

---

## The Blue Mountains Public Library Board Meeting

**Meeting Date:** April 20, 2023  
**Meeting Time:** 9:00 a.m.  
**Location:** Craigleith Community School  
**Prepared By:** Dr. Sabrina Saunders, CEO/Secretary of the Board

**In Attendance:** ~~Laurey Gillies (Chair)~~ Julia Scott (Vice Chair)  
Joanne de Visser Shawn McKinlay Marie Swift  
Kristina Wichman Patricia Wright

**Regrets:** Laurey Gillies (Chair)  
**Staff:** Dr. Sabrina ER Saunders, CEO  
Monica Norris, Museum Technician [onsite at museum]

---

This training program occurred as a full-day event.

### A. Community Hubs

Review of facility needs occurred to address 21<sup>st</sup> century services and present recommendations of the 2018 Needs Assessment. Discussions included:

1. What are the aspects of the services that are attracting people to BMPL?
2. BMPL comparators and how we move from measurement of usage to outcomes.
3. What are the library needs and opportunities in Craigleith?
4. Next steps on building awareness and advocacy.

**Related Action Plan Items:** CH1.1, CH2.1, CH2.6, OE2.8, OE5.2

### B. Key Supporters

Review of the 2022 Key Support Initiative occurred, including components left for the 2022-2026 Board from the previous board. Areas discussed included:

1. Overview of the initiative
2. Immediate needs (e.g. Craigleith library, museum)
3. What training do members require to be successful.

**Related Action Plan Items:** OE5.2

### C. Guided Tour of The Craigleith Heritage Depot Community Museum

The Board walked to the Craigleith Heritage Depot for a tour. Renovations were discussed as well as the 2018 Facilities Condition Report which continues to have outstanding items.

**Related Action Plan Items:** CH1.1

## D. Issue Discussion

This section of the day looked at trends locally, regionally and/or nationally. This lightning discussion (15-20 minutes) on each topic included the risk, the policy and subsequent strategy to mitigate, and what additional needs may be present.

**Related Action Plan Items:** OE1.2, OE1.4

1. Health & Safety of the Team, Public Safety, Materials security.  
Related Action Plan Items: OE1.2, OE1.4
2. Book Banning & LGBTQIA+ Programming  
Book banning demands, especially on content of LGBTQIA+ is on the rise. How does BMPL stand against this trend.

**Related Action Plan Items:** OE1.2, OE1.4

3. Pay Equity  
Discuss the history of the BMPL Pay grid and pay equity in a predominantly female field, and the 2022 impacts of reverting back to the TBM Grid following the combined Salary & Compensation Study/Grid.

**Related Action Plan Items:** OE1.1

## E. Organizational Excellence

The following areas were discussed as it related to our Organizational Excellence pillar:

1. Communication Plan for Museum Grand Re-Opening and request for renaming back to the 1886 name of The Craigleith Station
2. The members addressed how the previous board matched with a councillor by having unofficial coffee meetings on a regular basis.
3. Finally it was determined that at this time we do not require committees, but the Board may have committee of the whole meetings to work on tasks, as required.

**Related Action Plan Items:** OE4.2

## F. Next Steps

As a wrap up, the Board discussed next steps.

1. There were Notice of Motions from the training day.
2. No additional training needs were identified. A Key Message meeting (In-Camera) was requested, if the Craigleith build moves forward.
3. Key Messages content was discussed

**Related Action Plan Items:** OE1.2, OE1.4

---

Julia Scott, Vice Chair

---

Dr. Sabrina Saunders, Board Secretary