beings and what we're actually trying to say should be in order because otherwise I just feel like we must we should we shall like um don't know so I we should thank you

Gaia Brown

Gaia Brown uh 23 year resident of Reno I am a professional religious educator and a transexuality educator and I want to go back to when I was was probably about 11 years old and this would be in the 50s and my friend Mary and I were talking and came up with a bunch of questions between the two of us we couldn't answer they had to do with sex we knew nothing about it we went to her mom and she said let's go to the library and we got in her car and drove to the library and there we were found books that we were able to look at and have our questions answered it was a wonderfully empowering andent for Mary and me and it did not lead to sexual activity by the way now as an adult I find myself with a son-in-law who has a 17-year-old transexual son this has been a real struggle for that family they're very devout Catholics they had struggled so hard but they've come down that they are going to be supportive of Noah now he's 17 but as he started his transition his siblings were three and N years old so these were little children but this is a family that needed support as they were trying to navigate a very very difficult difficult family situation and it's only when like that get support from organizations and Facilities like a library that they can muster the courage to do what they need to do to support their child so the library is a very important place for families and it's not that unusual now for families to have transexual children or gay children so thank you for having your materials the materials here available for families like this and just this was in the New York Times yesterday of um obituary for a 85-year-old transsexual psychologist and um this person uh her name was Jean Hof when she was asked uh what can we do to accept you this was back in the 70s she said it may not be necessary for you go to a lot of trouble to learn about accepting transexuals if you have a general principle and that is mind your own business so thank you very much for the work you do thank you

Susan Thompson

hello good morning my name is Susan Thompson I'm a long resident of Nevada and I graduate with my husband is a Washoe County school teacher and our kid is a student at Arena High School I Washoe County library card and read it to use it to read award winning books and best lists and those written by obscure other as well I'm here today after learning that some people will come and protest the availability of certain books that they dislike but I doubt have read and programs like the drag queen Story Hour I suspect a lot of people protesting have not attended I've seen their calls to action on social media that read come out and bring public comment and PR map minor attractive person pedopilia dag Point story hours under the leadership of Jeff Scott I strongly condemn the continuing assaults on the gay and trans communities and on our libraries alling people who

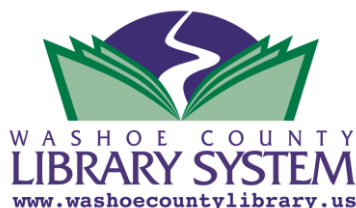


Express themselves differently than we do as pedophiles is not just wrong but considered defamation and as recent court cases have shown can lead to Mark large monetary penalties some speakers have talked about the importance of protecting the e of children and opposing tax dollars spent on books and programs to don't like these protests are supposed to appear as spontaneous and organic but we know that they are really nationally coordinated campaigns targeting marginalized communities that we've seen by across the country but taking face value of statements made in opposition to books and programs that they dislike I will say DRS show reading require that all children be Company B the boat No loan children and no loan adults tax dollars are not used to pay for these events they are supported by a nonprofit group the friends of the was County Library drag que Story Hour is not foress or sexual the books are age appropriate and Popular by titles and most importantly as I've heard others say here tonight the events are W so to anyone who doesn't want their children to attend as they don't blame them it's pretty simple and so support of diversity and inclusion the important role that books play in helping us understand different people ideas cultures and beliefs and how unfettered access to books protect our democracy a dozen folks came out last month to speak and I by my Tally tonight close to over 30 have spoken here tonight as well I'll end with a quote from Cena Lloyd former Library director who said a truly Great Library contains something in it to offend everyone I really love that book I in some my family and I fully support inclusion of a wide variety of books in our library and strongly opposed groups who seek to impose their belief on our community in the form of censorship and restriction access to books and GS thank you

Trustee Moser Switches to Virtual Attendance 7:35

Edwin Lingar

my name is Ed lingar I am Reno local lived here for many years the first thing I want to say is I am so impressed by the public comment we've heard tonight a lot of really passionate people I particularly like the people on my side of course um but I am an absolute support of what you do and I am an absolute support of Mr Scott I know him to be a fine librarian and a wonderful gentleman and I really don't like all the personal attacks I'm going to keep this to a couple of things I want to talk a little about the religion that keeps coming up and I want to talk about our kids um I live in a pluralistic society and I'm grateful to do so that means that we have library books for everybody here I am not a Christian I am an atheist I am not afraid to say I'm an atheist 29% of of Americans have no religious State you can look it up that's a Pew study as opposed to the many madeup statistics I've heard this evening in fact 129% of people in Reno agree with my position made up position we see I hear all these made up things but I do know from the people who come up here that there is a lot of passion for books and for protecting marginalized communities which I absolutely support even though I'm an atheist I believe we should have many different types of Bibles in here itics I don't care what all of these books are great I myself have studied the Bible in various places I would never ask for them to be banned as for the question of these books and a sentence or two sentence out of each I've got one or two from the Bible I could give you that would get me thrown out of here tonight there's a sentence from Mark Twain's Huckleberry F that I would not read in public because they're out of context



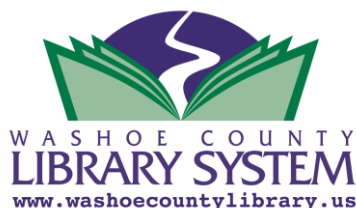
sentences for something does not mean a book is bad or evil um and the last note about our children um I have five kids they come to the library I love the library I use the library my children have smartphones I wonder how many people in here who complain about what the library have had children with smartphones or they put an iPad in their hands with five there is some real fil on the internet I'm here to tell you I am much more terrified of what my kids might see unsupervised on any computer anywhere that am by anything offered at this fine Institution um so let's just all be a little bit realistic about this this thing is really going out rails um I want to do another statistic but I'm not going to make that I'm just going to call it thank you

Bruce Foster

good evening ladies and gentlemen Foster Washoe County grand kids and I want to thank uh the library and the library board all the uh information and resources that they have available uh to us but uh tonight I just wish to express my concern of the Lory that just Scot just Scot has been taking the library over the number of years and I think what is on the docket here is whether we're going to have Community standards or even Comm and decency or not coming from the new president from the uh American Library uh Association uh she is is a self-described Marxist activist and it's uh and she states that she public education which libraries and the school system work hand in hand needs to be the site of social socialist organizing libraries really do too and I want to point out that she is an activist we seem to have a number of activists that are here tonight in the LGBT a plus plus plus and our community here and I guess I'm an activist for the Jewish Carpenter and I recognize that there is a God and I know I'm not him and as you know I had read a book and you're all familiar with it I thank you for uh being able to get my uh my my library benefits back but this is all boys AR Blue and my question is is that will this meet Community standards and this is something I'm not having Banning books I'm just saying we need to have these types of books in a place where they're not accessible to impressionable minds and and a little snippet is you know for me and I just want to see how the board reacts for me I was finally on my journey of sexual exploration and couldn't wait to do it again he and I had sex the second time two weeks later before school let out for summer I had several sexual encounters that involve mutual masturbation and kissing and fooling around but I just couldn't bring myself to have a penetrative sex again I was hesitant because I still had a lot of questions as much as I enjoy staying on top I wasn't sure if I was always wanting to be a dominant person in the bedroom I was still an OB sex and even more at Gay Culture that's time Mr so what I want to say

MCKenzie Green

my name is we have a simple statement to make previous comment you are advocating for inclusivity at have done a great job so far I have lived in now for five years and in that short time I here I have met seen the deast people I've had the privilege to know and some of those people come from diverse backgrounds with diverse stories such as clear people and people of color I believe those stories should be represented in public liaries these Banning of books are stashing R Stanish the responsibility and autonomy of library we are doing a



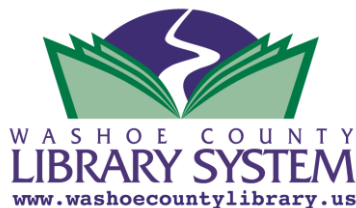
a service to those who are seeking out free resources materials and stories that represent them and their peers and I support the public libraries free access of books for all types of backgrounds

Marie Rodriguez

Marie Rodriguez for the record I am a mother and grandmother and writer I have visited libraries with my Senate when he was a child and my grandchildren when they were smaller and like everybody else here I love books I may mention that I am a first generation Mexican living in United States and I was raised in served Christian by my parents as much as I love books I don't love all books what I mean is not all books interest me there are books on subjects that I don't care about and there are writing styles by writers are subject matter that I don't care about just like everything else in art it is a matter of taste but just because I don't like them or agree with them does not mean want them off the shelves nor should I expect the library to remove books because I don't agree with it no one has the right to demand the library to remove vegan or vegetarian cookbooks from the library just because they eat meat just as no vegetarian or vegan has the right to demand that the library remove traditional cookbooks if they feel it is moral to no one has the right to demand the library to remove fantasy or factual story books or novels just because they don't believe in elves fantasy creatures or magic just someone who is a pacifist has no right to demand the library to remove books on Military strategy or War history no one has the right to demand that books about the Paranormal or life after death be removed just because they don't believe in the spiritual realm and no one has the right to demand that books about spiders or snakes or cats being removed because they have a phobia against them finally any more than someone of a religious faith has a right to demand that holding books of a different Faith be removed does anyone have the right to demand that books about a lifestyle that they do not agree with be removed from the shelves and regarding books that are accessible to Children parents not the library are responsible for screening or selecting what their children read just as parents are responsible for what their children are exposed to on television or on the Internet the library allows parents at any time to go online and see what they are checking out we all have different interests and beliefs and we all have the right to read the books of our choosing not what someone else's beliefs our Conscience Says we can and just on a personal note the first disturbing and inappropriate thing that I read was in a book that was given to me when I was 14 years old by the church Minister people should read Genesis 19 if they want to see something truly inappropriate thank you

Lizzie Reale

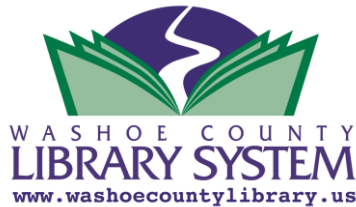
Lizzie Rick for the record um I've never spoken at one of these for but um I wanted to come out because I am a concerned member of the LGBTQ community and I wanted to uh show my support um there's been um a lot of talk about protecting the innocence of children and ruining children with sexual subjects and I think that that has more to do with people's relationship and their moral value of sex rather than um you know with actually exposing children to things that are important um and I think that in my own experience um you know I grew up in a religious household where the only sex talk that I got was very medical and it did not do me any favors in terms of letting me know what um to



expect in terms of sex and um I heard a similar story um that my boyfriend recently told me of uh the first time that he ever saw boobs was in the movie uh National Lampoon Vacation and you know he his he was watching it with his mom when he was about 5 years old and uh he they weren't accepting breasts on the TV and so when they came up she screamed and turned it off and had a very uh extreme reaction and so that colored his view of um of sex and of you know the human body and I don't believe that we should um we should experience it like that and we should instill this fear into children um and I think that that's kind of what we're doing when we tell them you shouldn't be reading these things and these things are immoral or impure um and that only causes people to um feel more isolated and have more stigma around these subjects when really you know knowledge is power um so also I mean I'm late in terms of my sexuality um and I I you know blame that on my sheltered upbringing and so I do wish that I had more information that was available to me um to help me to explore who I was and not feel so isolated because that just prolonged suffering and that's all and thank you guys for being here thank you for listening to us there has been a lot of a lot of passion and a lot of um yeah thank you

Natha Anderson

Thank you chair and as well as all the members of the board for volunteering your time I think there's some people that forget you're volunteering the time so thank you for investing in our County in this way as a fellow reader I greatly appreciate it but you know I'm I'm actually going to talk right now as a daughter of two librarians this was my home my mother actually worked here on the third floor as a cataloger when I was in first through third grade and my mother would take the lunch pick me up from school and come here I would go downstairs and I I might be able to read but it's just true and I run around the circle and I remember Mark for those of us that have been around a while but she came down one day and she said n you can't do this you have to leave have to do something and I looked at her and I said okay Martha what do I do she picked up um Beverly Ramona age 8 I saw myself and because I was just like her I was incredibly rous and just like her I had an older sister who was perfect and just like her I was lot and yet from Ramona I went to um I went to CS RS and I was able to visit Naia m 1 and from Narnia then I was able to be introduced to Judy broom and tals of the fourth grade nothing and so many other wonderful characters and the reason why I'm smiling is because I can remember coming home with the book forever and for those of us that are my age you remember when forever was sex and I remember coming home and talking to my parents about it like okay so what's this about and um it opened up the door for me and it opened up the door for a discussion in a in a world that was already very accepting me but more importantly it opened up the world for me to be able to see that there's other experiences the one that I have there was a speaker earlier who spoke about us being a mirror the books being a mirror as well as a window and that's why the books we choose trustee director thought make a huge impact on our kids but more importantly on the adults and the individuals who have a chance to learn from those kids thank you for the work that you do thank you for all the Librarians who are opening up the door to so many of our kids and thank you for this opportunity to celebrate reading and the journey that we all been go on and I really would rather but thank you

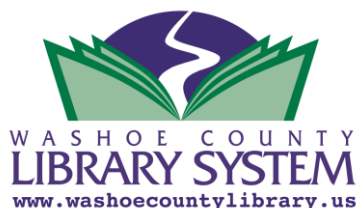


Alan Munson

I'm a resident of here, I have an MSW in social work and worked for many years helping people. I am a Christian, I believe in Jesus, and this is being for God, and I've heard so much it says that because I'm a Christian I hate and I'm not and I'm just not caring about other people, but I had a job that was my job to understand and care for people. I just want to mention that and the reason I'm here is because I am concerned, but I want you all to look at that picture of an Indian and was two kids up there and you know what I see, I see an elderly, an older Indian giving advice, and you know added to it, but he's giving advice and he's helping two young kids, Indians, to I'm just imagining this to develop and grow in a wholesome way, and I just don't think exposing young kids like that, one up there to you know sexual stuff too early, before we know how to handle it, is not a good thing, you know, no, no, desire on my part to to bend any books or anything like that, that's that's not why I'm here, I I just think that and you others have presented there are books that that are overly centralized, I can't come up here and get naked, why, why, because there's rules, there's rules, it's the core of how we act and conduct with each other, and and um, so just another concern, also that it says that books aren't being banned, but these books I asked, can you get this book, they all went on trial about Philip Johnson, it's not allowed in the library or scientific creation, if we expose our kids, you know, it was said, shouldn't we be include and include all ideas and allow another book by John theistic evolution, well, evolution seems to be one of the strongest arguments against the that there's a god, well, I would I would hope that the right road would sway because there's this this God provision debate by Richard John, if we can have debates like this, uh, so the people could get an understanding of what is truth, what is truth, and let's discuss it, loving understanding, thank you so much, boy, are you do an incredible job, listen to all of us, thank you, ou.

Valerie Wade

I have no idea what some you, I this this is so much fun, I think, I I forgotten very told who our community is, and this is our community, and that's good, reminded me, I don't ask include my words for B on the record, but I'm going to say it's not actually that, I here to send voice and thoughts to the governing board of Washoe County Library, that would be you, thank you for everything you do, I grew up in this community, raised my kids, my parents, and Grandpa, all I was lucky enough to be able to retire last summer, and been making my way, all the library, with I've been to Sparks, my home, Library, Spanish Springs, North Valleys, and Oldtown Mall, because I still keep calling, I can't help it, what I found at every branch was clean facilities, easy to access materials, and incredibly helpful, knowledgeable, professional, and family staff, I'll tell you, in the 70s, 80s, and 90s, there was a librarian at Sparks, whose rudeness with legendary, if you're from Sparks, then you know, apparently, I gotten over that form of experience, because I'm always so happy to speak to current, friendly, library staff, every single library, visiting has been one to me, and my grandkids, I've seen adults there, citizens who cannot board housing, all kinds of things going on, we have a phenomenal library system, and that didn't happen by accident, it took years, decades, really, have dedicated work of this community, including by this board members, who came before you, which was over many, many years, been focusing on building a system for every part of the community, I



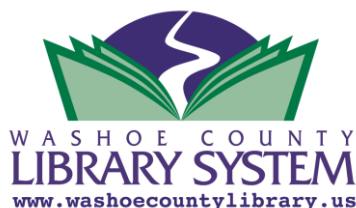
remember when Bible children's book were added there were protests I remember when we move to ebooks there were protests people didn't think tax dollar should be spent on a book that wasn't made out of paper it seems to be Chan for the record we have a phenomenal library system and I urge you to focus your energy on growing and building on this amazing system please focus on modernizing not on going back to the 70s or 80s seriously even you through the fog of nostalgia it wasn't that great as my kids say that is my Century granny please listen to professional trade Library staff and Library associations who use facts not anecdotal evidence not from me or from any individual please before you pull back on any program please talk to the people who use it not the people who don't use it grow modernize listen to the professionals and the people who use these programs please thank you

Mike Holmes

up and long time was res I was remember when I was five coming into this exact building and enjoying story time with my parents were uh my parents and my family refugees from California and uh I have loved on a file so libraries are a wonderful place I'm extremely grateful for them public or otherwise democracies I think touted somewhat incorrectly as this wonderful system but many times it tramples the rights of minority and that I think is the biggest concern we we have specifically I think everyone's concerned here the minority of children um meaning the they don't have a voice somebody out there that doesn't get to heard and that needs to be protected and so I again I think we all agree that's a concern there's not there's not single on here that thinks that's that's needs to be dismissed what uh what I would suggest is that we Whittle down to the very fair basics of what is acceptable if there's objectionable items um like has been mentioned earlier about scientific creation or what some people believe is exp sexually explicit material and it should be removed from one section and put into its own seal doesn't actually apply here this start certain books and not people we're not asking that people not come here that's outrageous and really unreasonable makes a lot of me so um that this is a publicly funded someone mentioned me Frank Library it was 19 or excuse me 1731 was founded as a private institution which meant that individuals who paid for that could dict exactly what was and what wasn't in there as a member of the public tax paying public we all should that in metallics because that's clearly not going to happen we all should have the right to say exactly what does and doesn't happen so in in this institution and so we don't have that we end up with this democratic system where some of us rights are Rel least sort of stomp on so my my question would be how do we solve that and that's I think to little back to the bare minimum um that may mean that some don't get out there but there are literally millions if not billions of books that we can fill the JS with that are extremely valuable and put those other books elsewhere in the library I'm okay with that and that's that's all I have thank you so much

Aspen Weo

welcome um my name was as mod um for the record and I um am a huge fan of the library an so I just want to say a great job to all of y'all and to the staff um the day by day um I was a huge am a huge fan of books um and I was raised with pretty um open parents but I was still kind of



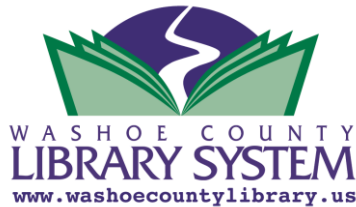
left with this meatsack of a body without any guidance as to what to expect um and where to go for answers and I found my answers in books and it was books where I saw bulbas and pubes and feet meil nipples and it was not anything that was sexually explicit and as much as it was exp explanatory uh it gave me guidance where I didn't have any and I as a cis female um I think about my trans relatives and um the things that they go through especially at a young age and to the point of separate um but equal does not apply here when you segregate books that are for certain people to help certain people through navigating things in their life you segregate those people when they have to go to a different section of the library that is segregation um yeah and also since I have time I also want to Echo what that man said about public lands so we should keep public lands public and not sell them to private developers I don't know if this would be right for but he's not wrong thank you

Hannah Faby

and hello my name is I wanted to come up and say I love libraries I'm so glad to are here I appreciate your time shout out to radical cat they told me to come here and get my comments so you don't like something don't read it you don't want to be somewh don't be there that's all have it going thank you

Alan Retlaf

up hi my name is R um and I'm here to talk about protecting children uh so I was raised by fundamentalist Christian parents who would agree with the small group of people who are here attacking a library uh when I was the young queer person my parents Dy my sexuality and called my identity ful and mentally ill my parents tried to prevent me from reading books about people like me and so what I did was I went to the library and at the time I was depressed and suicidal because I thought I was by myself in this big scary world and the library is where I felt safe the library is where I felt not alone books with queer characters saved my life and libraries were where I found those books that saved my life I have a PHD in social welfare and I'm a professor researcher and therapist and my researcher my research is about how parents and other adult authority figures make decisions that harm Weir and trans kids parents can and do cause harm to Free's kids many of the people in this room would be terrible parents who Que in trans Kates some of them have even spoken today libraries have the power to keep brief libraries have the power to ensure that clear and Transat feel seen so as a researcher I I actually do know the statistics and I'm not going to quote numbers at you I'm just going to give you a brief rundown of the facts the facts that we know in science not in the Bible but in science and science tells us that queer and transgender kids have the highest rates of suicide of any known group of young people the highest rates and these rates are directly correlated with stigma and rejection they're directly correlated with kids feeling like they are alone because they don't feel seen because they were rejected by their parents we know that when queer and trans kids are affirmed and acknowledged and included their outcomes normalized with a general you population when que transs are treated as people they don't have highes of suicide anymore when quean trans kids are made invisible they die it's as simple as that when we reject queer identities



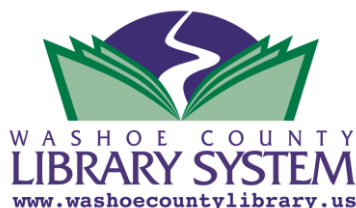
when we prevent people from seeing themselves in their communities kids die the stakes really are that high thank You

Victoria Meyer

me please put comments on the record and I agree with a lot of stuff that was s we our we love people and we love books and that's not what some of this topic has been about this meeting could have been over a long time ago if um people would just you know grasp the concept and in why pornographic books into the adult section it's all kind of simple and it's a uh you know as far as a matter of reflecting alternative identities the some of these books have these sexual acts whether it's heterosexual or whatever it is they have pornography in if you really want to this community really wants to better be served by presenting their perspective and making it available to people they should not for all this HED sexualized content that is not sex education and it is not about same sex it's just pling pornographic and you've scen they should not put it in these books um young people do young people need to read about anal sex and disin and heterosexual Encounters in order to better identify who they are in their world is that how this works where one's identity is based on what kind of sex and whom you have it sexual feelings are the [Music] identity uh let me ask you to put aside a media sound bites regarding book banners and infringement on First Amendment on parental rights know this there are no B books in the United States of America it's a free country and I stand 100% behind them there are no way in no way promoting restricting anyone's rights to free speech we stand behind the First Amendment 100% parental rights for adults to read anything they're choosing and to allow their kids to read anything they approve I'm asking to move some books to the adult section the libraries it's just that simple we really didn't need to spend all this time you've heard some of the exerts I can read some more if you like don't really want to I think you've heard enough n 1.234 to 256 are laws that protect in the Battle of Sanity um so I just want to say that we're not a small group of people I have here in my hand 1113 signatures about this issue specifically about pornographic books books with sexually explicit explicitly described things like was what was read at the last meeting and what was read here tonight 1,113 residents of was thank you

Val White

by this is a long one I feel like I've been in a counseling session um I'm hoping that the board and trustees are more aware of what the issue at hand really is is not about lifelong patterns of hurt feelings or feelings of being excluded or feeling inadequate or lamenting their own personal experiences while figuring out their own sexuality now or in their youth it's about young children I'm an ally of young children I'm an ally working to protect children's innocence I'm an ally working to protect them from future sex mesters who will Target them after they've been desensi ized by these sexually explicit books what's really at hand here is whether books with language describing how to give a pro job how to make sexual partner with how to use meth and participate in anal sex whether any of this is appropriate for a child 7 to 12 years old as a teacher I know that some young children do read at higher grade levels than one would expect what is also apparent is that many supporters here toight don't even know what the books contain When Miss tibits started reading that they denied that that was in those books it shows they don't know what we are talking about or are they really willing to have



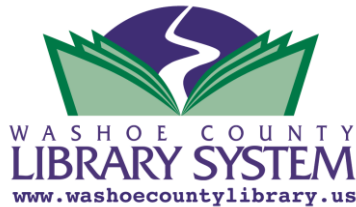
their own seven-year-old child taught the sex acts detailed in the books and because it's not a parent most people really don't care about all the LGBTQ sex lives we don't care but normal people and yes I use the term normal and we are the majority are not in favor of teaching young children how to have sex reading some of these books do exactly that I'm just wondering also if anyone here sees the hypocrisy and lack of logic on display here the chair prevented someone from reading aloud a book's pornographic content yet demanding these people behind me demand that this same content be readily available to young children we can't read it loud here in a room full of adults but make it available to seven year olds and last anyone in a public menu anyone of any age can be photo a library event at a public library is a public event if you don't want to be photographed don't go out in public but that's another no logic situation drag Queen support her parents claim they take their children to these hours to teach love and diversity but they're ashamed to have their child photographed this activity is meant to normalize homosexuality Jeff Scott he's behind all of this trouble in Washington fire order

Reva Crump

leave reum please include my comments into the record slightly changing gears here this board may want to ask itself why not one p has been able to get anything onto the agenda after multiple requests sometimes by multiple different trustees as the chair holds the right of the agenda one must ask why the chair of this board is suppressing the requests of the other board members because that's what appears to be happening I just think you should ask and I refer you to the definition of tyranny for dictatorship here again in the minutes of November 15 2022 the was County Board of Commissioners um uh at their meeting uh which I had meant to Pride you copy but Lord knows you didn't get it because I forgot it home um if you see page two of that agenda item number six commissioner Herman mentioned she tried to donate Brush review of books to the library that was told they were in a literally verbatim from her she was told they were two controversial qu commissioner Herman to date there are nine different books of The Rush review Series in our libraries uh multiple copies and different formats not high amounts of copies but they're there if this series is indeed inappropriate or too controversial why is it in our libraries if it's not too controversial why was commissioner Herman told that it was and the question becomes why was her donation rejected for what reason because it doesn't make logical sense the question that I'm presenting to you is within the time frame 11:22 that the trustees may use for their evaluation for the director at this time apologize and forgot second

Linda Crowe

I've been living in about seven years I follow jot I knew good got it okay so I follow Jeff Scott here um I knew him in the library World in California um I decided tonight a good thing to do might be to bring you the library Bill of Rights because I have a member of the intellectual Freedom committee the American Library Association ala the American Library Association Affirmed that all libraries are forums for information and ideas and the following basic policies should guide their services books and other Library resources should be provided for



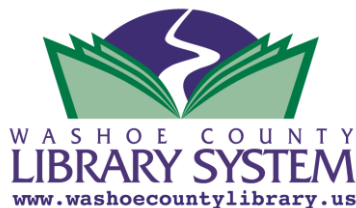
the interest information and Enlightenment of all people of the community the library serves material should not be excluded because of origin background for views of those contributing to their creation liary should provide materials and information presenting all points of view on tent and historical issues material should not be prescribed or removed because of partisan or doctrinal disapproval librar yshould challenge censorship in the Fulfillment of their responsibility to provide information and Enlightenment Library should collaborate with all persons and groups concerned resisting a M for free expression and free access to ideas a person's right to use a library should not be denied for a bridge because of origin page background reviews libraries should make exhibit spaces and meeting rooms available to the public and serve should make such facilities available on an equitable basis regardless of the beliefs or affiliations individuals or groups requesting their use all people regardless of origin Aid background or views possess the right to privacy and confidentiality in their Library use library should advocate for educate about and protect people's privacy safeguarding all Library use data including personal um identifiable information this was originally published in June 19 1939 visited Again by the Council of the American Library Association in 1944 1961 1967 and the last time was in 19 in 207 2019 sorry um although the articles of the bill right are un thank you okay thank You

Riley Martinez

I have lived in washoe county for 13 years as a child I often utilized our Public Library systems resources it was one of the only places I could access the internet us access information information is powerful and for that reason I would ask the board not to consider the reactionary cries to censor our or restrict content that is related to gender identity and the differing cultures and backgrounds that comprise our entire Community a restrictive culture cultivates P often in already marginalized groups it is vital to have safe public institutions where anyone especially youth can feel safe expressing them as they are I ask the Lord to keep our libraries a safe and welcoming space for all community members and to keep reactionary politics out of our public Li system thank you

Nick Martin

44 year Resident was County and one observation I'd like to make tonight is that I see the a lot of passion excitement look like great satisfaction when somebody puts on that veil of social justice where Freedom F and and I I think that initially America brought into all this all the agenda if you will and it look good I think America's waking up and W is there a limit to how far they go the Chris so when I came in I looked through the the children course and I didn't find many children's books on beity necrophilia s miction the sad thing is if I would have found one I wouldn't have been surprised I wouldn't have been surprised and that's that's awful so I think America's waking up to this and I think that that secondarily America's W up to the fact that the issue itself is really just something pushed by the far left one of many with our society apart because Discord we un trust each other so for if you don't believe that's Happ you



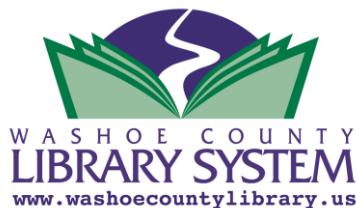
don't believe in waking up I just can look at the recent critical Poes and see the consistent movement L to the right as it's happening so I I think that um you know I think D you know has to be L basically and and when you're pushing an agenda like this you're a freedom fighter social justice warrior and you feel like you're doing great things you know whether it's gay sex or heterosexual sex what the hell does an 8-year-old have to know about sex you know that's the point it's not gay SE to a man about it's anything say I've got an 8-year-old granddaughter and a three-year-old granddaughter been s gorgeous Kid full of energy full of life don't need to know about stuff like they don't understand it okay when they become teenagers and they start understand they but you put that stuff with their fingertips is awful anyway that's like feels than thank

Craig Newton

Craig Newton so uh I spent 30 years in law enforcement not very conservative warming you know Christian I mean totally conservative one of the most conservative people in your prob but you know we have a blended family we have nine kids and uh we have cers in our family duh you know nine kids 20 grandchildren you're going to have cers okay but our thanksgivings are absolutely wonderful everybody's kissing and hugging I mean we love each other okay I mean at the careers of Democrats the rest of us totally it's just fun you know it's fun I mean we went to Park City had blast on all the things there and the ski and everything we just love each other and I don't know why I hope everybody in this room they should love each other you know we should love each other look but we do protect our kids and I tell you in law enforcement I SP on the floor of San Quinton State Prison in the west block okay it's it's a prison level four nothing but murderers in there and I looked up at the five stories of cages and I said ah whatever these guys have done to get in here I'm never going to do and one of the most prevalent things in those cells is pornography it's absolutely cover pornography sexual perversion is the number one thing among criminals it leaves to fality it leads to all kinds of problems in our community we have an 87% ill illiteracy rate in Nevada schools right here Reena 87% can't read their diplomas and you people this library is the problem right it is there's a lot of good stuff in here but 87% of our kids are finding the B side and you make it available and you're you guys I swear in law enforcement few years ago he he arrest you guys and a few years from now we'll be doing it again we will be arresting you for the perversion you are putting on our shoulder it's going to happen like that last iy said this the United States is going conservative because we found out what you guys are all about and we are we are angrily objected to what you're doing to ours it's going to happen you're going to get arrested I'm retired now so be part of it unfortunately because I I used to love it um but you know it's going to happen all got thanks

Nichelle Hull

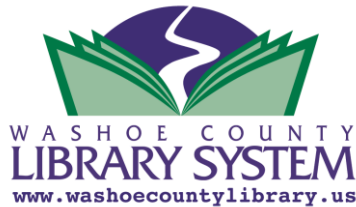
please Michelle Hall please answer my comments um into the record and statute thank you good evening trustees meeting attendees paid employees at our Center welled non closely connected to the library system under just SP leadership



so um before the meeting started I handed to each trusty an envelope with the exact same contents inside each envelope and those are pertaining to 14 books which various was County residents some here in the building tonight some not um judged to be Beyond The Pale over the edge completely unacceptable for children and te why because these books portray either Pally or in written description acts of rap sexual assault pedophilia which was um pictures of an adult man with a boy child that was under the age of 12 he was not you know hes so that would be rap because there is no age of consent for sex between an adult and a child and then finally group sex between teenagers while using methamphetamine that's in the the book crank which is in every library branch I believe throughout this account so honorable trustee um you know please determine for yourselves read it for yourself like that lady that just p and said I'm not familiar with any of these books okay go to Nevada patriot. net the books are right there do a little research on the internet so I'd like you all to read those packets from you know County residents and judge for yourself if you like your child to read those books would you like your kid now your nie your nephew your grandkid whatever the case may be to be able to have access to those books in the children's area you brought that are you comfortable with that is that the kind of library that you want if it's right at their eye level they can get to it okay we know that when kids are mentally imprinted with images and descriptions of things that are dark such as r that that is that is an emotional charge that their physiology cannot yet manage why because they're kids they can't so it's disturbing for them to say the least on July 14th of this year the washington colle dep manager Miss Debi Stears stated on the Reno Gazette interview that the appropriate thing for community members is to request books be removed using the proper form which was done that's been given to you last month Debbie Stears said that her estimation of ban meant take a book from the children's area and move it elsewhere that that was important and that is ala language Debbie Stears needs to go

Willow

us hi um my name is Willow um and I would just like to thank uh you for the opportunity to speak today um I wanted to start off by saying that a lot of the people have been throwing around numbers saying that they are the majority in speaking on these issues and I did the math and I calculated it and of the 56,000 residents of Washoe County only 1100 signed that petition which means that they are only 0.21% of the Washo County population who actually are voicing these concerns um and I just want to say that I grew up in Washoe county and I have the library has my full support and of the diverse materials that the libraries have to offer and I think that the uh Librarians and director Scott uh who fight to keep them running are incredible humans that deserve praise and respect and then I will just end my statement by saying as a member of the lgbtqia community the increasing level of diverse materials and events in our libraries has also made me feel a greater sense of identity and connection to my community I enjoy it now but what I would have given to be able to attend drag story time when I was a kid the level of acceptance and love and safety drag Story Time demonstrates is hard to



find all in one place especially now I can't even imagine the impact this has on kids even kids who are not part of the lgbtqia community to see a beautiful human being themselves and spreading love and joy which is all they do um so thank you for hearing my testimony and I urge you to continue making our libraries diverse and safe haven for All Humans thank you

M. Bunny Theora Watson

i um my name is bunny and I've lived here in Reno for the past several years and I have to say I really love it and this uh particular conversation is really important to me because the library has always held a special place in my heart I'm someone who can't necessarily afford to go to the bookstore and just buy books you know whatever I want and libraries have always been about access to information for everyone and I think it's really important to uphold that and to um you know make information free for people who want to access it and if you don't want to access it then just don't and like let the rest of us live like let the rest of us have access and learn and connect to these things um and I appreciate you allowing me the chance to speak and I really hope that as you put your heads together and work on this issue that cooler heads prevail and we protect the library and continue in the direction that it has always gone as a public service to make information available freely to everyone thank you

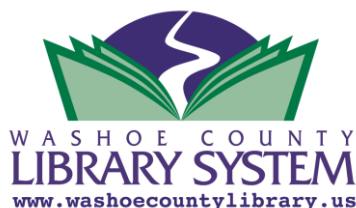
2) Approval of Meeting Minutes

a) Approval of Minutes from the Library Board Meeting of November 15, 2023 [For Possible Action]

Public Comment

Reva Crump

minutes my comments into the you've been provided with copies of the May 2018 lb meeting um the public com session first question is oh shoot pass out the wrong one no yes no what did I give you November 15 thank you oh goodness it was me was wrong okay um there it is whoever um the director as typing up the public common appears to be functionally illiterate the transcript of Mr Patcher comment look pretty good the transcript of Mr bost's comments is void of punctuation throughout transcripts of Miss Franks Miss fanaka Miss tiit comment were good the transcripts of Miss butchers momson lack of punctuation and coherence the transcripts of Miss Miss Gerald's Harding and Miss Town's comments look for me the transcripts of Miss vanet's comments 50% about 50% of punctuation the transcripts of Mug's comments look good just goes on and on the absence of punctuation grammar and lacking any assemblance of coherence in some of the public Comm not and not others is clearly a demonstration of inferior performance by someone ultimately the possibility exists that some form of discrimination might be occurring these minutes are a permanent record and reflect poorly on this body if their past and this condition this Library Bo deserves better I submit to the director Now a type version of my comment my public comment



now less than Mike once again failed to operator the transcriber remain functionally illiterate that's

Gail Townsend

I'm almost apologetic so but on page 21 of the agenda packet um there's a comment headed Willie William per and starting on line three the fifth word I just want to clarify that was not a comment from Mr Kett it was a comment from a woman her first name is Ursula I don't know her last name uh I just want to point out that ER and also I want to thank the I for um keeping order in the meeting I really appreciate it thank you and I also wanted to point out that uh rsa's comment pointed out that you allowed six people to speak on an issue that was not related to in library Lo but I think we're getting better about this so thank you very much and I want thank you Miss Thompson

Bruce Parks

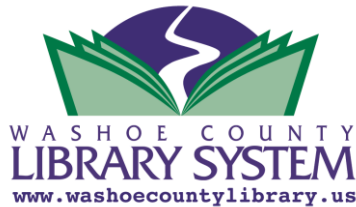
I know it sounds like we're being nitpicky about few minutes it's not we're not being nitpicky it's called attention to detail what happens at these Library board meetings is recorded for posterity I wouldn't want somebody five years from now looking at previous minutes wondering what is wrong with those people how how could they how could they approv this stuff knowing that it's garbage I find it personally embarrassing to be honest with you I thinking you would too um I agree with previous comment it seems like only certain people in those minutes had their message garle for lack of a better time why others in that transcript were Immaculate I can't help the question when you look at whose messages and who W is there a case of discrimination going on here now the director maintain that they don't use AI to do the transar well if they're not using an AI which would explain things a little bit it just means somebody who's lazy they use AI to trans to read it but then they don't go back and correct what AI screws up because I mean hey a that's what it does I know I used a lot you do have to go back and make Corrections or is it that some people get their stuff typed in by an actual human and they don't rely on that I don't know but I do know that there is a pattern of discrimination within the Washoe County Library System more on that year thank you

Willie Purchart

I just wanted to say for the oh Willi and I have no problem with the transcript from the last meeting but I I will say this that there's a lot of attention on the minutes because it's part of an orchestrated campaign to create a certain point of order please to create a certain reality which people are trying to push their agenda and when I hear discrimination um I think you should consider where it's from that's all thank you

Janet Butcher

Janet butcher for the record I sat the SE I thought it was going to be nounced but some people don't like protol um anyway uh I object to the MERS I wait my minutes I didn't



have time to go through and correct them um but it was ridiculous I know I do um a lot and I don't mind to put um in there but I even had a paper and it pretty much stay to my script that I had in front of me so I hope that you will not okay the minutes tonight and then you will give myself a chance and maybe a few of the other people that they were not reported correctly to correct the record because like it's been said this this this goes into Prosperity Prosperity whatever anyway it's it's it's public and it's there and it should be proper and concise and especially our library should make sure that thank you

Trustee Rogers Moves to approve minutes, Trustee Silver Seconds

Yea:	Nay:
Chair Perez	Vice Chair Jacks
Trustee Moser	
Trustee Rogers	
Trustee Silver	

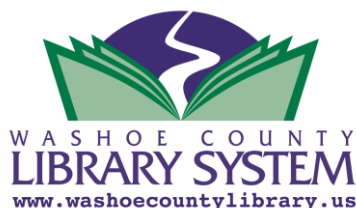
3) Old Business [Non-Action Item]
None

4) New Business
) *For Possible Action: Washoe County Staff Report, Review and Possible Approval of the Library Director's Annual Performance Evaluation for the period 2023, and Possible Direction Regarding Future Performance of the Library Director*

Public Comment

Valerie Fianacca: How much more controversy are you going to put up with how far down the road can we go I can go pretty far there is one question you need to ask yourselves just one and that is is it worth the liability for one program.

Cate Salim: Has been a County employee for over 24 years beginning in 2008 and the beginning or 2020 I worked for the elections Department. Its scary to say that out loud it truly is at this point during that time however, I worked very closely with Jeff Scott. Primarily in the 2020 general election everybody remembers that stressful year. But even though the Libraries were closed, Jeff opened them up to us for use as polling places. I got to speak to Jeff on the daily during early voting. Jeff and the staff top to bottom were amazing to work with especially under an extremely difficult time. As mentioned I left in 2022 mainly due to the incredible negativity of this community and personal attacks. I received death threats, threats of violence, my name published on the internet. When we sign up to be civil servants to come from County that was not part of my job description and I am guessing it is not part of Jeff job description. I love these Libraries and the staff in the Libraries and am very grateful to Jeff for that he

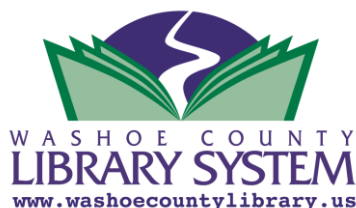


has done for our community. I know drag queen story hour is very controversial but it is there for a purpose for our kids that do want to attend.

Cliff Nellis: Resident of Washoe County sent out an email in December 7th with an attachment files of what happened to Mr. Scott in Berkley California which is not a conservative town. The organization moveon.org is a far left organization that got him kicked out because he purged 39000 books and sent them to the Friends of the library and he had them burned. He has been here for eight years and I believe it is enough he is nice personally but he is a radical leftist and that is not what Washoe County should represent. Do you really want to be held accountable to the people of Washoe County. The library needs someone new.

Gail Townsend: I only know Mr. Scott through his presentation and reports to this Board. I have found them to be extremely organized and always have information at the ready. When asked questions he explains them with answers that make sense. He represents the library to the community very well. I am a library patient that is in the library a ton with my five year old grandson and we attend the library two to three times a week. As a library patron I hope the Board can work cooperatively with Mr. Scott to advance the goals of the library. We have an excellent system and I commend everyone who's worked to create it. I have heard comments that Mr. Scott shouldn't be here at all at the meetings but yet when I attend the County Commission meeting the County Manager is sitting with the Commissioners and the School district meeting the superintendent also sits with the Board chair so I really feel it would be ridiculous to remove Mr. Scott as some may have suggested. Really want to commend Mr. Scott for supporting marginalized communities. He has been an excellent director and wanted to indicate that to this Board.

Nichelle Hall: I have no personal issues with Jeff Scott I think he is a training individual and there is nothing personal there. However, about a week ago I went to sign up for a library event I believe it was in the South Valleys library it was some sort of bell ringing Christmas themed event. When I went to register a pink bar popped up on my screen with the word banned on it and it stated that this user is banned from attending library events. I checked my email and there was no email from the library system Mr. Scott or anybody associated with the library as to why I was banned from all library events. I have attended a few over the years and so why was I not communicated with from the leadership of the library system pertinent to a policy that I have fractured and I that that goes to the point of lack of professionalism and communication to me that is even discriminatory because what was the basis for the ban? I feel discriminated upon and would like to know why there was no communication sent to me about why I was banned. Would also like to encourage the Board to take a look at the May 2018 minutes available on the website because in those meeting minutes five women who worked for the library system came up and talked about Mr. Scotts leadership style that he transferred 11 staff because they didn't agree with certain things him and Debbie Stears were doing. One woman turned in a resignation that night and another said she had resigned a few months earlier due to the work environment that Jeff Scott had created. I really urge you to look at that so you may see the pattern of



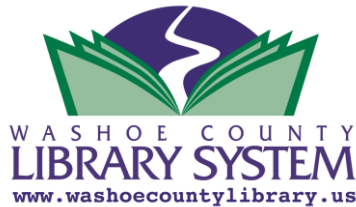
his communication style or whatever it is that is going on and you will see the many reasons why we need change.

Charles Elliot: Reviews are for Boards and management to look back and analyze how things are going. My purpose is to attend and speak. I have shared a story that already alluded to my previous talker. And to each Board member in your heart you know what is right and what is wrong. I thank you for you taking your time this is amazing having an evening like this and you have to listen to all this stuff and take it in and make decisions and I truly appreciate your time and the commitment to do that. I don't believe Mr. Scott should be carried on from this point on. There is much upheaval by his promotion and pushing the drag queen story hour that is damaging to our community and our areas and other filman alluded to the things that are changing. The library needs a person that can handle the upheaval and bring back calmness to the situation and Mr. Scott is not the person.

Janice Jones: The Board is doing a great job. A year ago I attended a meeting and it was very confusing the Board did not know what to say and there were no email addresses. But now it is exciting to watch you all work and I am especially looking forward to some bylaw changes that Vice Chair Jack mentioned last month. Now I would like to comment on the evaluations because on the 18th of December there was one evaluation where five out of five Board members responded and the very next day was a different evaluation where only four out of the five Board members responded and the numbers changed, but either way both evaluations clearly shows that your standards are not being met and as I mentioned in my last month comment I still feel you can do better than Jeff Scott. I read in the agenda that you will probably have to oversee him a lot more than you have been if he stays and I recommend that you seriously consider creating bylaw that compels the Director to submit on a quarterly basis all proposed library programs complete with design details and estimated costs for the review and approval of the Board.

Janet Butcher: Read a letter to the Board that she had submitted. On June 17th of this year I went to the North Valleys Library since she had heard of a special event so she believed the library would be open to the public I recognized Director Scott and approached him to inquire as to why the library did not feature story hours having to do with founding or our nation the constitution fourth of July and a potential educational events. I believed that our convention to be civil but as I was speaking to Director Scott someone approached and began to blow bubbles directly into my face. When I asked them to stop Director Scott began to mock me and encouraging them to continue. Director Scott told me that if the bubbles were bothersome I should put a mask on and step back. He never suggested to the person interrupting the conversation to stop. Then others came behind me and began to deliberately blow bubbles at my back. I found his actions unworthy of a person in his role. She took the issue to HR and HR told her that Mr. Scott violated no policies and so there is no policy in the County against allowing promotion of harassment against the patron.

Stacy McKenzie: I am attending the meeting not as a staff member as I am off the clock. I serve very proud and happily as the Assistant Library Director and today I would like to speak about the Washoe



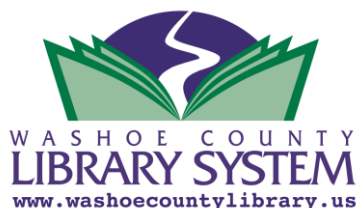
County Library Director Jeff Scott. I have only been with the Washoe County library for six months which is actually longer than the Library Board and in that time I have gotten to know a lot about our Libraries I am a former Library director myself with over 30 years of experience in a variety of libraries mostly public. I feel that I can speak with all of my experiences to the effectiveness of Director Scott's leadership and of the Washoe County System. I wanted this job to work in a larger thriving library system that works to help all the members of its community especially those targeted and underserved. When I saw the comment about drag queen story time it let me know that I was going to be in a welcoming environment that was run well that was exciting and inclusive and that the library was doing what it should be doing. Mr. Scott is a fantastic library director to put it most simply he is well aware of what is going on in the industry, in local government, and at the various branches. Staff speaks highly of Director Scott and the support they receive from him.

Victoria Meyer: Sent the Board the video where Director Scott is commanding the patron to step back and laughing. He has been very disrespectful at events and a month ago you were in receipt of other videos showing patrons at events where somebody got shoved and police were involved with reports being made. Brought up the reviews for Director Scott from 2018 and reports of the deceitfulness he showed in Berkley. Brought up the Washoe County report from 2018 where staff resigned at the meeting. The report showed that Director Scott showed deficiencies in his internal communication skills and extreme lack of leadership ability creating hostile and toxic work environment from beginning.

Jeffery Meyer: I concur with the people that spoke before me. Director Scott needs to go he's been a problem you all know that he is a divisive and whether he wants to be or not he does not run things right and whatever it takes to let him go we must. We don't need him running our libraries. I have approached him a few times and he has treated me extremely rudely. I don't understand why I would need a minor kid to enter the drag queen story hour event.

Stacy Spain: Executive director of the Art Center but speaking as an individual. I am aware that running a large staff is tough withing a large organization and things could go either way with not everyone liking you but you can only do the best that you can with the information and resources at hand. I have seen nothing but a staff that absolutely supports their director. I have seen staff work very hard for the Director of the libraries. Director Scott is a man with so much patience. I speak to a lot of volunteers whom are not affiliated with the library about deescalating conflict in these situations and it takes a lot of energy to face someone who is not positive about your identity and existence sometimes it feels like. Director Scott is someone with patience and someone who behaves professionally, someone who receives so much vitriol from folks. You have someone that runs a great organization whose staff supports him and despite the number of folks who stayed late to present their point of view the majority of folks who I have spoken with are in support of having Director Scott's thoughts day to day.

Sandy Tibbet: Quote I know it looks bad admitted Director Scott but on the other hand P books make really great mulch especially in a drought. This was Jeff Scott's callous response to a scandal of reading books from a library in Berkley California. There is another article that indicates he initially lied about the

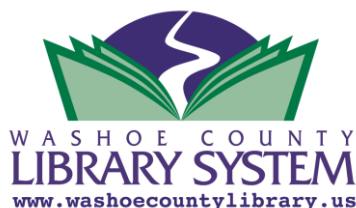


number of books he sent to be mulched originally it was 2200 and he later acknowledged it was 39,000. On Saturday June 17th there was a drag story hour at North Valleys library and myself and many other patrons wanted to go inside the library, and we were told by Jeff Scott we cannot enter because the public library was closed to the public on Saturday and they had only opened it for the special event. This was another lie as I know the North Valleys library is open every Saturday. Jeff Scott is pushing a troubling agenda that involves a narrative of labeling his community members of being book bannered through the use of the social media accounts. The handouts consist of multiple posts from Jeff Scotts X account formerly know as Twitter pushing his defamatory and divisive narrative, he is the reason our LGBT community is now calling us bigots who want censorship.

Aspen Morerro: Been a Washoe County citizen for about a year now and am personally very excited that our libraries offer drag queen story hour to the point where children events are usually reserved for children and people with children. On the same token you can't go play in a McDonalds playscape without a child. I have only know the Washoe library under the direction of Director Scott so I don't know much about him personally except that he has vouched for the LGBTQ community and I do appreciate that and that you have taken tonight with voice this has been very grilling for just as an audience and the board as well and you all are doing great. In regards to the complaints I heard they seem to be complaints from about five years ago or longer and they seem sematic in nature and to me it seems like these were people whom were used to getting their way are the complainants about now having to make more room at the table.

Sarah Cados: I think that the library has headed in an extremely positive direction and all of my family's experiences with the library programs of the past several years and the volunteer program have been very positive. However my opinion should hold weight. I have a PhD in biology and I'm a researcher and there is something called volunteer bias and you don't make a decision based on a sample of people who volunteer themselves to show up because that is going to be a bias sample that doesn't represent your entire population.

Jaime Hemingway: Public information and development officer for Washoe County Library attending the meeting on my own time and speaking on my own accord and support of the library director Jeff Scott. Since director Scott first took the helm he has given me the freedom to launch the Explorer which we have now produced on a quarterly basis since 2018. He has been a great sport about wholeheartedly accepting the giant man sized Christmas tree costume that I have made him wear for the Sparks Hometown Christmas parade since 2016. We marched with our parade team in that costume and we won best overall and when we won best costume. I helped director Scott submit grants for book kiosks, virtual meeting rooms, and for the new book mobile that is up and coming. He has helped me achieve my career goals and provided support along the way. I look forward to working with him to see the current strategic plan through to completion. If you look at the annual report for 2023 you will see we have had some successes under his direction this year. Population served over 500,000 of course of that population we have had 239,000 folks walking into the door checking out items. That's the number of patrons we have waling in. 2.4 million number of checkouts and number of computer users are 85549. I



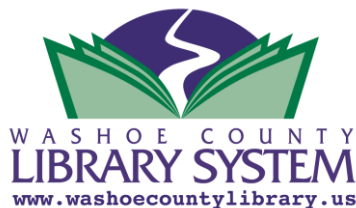
am grateful for the drag queen story event I have attended and it matters to people like me and others. I am proud to work for the Washoe County library and look forward to working with Jeff Scott.

William Putschert: I started attending these meetings in May as I was an applicant for library trustee hoping to sit on the board with you all. I was just appalled by the abuse that Mr. Scott has gone through by certain members of the community who also do this at various other government meetings. I'm sure Mr. Scott has some flaws and I am not going to dissuade you in your oversight I believe there was some constructive criticism. However, I would like to respectfully remind you that the job of this board as a trustee is to safeguard the library's mission and not to pander those who wish to harm the library with their bullying antics instead of defending it. This struggle for free expression we are engaged in reminds me of a line from Patrick Stewart's character Captain John Picard in Star Trek: First Contact who explained the rationale to fight a group of aliens stating this ends here a line must be drawn. In a sense the struggle is like fighting the board attempting to assimilate our libraries with their narrow minded negative and homophobic agenda as they seem to take control and remove programs and books.

Maureen McElvoy: Native Nevadan and a lifelong library user who strongly supports the efforts and work of director Scott and adhering to the Washoe county library mission of connecting people with information ideas and experiences to support an enriched and engaged community I support the efforts and work of director Scott in adhering to the American Library Association bill of rights which supports a diverse library collection freedom to read and the freedom to view at a time when there are so many ideas and opinions on related distresses. I thank director Scott for staying true to the vision of access and equality stated in the Washoe county library mission and in that of the American library association.

Allen Munson: Appreciate the long hours put in for the meeting. Views leadership as being able to solve problems and bring people together when there is division. Jeff Scott had done nothing to resolve the division. We need new leadership that would work with the community.

Debbie Stears: Collection development manager who would like to speak on what it is like to work for Jeff Scott. Know that a lot of the comments made by one of the trustees in the evaluation was they wish they had been able to hear from staff what it is like to work under director Scott's leadership. One of the things the State mandates is that every public library must do a strategic five year plan. I have witnessed Jeff go through that process two different times. We are in the midst of our second five year strategic plan. In watching him do that he has invited the community to public meetings, conducted surveys, and work with staff to come up with a cohesive plan to make it transparent and has built everything that we do to funnel into that plan so that we have a contract with the community about what it is we are trying to establish. We provide what the benchmarks and timelines are and to present all the board presentations with the framework of what the community told us we should do and here is how this is being achieved and the measure of our success. Under his leadership we see a current strategic plan called to expand the services to seniors you will see we have homebound delivery services he secured a grant for a book mobile with focus on book deserts. We have three book kiosks in the underserved communities and that bookmobile



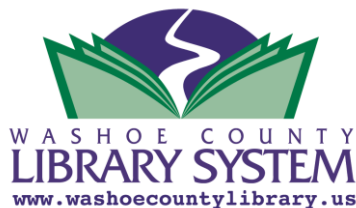
will also serve the underserved communities. He brought high speed internet to Gerlock. Our community has benefited from his partnership.

Roger Edwards: 77 years old and been in management since he was 20 on different levels and different types of offices. I had many failures and successes. Worked for the County eight years in the planning commission and four years on the Regional planning commission. I am also a military veteran. Elected officials have to remember that the view of what the community has of the library board is critical. You can not keep having someone that constantly keeps the library in the news for the wrong reasons. There are a ton of people out there that can do the job mostly library managers can do the job without any management at all. So the period of time it will take you to find a new director shouldn't dissuade you from making the right decision. The community is concerned about some of the policies and the programs that director Scott brings forward are more for his personal interest and not what is best for the library What is best for Washoe County should be the bottom line of consideration.

Reva Crump: You have been provided with May 2018 meeting public comment section. Why is the director not receiving annual reviews because this is an obvious deficiency of county level we are supposed to be keeping this board intact and within the rules is not performing the function. The last review in 2021 of which were not included in the agenda package and as such what bias did the board have that they did not receive that package for comparing his performance from previous to present. The board is starting from scratch due to not knowing the information. The may2018 board of trustee meeting clearly reflect that its not the first time this board has had a problem with director Scott. We must acknowledge that May 2018 is out of scope of the evaluation of the current board the significance is that the time frame is literally only three working years ago as the libraries were mandated during the years of 2020 and 2021. He received a glowing evaluation in 2021 your library wasn't open part of that time. Hopefully this board will fix the issues.

Bruce Parks: Would like to point out that director Scott did not receive a evaluation in 2022. The previous board has advocated their responsibilities and their duties to make sure problems are addressed that hasn't occurred and I am hoping this board will do their duty. Its my estimation that Mr. Scott is a bully I have seen his demonstrative performance at certain events he does not intervene on behalf of patrons at the library when they are being harassed by other patrons on the contrary he supports the harassers. Question need asked is if it is worth keeping this individual on Washoe County payroll in light of what may be coming. Such as pending lawsuits from abusing his power. Simple questions have been asked by board members regarding finances and no answers are given. My simple question that I have been asking is what is the cost for the drag queen story hour and for months have gotten no answer. I am saddened that the board has not addressed the behavior of this directive.

Richard Dalton: 21 year resident who urges you not to listen to the public comments but to the County employees people who work in the libraries. You listen to other employees talk about how wonderful the library director is and the wonderful job he has done that is what you should be paying attention to is what the library employees have to say about the director. Look at the work he has done.

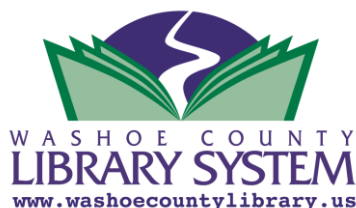


Scott Meyer: 50 year business owner and taxpayer. Would just like to see things straightened out wanted to know why people are being banned.

Scott Finley: Washoe County resident with military background in the financial management and controller career field of the United States Air Force. Director Scott has failed in his duties and responsibilities as the library director. The Board of trustees must evaluate Jeff Scott based on his merit which you will see is lacking. Numerous Washoe County residents have spoken up about there being members of the Cares Campus entering the downtown library logging on to library computers and watching pornography the computers being used are visible to anyone walking by the entrance to make matters worse there are eyewitness accounts that these individuals are masturbating to the pornography exposing their genitals to anyone observing this disgusting behavior. Washoe County Human Services is located directly across the street from the library which serves both adults and children eyewitnesses stated they have seen porn being played on the computers while standing in front of the Human services entrance. There are school buses that drop off children at library after entering the library the children have to take a catwalk that overlooks the same computers being used by the sexual deviants. Children learn primarily through observation and the question is are you ok with children observing and being exposed to porn. To date director Scott has taken no action to sop children from being exposed to pornography if Jeff Scott loads his duties and responsibilities then why is he the library director. Simple solution is relocate the library computers to the top floor where an innocent passer can not be exposed to lewd behavior despite this Jeff Scott resists the only conclusion we can arrive at is that Jeff Scott is perfectly fine with subjecting children to pornography and sexual deviants.

Val White: An employee who was and has police reports filed against him an employee who physically handled a patron at a library. Employee who received several complaints from employees for his terrible actions in his reign of terror he has a few years to literally clean house so there should be no surprise that he has plenty of library employees showing up to defend him and employee who has a horrible past having been run out of a far left city why in the world would Washoe County hire such a loser and employee who is very likely to sued for his actions and leadership.

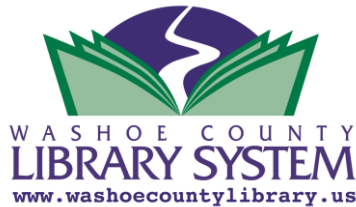
Marie Rodriguez: Been in Washoe County for 23 years when I first moved here I would take my teenage son to the library. He is now married and he now brings his children to the library. When I think about the library I don't think of what has transpired here during the meeting I think about my grandchildren going to the library and finding age appropriate books. At the last board meeting I was actually surprised at how much growth there has been in the public libraries how many events and programs are available that were not there years ago. I learned about the Steam program for science and technology arts and math and the ongoing summer reading program as well. I learned about the knitting and crocheting that is being taught to young people and the quilt making event as well. The express computer available to people who do not have access to a computers in the home and the legal resources available this is what I think about when I think about the Washoe County libraries it is a place for resources a place for community.



Julie Ullman: a 24 year Washoe County resident and a 23 plus year Washoe County employee of the Washoe County library system one of the trustees mentioned that the 360 review would be good and I would consider this part of that 360 review. In March 2020 all of the Washoe County public libraries closed due to the Covid19 epidemic there was uncertainty if staff would be laid off or worse. With Jeffs leadership and with plenty of staff input protocols were put in place to allow library staff to work in the building part time using split staffing so no cross contamination would cause more shut downs. Library staff worked to create and record virtual story times for our community. Also created Steam activity shared through the library's website services such as digital library cards and E newsletters. With Jeffs leadership and insight the library worked out plans to begin limited services at the branches. On June 16th 2020 we started the drive up windows with grab and go. During the shut down staff still regularly received library director updates through staff emails and staff and public safety were always the first and foremost in these communications. Today the South Valleys library is busier than ever surpassing pre-co stats on the checkouts and library visits. The library system has thrived under Jeffs direction and the future is brighter than ever.

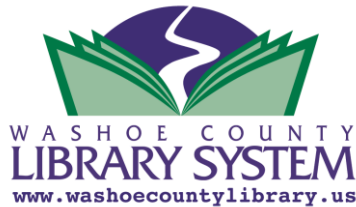
Presentation by Assistant County Manager Dave Solaro and Board Discussion:

Dave Solaro: Assistant County Manager presented a slide and walked the board through the Evaluation of the Library director for 2023. The materials provided are the subject of this item is the recommendation performance evaluation for Jeff Scott including a discussion of the results of the 2023 performance feedback survey and the adoption of priorities and expectations for the library there have been some comments related to the materials that was provided to this board and I want to clarify a couple of things that did occur during the process. Washoe County Human Resources created a survey for this board to take for the director at the direction of the board in 2021 the questions were created by the board in 2021 and provided to the five library board directors this is a completely anonymous survey, so we do not know who takes the survey. During the process four trustees took the survey and the results came in. One trustee called me to say they were uncertain about the survey process, so I walked the trustee through the process, and we received the fifth survey. The package was already prepared with only four surveys in the package, so we had to redo the package to show the fifth respondent survey. This is why there is a second packet of information for the trustees. Wanted to make sure this is on the record nothing nefarious to figure out how to make sure this does not happen again in the future. Trustees you have been provided with information from myself you have taken the survey and I have provided all the information from the four trustees that took the survey. The comments that were made have also been provided in the packet. They have been provided to the community. I have also individually to you all provided you with some information that I got directly from the Washington Human Resources its important that the information com from the County Human resources because the staff of the library system are actually Washoe County staff members your staff member is director Jeff Scott you do not have essential survey over the staff members here in the library they fall under Human Resources so I provided you any complaints from the director reports about the director there were zero. I prepared you then any grievances filed against the director and there were zero also complaints that were filed in the library system I provided you that



information so you have that available for you when you took the survey you also heard from director Scott in October of the work that he has done over the past couple of years for the library system and all of that information is the information that you need to take into account as giving the direction to the director on those expectations and where you would like to see the library system go next year. I do have a short little presentation here related to this item. Under Nevada revise statutes you the trustees of the library your job is to evaluate the performance of and if necessary to sub library we are here to do the performance evaluation also, under NRS I have provided direction or provide notice to director Scott that he would be talked about in this public hearing about his evaluation. In November of 2021 the library board of trustees gave me direction on how to create the survey, who was to take the survey, and what the process was to go through that is the process you went through this evening. On October 26th the surveys were distributed to you all on November 22nd survey closed held that open through November 30th. Which caused some of the confusion I spoke about earlier. On December 1st I provided director Scott in person with a letter signed by myself and chair Perez notifying him of this meeting tonight. The survey as directed by the Board of Trustees talks about leadership, integrity, and communication the board support management and then there was a piece added in by trustee Perez as a matter of fact to talk about the Strategic plan. The director has been performing against the Strategic Plan so that is the information that was in the survey questions it also requests that you provide an overall evaluation for the director. The responses could have been exceeding expectations, meets expectations, an area for growth where the evaluation has no basis for judgement. I think it is very important to point out the reason there was not an evaluation last year was because we did not have a full board for much of the year 2021. In fact, this board was just most recently fully seated in October of 2023. We have a very young board with the director to take this survey, that is why we have the categories. The response rate was 80% with four of the five trustees taking the survey.

We have a point of clarification. One trustee asked Mr. Solaro if she misunderstood but she thought he indicated that we went back in fact within the fifth trustee evaluation. Dave Solaro responded no we actually went back and took out the duplicate items we had five but one person has taken this twice. As mentioned in the staff report with the young board like this as you may expect there are some areas of growth with the director I believe there is opportunity here with this board to give good clear guidance to director Scott on any of these items that you feel. As the survey came out you will see in the notes that not every survey question has four comments with it I have four trustees that took the survey not all four provided comments for the director so this is the opportunity to provide any direction to director Scott if you were one of the people that did areas of growth or even meets or exceeds expectations. This slide shows information related to how the trustees are feeling about director Scott and half the trustees are looking for areas of growth. That area of growth is really what we need out of this evaluation to provide to director Scott so he can perform what you would like him to be performing. Trustee Leah asked for clarification is there a reason that the meets expectation and exceeds expectation are grouped together as they are two separate questions in the survey. Dave Solaro responded they are two separate questions in the survey responses and I am just going by the way the Human Resources Department does other evaluations for members done in a public hearing so meets or exceeds expectation is the benchmark that they utilize so they are combined that is the way Human Resources did this presentation it shows that the



trustees that took the survey feel Jeff meets or exceeds the expectations for them. Another trustee asked if there is a difference between meets and exceeds the expectations. Dave Solaro responded that yes there is a difference between meets and exceeds the expectations in this instance really the bar we are looking at is meets expectations. That is the reason of the combination from Human Resources the bar essentially for many employees of the County get a needs or exceeds expectations you are meeting the requirements for your job position. Jeff Scott followed and worked towards meeting the strategic plan one of the trustees had no basis for this question one said this was an area for growth.

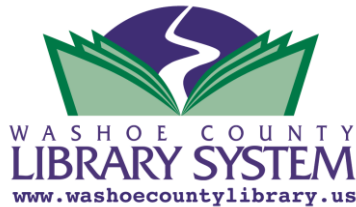
Ann Silver was not happy with the evaluation or the process she felt she was not doing her obligations by coming in on the tail end of the evaluation she was not satisfied with the trustees not having comments on the comment section and that not all five trustees had taken the survey. She questioned the very content of the evaluation not accustomed to rate someone I have barely worked with or know. I am not accustomed to someone not participate and someone have no comment. I would request this be postponed so that some of us can have more time in which to take ownership of this evaluation. We owe the community and ourselves that.

Dave responded that was his struggle is to figure out how to take the direction of the board that was given in 2021 and create that process that is meaningful to the board and the director. However, I would suggest that you have information available to you today along with your hours of public comment to be able to provide priorities and expectations of the library. I would suggest that is the most important part of this process. You heard from Mr. Scott in October about the things the library has done the accomplishments are all based on the evaluation that was done in 2021 and the things accomplished through that period of time. Really take this information because that is all is information this is not necessarily the full evaluation of the director. I recommend the direction from this board on your priorities for the director. The expectations you have of the director in the library system are really the important part to be able to evaluate. Postponing this item does not give Jeff any additional information on how to perform for this board. I think we can do another evaluation at another point in time before a year is up but I think you have to give the director some direction on what you all want or expect as the Board of Trustees.

Trustee Moser was also not comfortable moving forward with the evaluation and motioned to have the evaluation moved to the next meeting.

Trustee Rogers feels comfortable with moving forward with the evaluation.

DA Kaplan feels there will be no motion passed at this time due to the trustee comments at this point if that is acceptable to the board then you can move forward on that basis and they can re-agendize for further evaluation further guidance and if the boards pleasure is to add the possibility of termination we can add that but at this point we are at a standstill. I don't see any motion passing. Trustee Silver has made her position clear Trustee Jack has made her position clear and Trustee Moser has made her position clear so we have failed motion to table the item we have failed motion to have Director Scott voluntarily



resign. The board can accept the information that has been provided or the board can table it and we can do this all over again.

Chair Perez motion is the approval of the library director's annual performance evaluation for the period of 2023.

Trustee Moser feels they are unable to fully assess Mr. Scott with the evaluation and is unsure if approval of this evaluation means that the ambiguous comments that were made are the direction that the board will go for the next year I can not in good faith feel confident in supporting this motion without further detail regarding the evaluation and will vote nay to this motion.

Chair Perez asked for the vote all in favor of the approval of the library directors annual performance evaluation for the period of 2023 please signal by saying I any opposed please signal by saying nay.

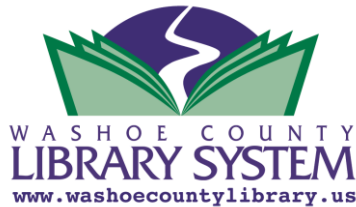
Yea Nay
Perez Jacks
Silver Rogers
Moser

Trustee Silver moved to accept the data and discuss feedback and direction to Director Scott at a future meeting. Chair Perez Seconds.

Yea Nay
Perez Jacks
Silver
Moser
Rogers

- a) *For Possible Action: Select an Option for Meeting the Materials-Expenditure Standard Pursuant to the Minimum Public Library Standards as Set Forth by the Nevada State Library, Archives and Public Records*

Debbi Stears Collection Development Manager the State mandates this report be turned in the library board has one responsible action item for this and that is selecting a funding formula for what we spend on the collection. There was a whole list of standards that was included in the board packet. It includes things like the written master plan that we have policies that we publish our hours etc. that's been provided. Option one is that we meet or exceed at 90% the five year average of the previous five years. Option two is a formula that we meet or exceed a 30% the total services and supplies budget. The third option is we hit the standard of 10% of the total operating budget. We talked about the expansion fund and wanted to point out this hits the collection tremendously the board of County Commission out of our \$1.4 million dollars the Board of County Commission only allocates \$54,000 to fund our materials.



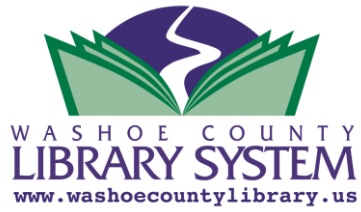
The \$1.36 million comes out of the expansion fund. Option one shows the historical data of the five years if we want to select this as a minimum funding standard let me say that \$1.41 million selected its budgeted that is what we are spending to check off to the stated we have met the minimum standard. This is the lowest standard that would be at \$880,000 supply. Option two is the mathematical formula which has us going into 30% we are actually at 44.9% so that minimum standard would be \$944,000 we meet that standard and the 10% standard we do not meet it would require a \$1.6 million which we have not been able to meet. Do want to show the way the budget has grown over recent years from \$646,000 from nine years ago to the \$1.4 million we are at. 8.8% we are close really hope to get to 10% next year. The three options before you out that 1.14 million. Option one and option two are the only two we can meet you as the board get to select those two options. I would encourage option two because that's aggressive that we have the funding to meet but the decision is up to you and I entertain a motion.

Trustee Rogers made a motion to approve the staff recommendation and select option two.

Trustee Moser had a few questions regarding the suggestions is to choose a different standard that we can meet so I am concerned about what is going on that we can't meet the current standard and haven't been able to in nearly 10 years if we don't have the collection, we should to support our population just curious what metrics we are using all along that would make ourselves more compliant. What is the impediment to reaching that goal? There is not enough information from what I can see from the board deck to understand why we are unable to reach this goal. I don't think it's the right action to change the goal just because the director is not able to meet this goal so I would appreciate discussion on this topic. Debbie responded what the State requires is that the library board meet a minimum standard for funding the collection it lays out three different options it has a fourth non desirable option which is we cant meet this and her is our plan even the most basic minimum standard and her is our plan to getting into compliance. Fortunately, we haven't been in that situation. We are primarily funded by the County the secondary expansion fund that is soon to sunset the County during the recession years cut the library budget dramatically and has never restored any of that funding towards materials all of that expansion that we have seen from the \$600,000 when I came to the \$1.4 million 100% of that growth has come out of the expansion fund the County does not put another penny in the nine years I have been her. I made the ask and presented in the County Commission meeting pointing out that we were not meeting the industry standard that we have a previous library board that set that as a goal but that is up to the board of County Commission to approve the County budget and to make that funding available. Trustee Perez asked if this is the reason we can not meet the goad is because the budget that is given by the County answer was exactly. Trustee Rogers motion to move to approve the staff recommendation and go with option two as stated in staff report. Second by Trustee Silver all voted I motion passes unanimously.

5) Reports
) NONE

6) Staff Announcements [Non-Action Item]



No discussion or action may be taken upon any matter raised under this comment section until the matter has been specifically included on an agenda.

- 7) Board Comment [Non-Action Item] – Limited to Announcements, Strategic Plan Activity, Updates or Issues Proposed for Future Agendas and/or Workshops
- 8) Adjournment