

PUBLIC NOTICE

Members of the Washoe County Library Board of Trustees have been invited to attend a reopening ribbon-cutting celebration for the Sierra View Library. The event will be held at 3:00 p.m. on Wednesday, May 17, 2023 at 4001 South Virginia Street, Reno Nevada.

This Public Notice is being posted in the event there may be a quorum of the Washoe County Library Board of Trustees at that upcoming event. This invitation is not, and is not intended to be, an official meeting of the Washoe County Library Board of Trustees. No discussion, deliberation toward a decision or action on any matter over which the Washoe County Library Board of Trustees has supervision, control, jurisdiction or advisory power, will occur at this event.



**LIBRARY BOARD OF TRUSTEES MEETING AGENDA
WEDNESDAY, MAY 17, 2023
4:00 P.M.
SIERRA VIEW LIBRARY
4001 S Virginia St, Reno, NV 89502**

Library Trustees

Amy Ghilieri, Chair
Frank Perez, Vice-Chair
Ann Medaille
Lea Moser
Vacant

Members of the public may attend this meeting in person or can attend by teleconference by logging into the Zoom webinar accessible through the following link: <https://us02web.zoom.us/j/84224131597>. If prompted, use the following passcode: 889408. Please note: the Zoom link option will require a computer or phone with internet access or the Zoom application with audio capabilities.

Forum Restrictions and Orderly Conduct of Business. The Library Board of Trustees conducts the business of the Washoe County Library system and its citizens during its meetings. The orderly, efficient conduct of the meeting is integral and necessary to allow the Board to conduct business. The Chair or presiding officer may order the removal of any person whose statements or other conduct disrupts the orderly, efficient or safe conduct of the meeting. Warnings against disruptive comments or behavior may or may not be given prior to removal. Examples of disruptive conduct include, without limitation, yelling, stamping of feet, whistles, applause, heckling, name calling, use of profanity, threatening use of physical force, or any other acts intended to impede the meeting or infringe on the rights of the Library Board of Trustees, staff, or meeting participants. The viewpoint of a speaker will not be restricted, but reasonable restrictions may be imposed upon the time, place, and manner of speech. Irrelevant and unduly repetitious statements and personal attacks which antagonize or incite others are examples of speech that may be reasonably limited.

Public Comment. Public comments are welcomed during the Public Comment period at the beginning of the meeting for all matters, whether listed on the agenda or not. Additionally, public comment specific to the action item being considered will be heard during individual action items on the agenda. Public Comment is limited to three (3) minutes per person. Persons may not allocate unused time to other speakers. During the “Public Comment” items, anyone may speak pertaining to any matter either on or off the agenda. Anyone wishing to provide live public comment may do so in person, or by teleconference by logging onto the Zoom webinar by accessing the above link. To provide public comment via Zoom, log into the meeting at the above link and utilize the “Raise Hand” feature during any public comment period. Additionally, persons are invited to submit comments in writing by emailing L J Burton at LJBurton@washoecounty.gov. The County will make reasonable efforts to send all email comments received by 4:00 p.m. on the business day before the meeting to the Trustees prior to the meeting.



Response to Public Comment. The Board can deliberate or take action only if a matter has been listed on an agenda properly posted prior to the meeting. During the public comment periods, speakers may address matters listed or not listed on the published agenda. The Open Meeting Law does not expressly prohibit responses to public comments by the Board. However, responses from the Board members to unlisted public comment topics could become deliberation on a matter without notice to the public. To ensure the public has notice of all matters the Board will consider, Board members may choose not to respond to public comments, except to correct factual inaccuracies, ask for Staff action, or to ask that a matter be listed on a future agenda. The Board may do this either during the public comment item or during the following item: “Board Comment – limited to announcements, strategic plan activity updates, or issues proposed for future agendas and/or workshops.”

How to Get Copies of Agendas and Support Documentation. Copies of agendas and supporting documentation for items on the agenda are available to members of the public at the Downtown Reno Library Administration Office, 301 South Center Street, Reno, Nevada, and may be obtained by contacting L J Burton at ljburton@washoecounty.gov or (775) 327-8341. Copies of agendas and supporting materials are also posted on the following websites: www.washoecountylibrary.us and <https://notice.nv.gov>.

Special Accommodations. We are pleased to make reasonable accommodations for members of the public who are disabled, who need special accommodations or assistance, and wish to attend meetings. Should you require special assistance or accommodations for any Board meeting, please contact L J Burton at LJBurton@washoecounty.gov or (775) 327-8341, at least 24 hours prior to the date of the meeting.

Possible Changes to Agenda and Timing. The Library Board of Trustees may take agenda items out of order, may consider two or more items in combination, may remove one or more items from the agenda, or delay discussion on an item. Items scheduled to be heard at a specific time will be heard no earlier than the stated time but may be heard later.

Posting of Agenda. Pursuant to NRS 241.020(4)(b), the agenda for the Trustees’ meeting has been posted at the following locations: Washoe County Courthouse, Washoe County Administration building, Downtown Reno Library, Incline Village Library, North Valleys Library, Northwest Reno Library, Sierra View Library, South Valleys Library, Spanish Springs Library, and Sparks Library. Further, in compliance with NRS 241.010, this notice has been posted on the official website for the Washoe County Library System at www.washoecountylibrary.us and at <https://notice.nv.gov>.

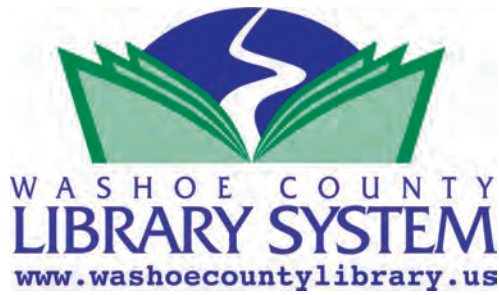
LIBRARY ADMINISTRATION

301 South Center Street | PO Box 2151, Reno NV 89505
(775) 327-8341 | www.washoecountylibrary.us



The Board of Trustees may take action only on the items below that are preceded by the words “For Possible Action.” The Board will not take action on any other items.

- 1) Roll Call [Non-Action Item]
- 2) 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.
- 3) Approval of Meeting Minutes
 - a) Approval of Minutes from the Library Board Meeting of April 19, 2023 [For Possible Action]
- 4) Old Business [Non-Action Item]
None
- 5) New Business
 - a) *Presentation and Discussion: Washoe County Library Strategic Plan Update by Library Director Jeff Scott* [Non-Action Item]
 - b) *Presentation and Discussion: Collection Development (Library Books & Materials) Presentation by Debi Stears, Library Collection Development Manager* [Non-Action Item]
 - c) *Presentation and Discussion: Washoe County’s 2023 Best Places to Work Survey by Library Director Jeff Scott* [Non-Action Item]
- 6) Reports
 - a) Library Director Update by Director Jeff Scott [Non-Action Item]
 - b) Sierra View Library Report by Branch Manager Sarah Jaeck [Non-Action Item]
 - c) Youth Services and Library Events Team Report by Library Program Coordinator Beate Weinert [Non-Action Item]
- 7) 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.
- 8) Board Comment [Non-Action Item] – Limited to Announcements, Strategic Plan Activity, Updates or Issues Proposed for Future Agendas and/or Workshops
- 9) Adjournment



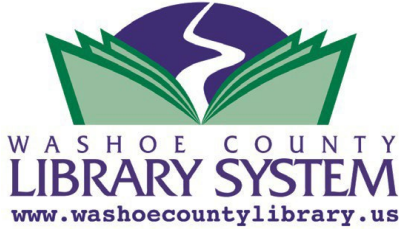
Sierra View Library

Post-Renovation Ribbon Cutting Ceremony

Wednesday May 17, 2023

3:00 p.m.

4001 South Virginia Street, Reno Nevada



**LIBRARY BOARD OF TRUSTEES MEETING MINUTES
WEDNESDAY, APRIL 19, 2023 | 4:00 PM
NORTHWEST RENO LIBRARY**

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

Chair Amy Ghilieri called the meeting to order at 4:00 p.m.

1) ROLL CALL

Present:

Amy Ghilieri	Chair
Frank Perez	Vice Chair
Lea Grace	Trustee
Ann Medaille	Trustee
(Vacant)	Trustee

Absent:

None

County Staff:

Jeff Scott	Library Director
David Solaro	Assistant County Manager
Brandon Price	Deputy District Attorney

2) PUBLIC COMMENT

The following members of the public spoke about their opposition to Drag Queen Story Time (DQST) events: Janet Butcher; Nichelle Hull; Cesar & Krystal Minera; Stacey Piro; Carmen Quinones; Bruce Parks; Darla Lee; Katherine Clemons; Cliff Nellis; Manuel Sanchez; Alan Munson; Bruce Foster; Debbie Mardon; Sandee Tibbett; Brandon Thompson; Bryan & Lucy Canton; Erika Ronquillo; Jesus & Kimberly Sepulveda; Rina Zecena; Emiliano Pasiulas; Daniela, Nayelli, & Diana Rodriguez; Alexa & Ashlye Ibarra; Aylin Jiminez; Samantha Duron; Griselda Papilla; Trevor Robinson; Britney Keife; Elizabeth Mena; Yvette Pasillas; Nestor Herres; Valerie Fiannaca; Lacy Salo; Roxanne (last name not given).

Reasons cited by the above commenters for their opposition of DQST events included:

- Concerns that DQST events were adult in nature and inappropriate for children or public libraries
- A desire to see individuals other than drag performers leading story time events
- Religious or moral beliefs opposing LGBTQ+ themes; desire for a return to traditional values
- Fear that DQST events exposed youth to sexualized themes or content
- Belief that only parents/families should teach their kids about sexuality/gender
- Concerns that such events would cause gender confusion or loss of innocence in young children
- Opposition to the use of public facilities to host events of a controversial nature
- Doubts regarding the value or educational benefit of DQST programming
- Belief that the events could distract children from learning or that libraries should focus on core educational subjects (such as math, science, and reading) rather than social issues

Stacey Piro and Valerie Fiannaca wanted to be able to email concerns and comments regarding DQST events to the Trustees. Ms. Fiannaca believed each Board member should have their own email address. Ms. Fiannaca also spoke positively regarding non-DQST-related library services but added that she did not appreciate the library website's celebration of diversity and the LGBTQ+ community.

In addition to comments regarding his opposition to DQST events, Bruce Parks thanked the Board for approving revisions to the February 2023 meeting minutes.

The following members of the public spoke in support of DQST events: Sarah DePaoli; Nicole Obritsch; Rebecca Allured (who spoke on her own behalf as well as reading a statement written by her friend, Angela [last name not provided]); Wayne Holland; Edwin Luyngar; Kari Buccambuso; Sheena (last name not provided).

Reasons cited by the above commenters for their support of DQST events included:

- Appreciation for the general creativity and diversity of library programming available
- Compliments regarding the libraries' passionate, dedicated, and welcoming staff
- Gratitude for efforts to celebrate diversity, inclusiveness, and acceptance
- Increased awareness of social issues faced by the LGBTQ+ community, including children & families
- Evidence that DQST events helped teach children to treat others with dignity, respect, and kindness
- Belief that libraries were public spaces meant for everyone, including minorities
- Appreciation that events were conducted in a safe environment with positive role models and the support and encouragement of families

3) APPROVAL OF MEETING MINUTES

On motion by Vice Chair Perez, seconded by Trustee Medaille, which motion duly carried, the Board approved the minutes of the March 15, 2023, Library Board of Trustees Meeting. All in favor; none opposed.

4) OLD BUSINESS

None

5) NEW BUSINESS

a. **Presentation: Memorial for Trustee Jean Stoess** [Non-Action Item]

Director Jeff Scott presented a memorial for Trustee Jean Stoess.

b. **Presentation and Discussion: Washoe County Library Strategic Plan Update** [Non-Action Item]

Director Jeff Scott reviewed a PowerPoint presentation, a copy of which was provided in the Board packet, regarding updates to the Strategic Plan.

Topics discussed or reviewed included:

- Book machines
- Sierra View Library renovations and planned reopening scheduled for April 27, 2023
- Funding plans for Senior Center renovations
- Zoom room grants awarded to the Library System
- New flooring for the Spanish Springs and Sierra View branches
- Nevada Library Association (NLA) Legislative Day (March 9, 2023)
- Library System hiring updates & staff responses to the Washoe County Best Places to Work survey; best places for working parents; workforce development
- Lifelong Learning senior fair events at the Northwest Reno, Sparks, and South Valleys branches
- Incorporating the Library System's goals of celebrating diversity with Women's History Month

Trustee Perez asked Director Scott which libraries had zoom rooms. Director Scott believed all branches had a zoom room except for Northwest.

c. **National Library Week Proclamation** [Non-Action Item]

Library Director Jeff Scott read a proclamation received from the Washoe County Board of County Commissioners for National Library Week.

6) REPORTS

a. **Library Director Update by Jeff Scott**

Library Director Jeff Scott reviewed the Library Director's Update, a copy of which was provided in the Board packet, and briefly discussed topics including the upcoming 'soft launch' reopening of the Sierra View Library, book machines due to arrive within the next two weeks, the approval of the budget for the new fiscal year, and anticipated review of applications for the Library Board of Trustees Vacancy by the Washoe County Board of County Commissioners (BCC). Director Scott noted the review was expected to be on the agenda for the BCC meeting on Tuesday, April 25.

b. Northwest Reno Library Report by Robin Posniak [Non-Action Item]

Librarian I Robin Posniak reviewed a PowerPoint presentation to the Board, a copy of which was included in the Board packet.

Topics discussed or reviewed included:

- Renovations recently made to the Northwest Reno Library; repairs made to the roof; damage to more than 300 books
- New and returning programs at the branch, including programs available on weekends; attendance
- STEM activities, including holiday gingerbread homes and a life-sized Candyland
- Early voting activities at the branch; 5,245 in-person votes cast and 1,995 ballots dropped off
- Summer reading challenge for 2023
- The 20th anniversary of the Verdi branch location
- Staff updates, including recent retirements, promotions, hires, and vacancies; volunteers

Chair Amy Ghilieri inquired regarding the types of activities done by volunteers. Mr. Posniak explained branch volunteers often assisted with tasks such as shelving, processing missing or hold lists, and cleaning.

c. Reference and Technology Team Report by Toni Farris [Non-Action Item]

South Valleys branch Librarian Toni Farris reviewed a PowerPoint presentation, a copy of which was included in the Board packet.

Topics discussed included:

- Community Resources Week and dementia-friendly nature walks at Idlewild Park, offered in collaboration with the Truckee Meadows Parks Foundation every Tuesday from 10:00 to 11:00 AM
- The Community Resources Center, a collaborative effort by multiple local non-profit organizations, and the Northern Nevada Veterans Resources Center, which was dedicated to veteran homelessness prevention and rapid rehousing of homeless veterans
- The Solace Tree, another non-profit resource which provided youth grief support for children, teens, and their family members; free services available included peer support groups and grief workshops
- The availability of Nevada 'talking books', and positive feedback from the community regarding Resources Week activities

7) STAFF ANNOUNCEMENTS

Library Collection Development Manager Debi Stears discussed an additional \$4,000 for new materials.

Trustee Ann Medaille inquired regarding emails mentioned by public commenters and stated she had not received anything. Director Jeff Scott indicated he would follow up to find out what the cause might be.

Vice Chair Frank Perez stated it was important to respect opinions being shared, but also important to do whatever possible to prevent the possibility of altercations at Library Board of Trustees meetings. He opined the behavior he had observed during the meeting had been unacceptable on both sides and hoped

there was a plan in place in case things ever escalated further. He also noted there had been many Spanish speakers present during the meeting and thought it might be valuable to consider offering translation services so the public could voice their opinions. He concluded that he was pleased with the progress regarding the Strategic Plan, which he followed closely, and he looked forward to hearing about further plan updates in 2024.

Director Scott provided brief clarification regarding the years covered by the Strategic Plan, noting it would be in place from 2022 through 2025.

8) BOARD COMMENTS

None

9) ADJOURNMENT

Chair Ghilieri adjourned the meeting at 6:51 PM.

Pending Board Approval




1



2

Welcoming Spaces

- ▶ Sierra View Library Reopens!
 - ▶ New Flooring
 - ▶ New Entrance
 - ▶ New Furniture Fixture and Equipment



3

Welcoming Spaces

- ▶ Sparks Library Closes for flooring repair May 15-22
- ▶ Downtown Reno Library ADA Family Restroom begins



4

Q4: On a scale of 1 (low) to 5 (high), how likely are you to recommend Washoe County as a place to work?

4.4 4.1
Library Washoe County

Q5: On a scale of 1 (low) to 5 (high), how likely are you to recommend your department as a place to work?


4.4 3.9
Library Washoe County

Q6: On a scale of 1 (not likely) to 5 (very likely), do you see yourself working at Washoe County in 5 years?

4.1 4.0
Library Washoe County

Q7: If you see yourself working at Washoe County for the next 5+ years, select up to 3 reasons:

	Library	Washoe County
<5 to Retire	21%	15.9%
PERS	14%	26.5%
Career growth	14%	25.4%
Passionate	65%	46.4%
Pay / Benefits	45%	32.6%
Qual Pub Serv	64%	38.4%
Flex / Hybrid	17%	39.4%
Salary	24%	29.5%
Benefits	23%	30.5%
Prof Dev	6%	7.8%




Welcoming Spaces


BEST PLACES TO WORK SURVEY RESULTS

5

Welcoming Spaces



- ▶ **Washoe County Library Staff Day**
Thursday, May 18 @ The Holland Project
- ▶ Quick Kickoff Talk/Staff Milestones
- ▶ Breakout Sessions:
 - ▶ DEI De-escalation Training from Our Center
 - ▶ Technology Class Training
 - ▶ Merchandizing Your Book Collection



6

Welcoming Spaces

- ▶ **Lit Fiber to Gerlach**
 - ▶ Jonathan Young of Digital Technology Solutions/DTS Fiber has brought the last mile high speed fiber internet to the Gerlach Library.
 - ▶ Next steps are installation and then lighting up the fiber.
 - ▶ Partnership with Washoe County, Washoe County School District, Pyramid Lake Paiute Tribe, Bureau of Land Management and the Governor's Office.
 - ▶ Project began in Nixon the beginning of this year with the goal of reaching the Gerlach Library by June 30, 2023




7

Celebrate Diversity

- ▶ Older Americans Month
 - ▶ Memory Cafe
 - ▶ Family Estate Planning Series
 - ▶ Homebound Services
 - ▶ Book a Librarian
 - ▶ Time Out Tuesday
 - ▶ Mad About Musicals



OLDER AMERICANS MONTH

AGING UNBOUND: MAY 2023

MAY IS OLDER AMERICANS MONTH
Celebrate with these events just for adults



Time-out Tuesday for Adults
South Valleys
Tuesdays, 4 pm
This weekly program is just for adults. Join us for a variety of events that will allow you to disconnect and relax. Will you make something? Maybe. Will you learn something? Hopefully. Will you enjoy yourself? Definitely. Registration is highly recommended. We limit attendance to ensure a safe environment and quality experience.



Mad About Musicals
South Valleys
Saturdays, 2 pm
March 4, 18, 25; April 8, 22, 29; May 13, 20
See pages 16-23 for specific dates.
The movie musical is one of the most distinctive American art forms. See some of the biggest stars of yesteryear in iconic roles, including Lena Horne, Judy Garland, Gene Kelly, Fred Astaire, Frank Sinatra, Elvis Presley, Ann-Margret, and Liza Minnelli. A brief discussion will follow each film. Registration is appreciated.

8

Celebrate Diversity

- ▶ Culture Fest @Sierra View Library
 - ▶ Ballet Folklorico Raices del Fuego
 - ▶ Yanqin Zhao of San Francisco-based Melody of China
 - ▶ Northern Nevada Highland Scottish Dancers
 - ▶ Kantu Inca's Andea Music
- ▶ Partners
- ▶ Sons and Daughters of Erin; UNR's African Student Organization; UNR's Filipino Language and Culture Club; Black Wall Street; Latino Arte



9

Celebrate Diversity

- ▶ Upcoming
- ▶ Rainbowfest
- ▶ Returns
- ▶



10



11

Collection Development and Management

Debi Stears

Collection Development Manager



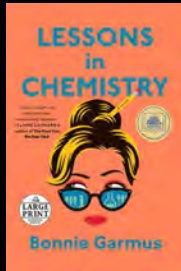
1

The Art and Science of Building a Collection

Mission: curate a collection which reflects the needs, interests, and demands of our local community



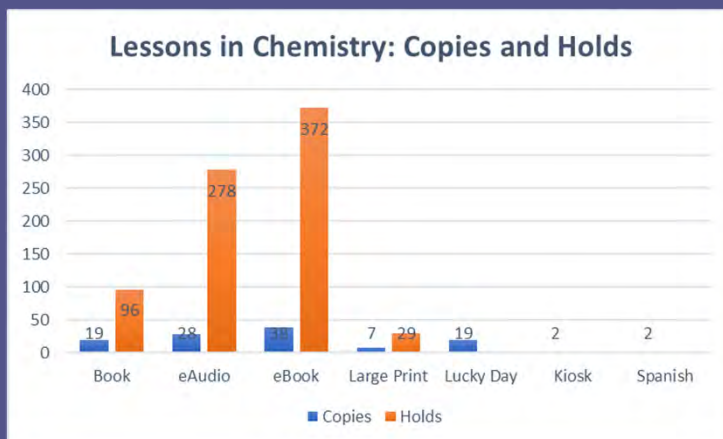
2



Forecasting New Titles

- Past Performance of Author Nationally and Locally
- Editorial Book Reviews
- Track national presale orders
- Order as early as a year in advance and monitor number of holds to determine number of copies needed
- Aim to make books Available on Street Date

3



Monitor Demand by Format

4



86% of purchases are determined based on these data points

5

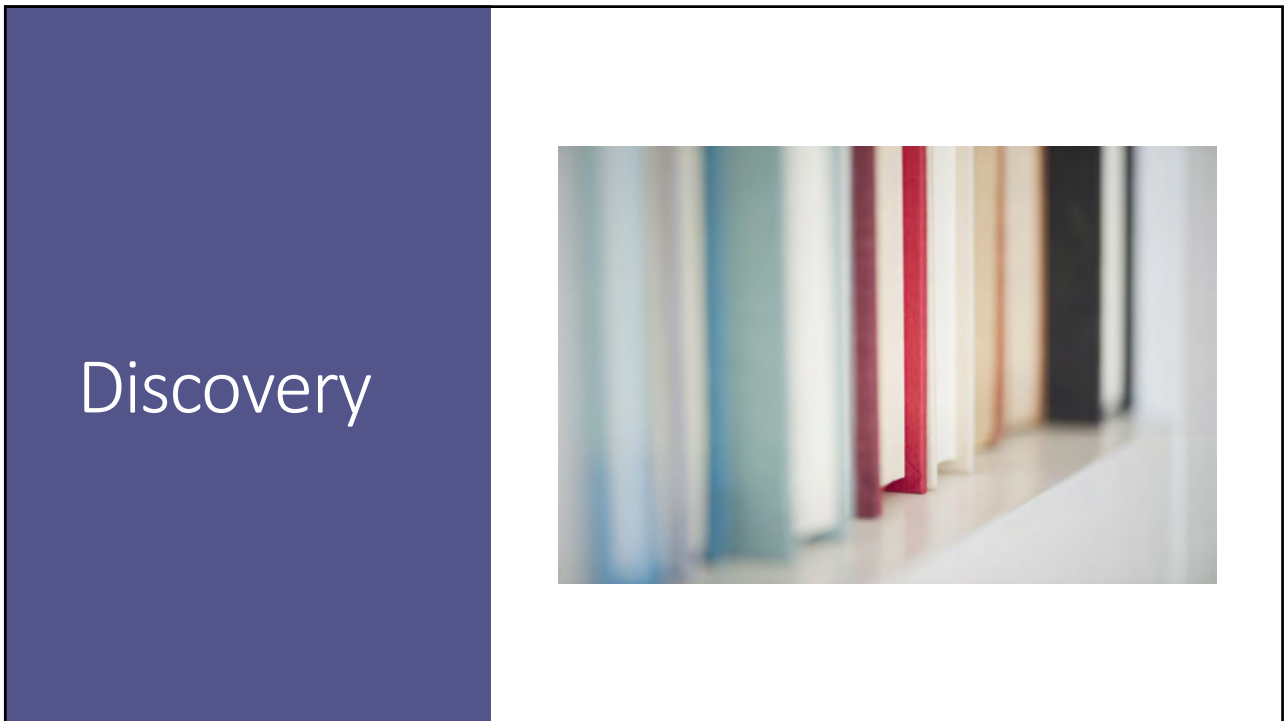


Remaining
14% of items
come via
patron
request

6



7



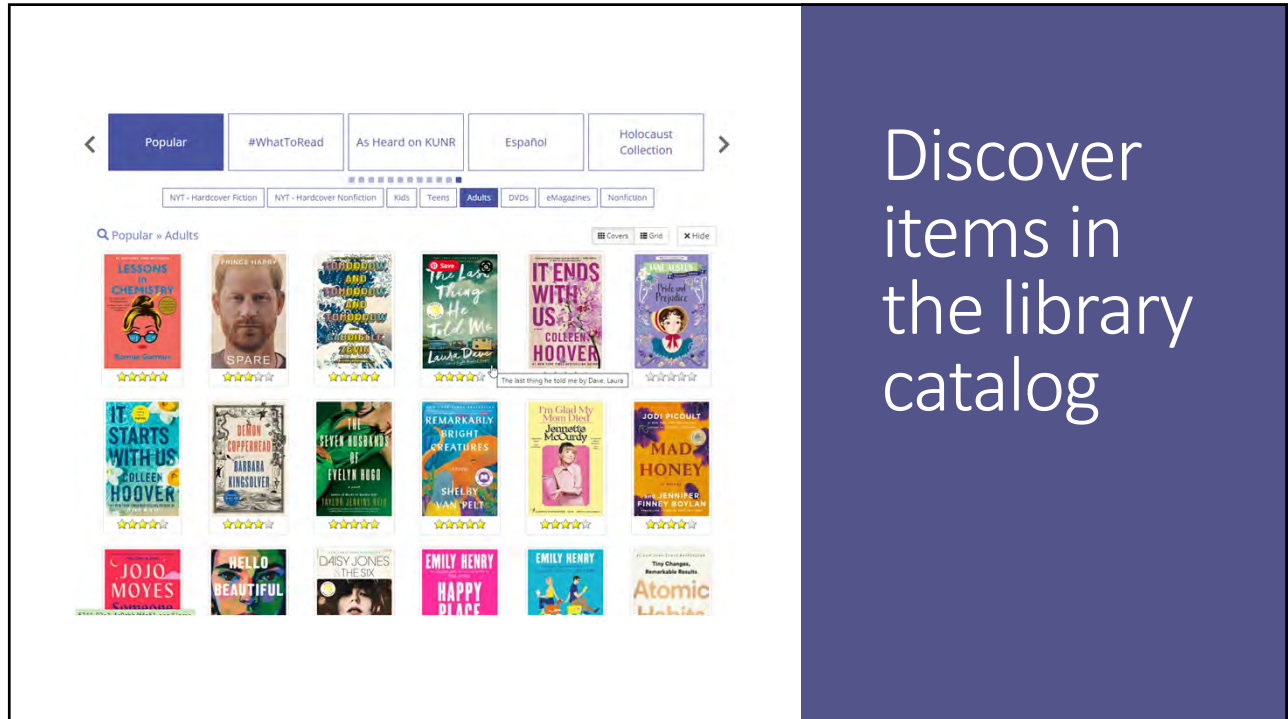
8



Cataloging of library materials

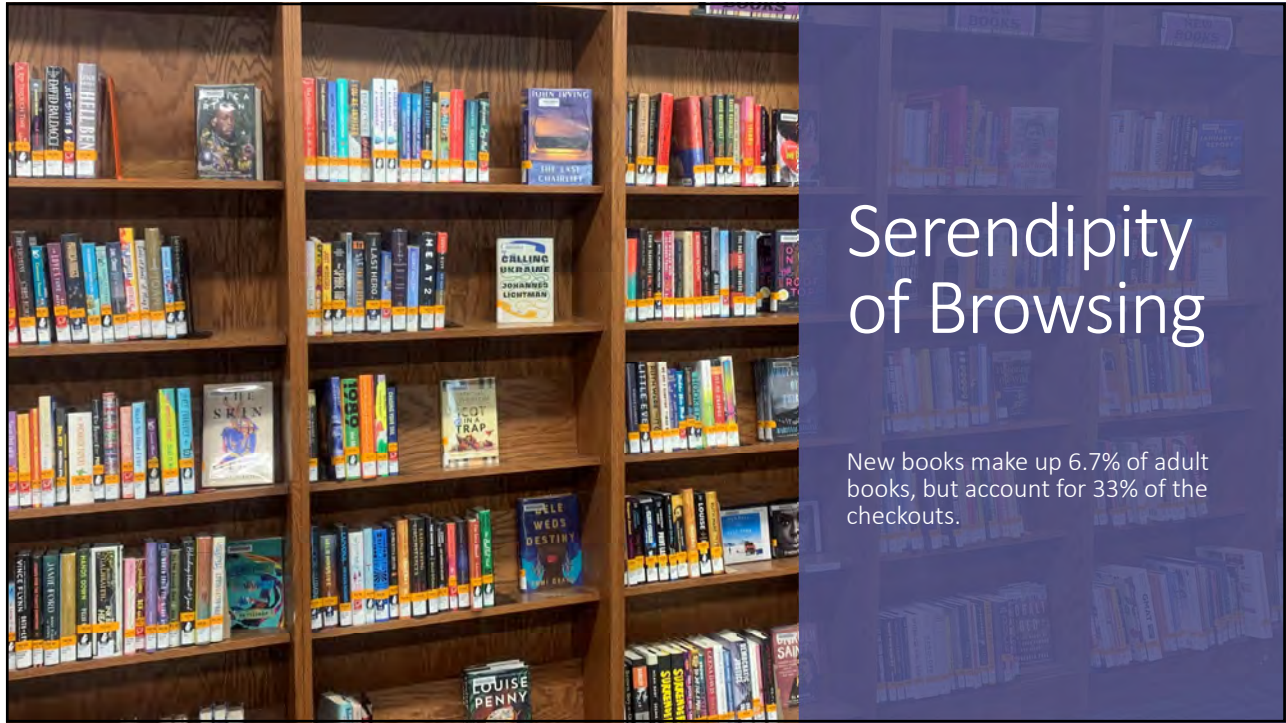
Cost analysis led us to outsource cataloging and processing and shift positions to branches to increase public hours

9

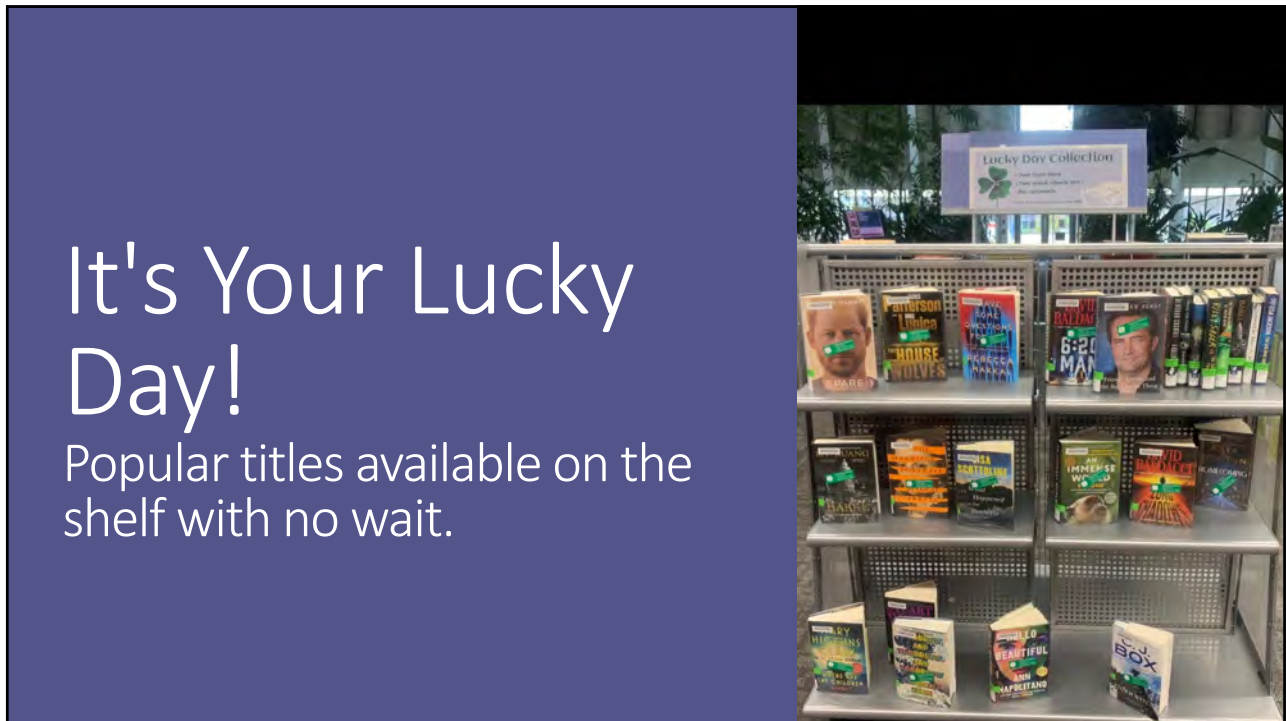


Discover items in the library catalog

10



11




12



13



14



Floating Collection

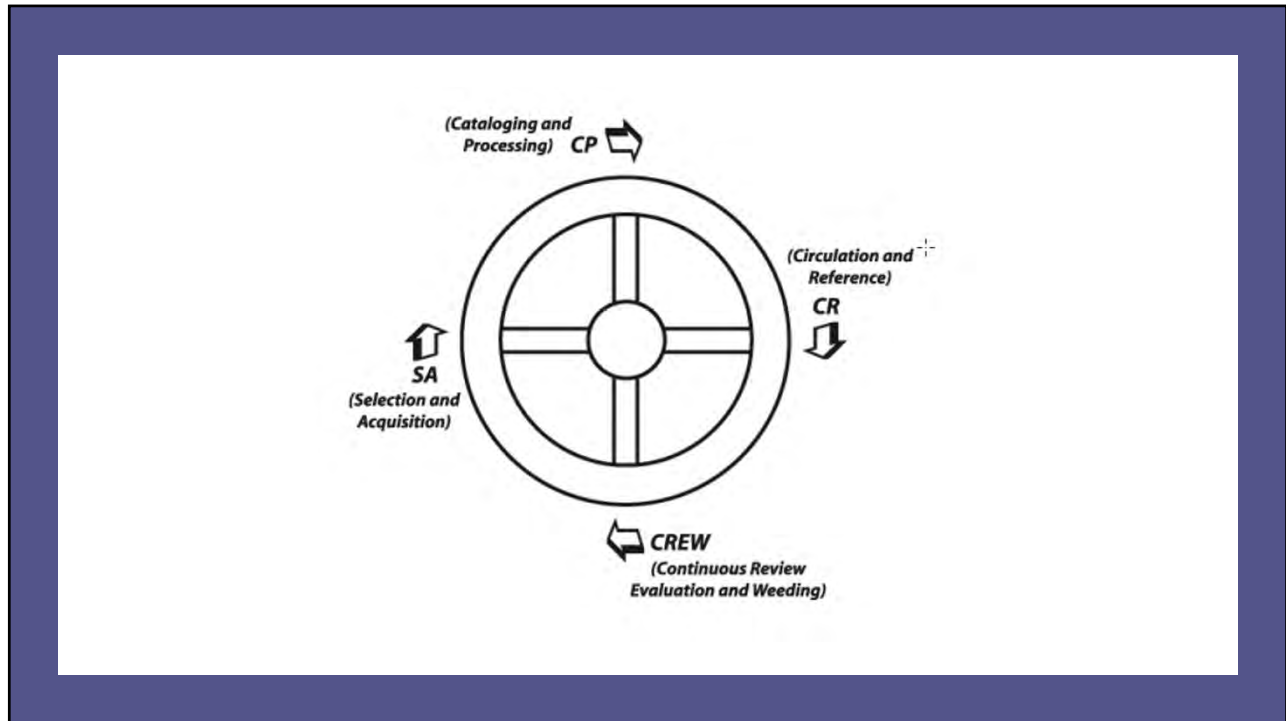
Materials move around the system as dictated by patron demand

15




Centralized Selection and Deselection

16



17



Weeding (*culling, deselection*)

The process of removing books and other materials that are:

- In dilapidated physical condition
- Contain outdated or inaccurate information
- Do not fit into the scope of the library's collection

18

Data-Driven Collection Management

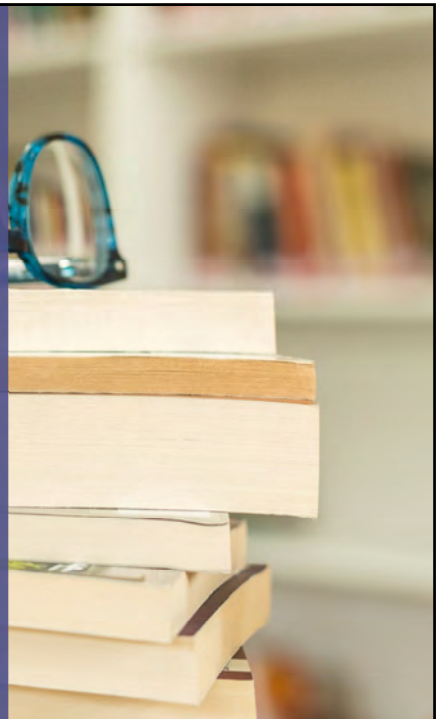
Assess	Replace	Update	Weed
<ul style="list-style-type: none"> • Stale • Super Duper Dead 	<ul style="list-style-type: none"> • Condition • Lost items 	<ul style="list-style-type: none"> • Current Information • Reflect Local Demand 	<ul style="list-style-type: none"> • Poor Physical Condition • Lack of Demand • Outdated



19

Past Budget Cuts Hurt our Collections

- 51% cut to materials collection
- Stopped doing collection maintenance
- Added donated items with little or no demand
- Underfunded digital content
- Couldn't maintain industry standards



20



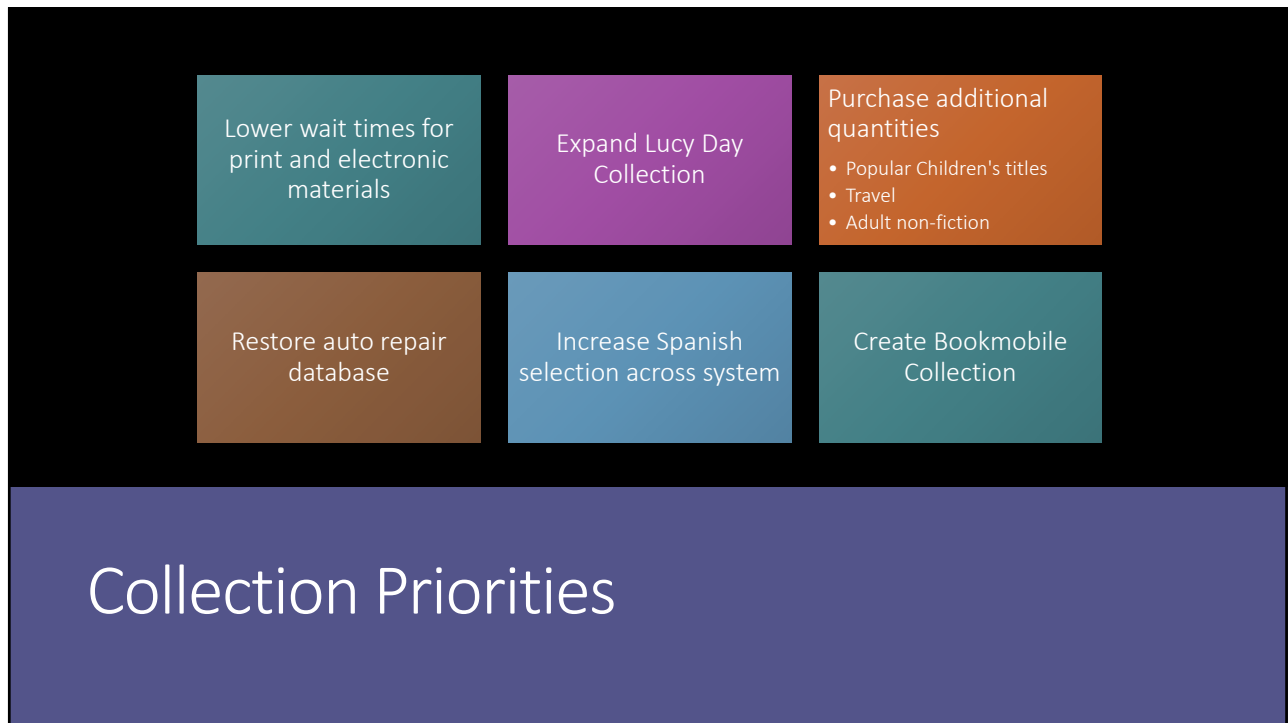
This slide features a dark background with two circular icons. The first icon, a teal circle with a white stack of money, is positioned to the left of the text "To date Director Scott has increased materials budget by 70%". The second icon, a purple circle with a white checkmark, is positioned to the left of the text "Additional 42% increase takes effect July 1". Below these elements is a wide, horizontal purple bar containing the text "Budget Growth" in white.

To date Director Scott has increased materials budget by 70%

Additional 42% increase takes effect July 1

Budget Growth

21



This slide features a dark background with six colored rectangular boxes arranged in two rows of three. The top row contains: a teal box with "Lower wait times for print and electronic materials", a purple box with "Expand Lucy Day Collection", and an orange box with "Purchase additional quantities" and a bulleted list: "• Popular Children's titles", "• Travel", and "• Adult non-fiction". The bottom row contains: a brown box with "Restore auto repair database", a blue box with "Increase Spanish selection across system", and a teal box with "Create Bookmobile Collection". Below these elements is a wide, horizontal purple bar containing the text "Collection Priorities" in white.

Lower wait times for print and electronic materials

Expand Lucy Day Collection

Purchase additional quantities

- Popular Children's titles
- Travel
- Adult non-fiction

Restore auto repair database

Increase Spanish selection across system

Create Bookmobile Collection

Collection Priorities

22



23



24

Last Resort

- Unsellable condition
- Broken and damaged
- Biohazard



25



Thank you!

Debi Stears
Ddstears@washoecounty.gov

26

Library Director Update 05/10/23

Hiring Updates

Assistant Library Director Meet and Greet

Two Assistant Library Director finalists are coming for a second interview. The first candidate will be available for a meet and greet on Tuesday, May 23, from 12:30-1:30. The second candidate will be available on Wednesday, May 24, from 12:30-1:30. This will be held in the Downtown Reno Library upstairs in the Admin offices. I will give candidates a building tour, an overview of the system, and further interview questions. If you can make the time to come, please arrange with your supervisor.

Recent Recruitments

Interviews for Library Assistant III vacancies at the Northwest and Sparks Libraries will be held soon, and the Library Assistant II and Library Aide recruitments have closed. 371 candidates applied for the Library Aide openings!

Washoe County Library Staff Day - Thursday, May 18 @ The Holland Project

- 8:00 am Staff Arrive at Holland Project
- 8:30 am Quick Kickoff Talk / Staff Milestone Recognition by Library Director
- 9:00 am Breakout Sessions
 - DEI De-escalation Training by Our Center (location: Main Hall)
 - Technology Classes by RTT (location: Serva Pool Room)
 - Merchandizing Your Book Collection by North Valleys (location: Gallery)
- 10:00 am Break / Tour of Our Center / Radical Cat Café (less than 5-minute walk)
- 10:30 am Breakout Sessions
 - DEI De-escalation Training by Our Center (location: Main Hall)
 - Technology Classes by RTT (location: Serva Pool Room)
 - Merchandizing Your Book Collection by North Valleys (location: Gallery)
- 11:30 am Finish and return to branches
- 2:00 pm Branches Open to Public (all branches close at 6 pm)

Library Explorer Summer Brochure

The Explorer has been submitted for print. I would like to thank everyone who works so hard on planning and providing these outstanding programs. This should hit our library shelves the week of May 22.

Book Vending Machine Installation

The Cold Springs Community Center and Sun Valley Community Center will have their book vending machines installed the week of May 22. Training, collection installation, and other preparations will occur, with a soft launch planned as soon as possible and a ribbon cutting happening in June for both locations.

Employee Surveys

Best Places for Working Parents Survey

I am meeting with Patty from the Children's Cabinet. She has a staff survey she will send out so we can better understand the needs and challenges of parents who work at our libraries. We also have stickers going out to branches that indicate we are considered a best place for working parents. We can put those out after we conclude the survey.

Best Places to Work Survey

Washoe County recently conducted an employee survey to gauge how staff feel about working at the County. Attached is a separate breakout for the library which will also be shared with the Library Board. Our scores indicate people are happy working for the libraries and had higher satisfaction rates than other County departments. We had a 75% participation rate (minimum needed was 60%). Library staff averaged a 4.2 out of 5 on employee satisfaction, while other County staff rated their satisfaction at 3.9. Another highlight: staff who saw themselves working here for more than five years listed passion for their work as a reason for staying (65%).

Zoom Room Grants

We were awarded four additional Zoom Rooms from the State Library grant process. The Downtown Reno, Sierra View, Northwest Reno, and Sparks Libraries will have new 4-person Zoom Rooms coming soon!

Sparks Library Closed for Repairs – May 15 - 22, 2023

Sparks Library will be closed May 15-22 to repair the flooring in the entrance area. The LVT will be replaced with carpet from the entry to the meeting room. The AMH will be open.

Bias Inside Us Exhibition Approval

The Smithsonian Institution officially approved our application for the Bias Inside Us Exhibition.

Here's an excerpt from the Bias Inside Us webpage (<https://biasinsideus.si.edu/homepage>):

“The Smithsonian Institution is committed to leading and encouraging civil dialogue on important issues facing our nation. The Bias Inside Us is a community engagement project and exhibition. Our goal is to help people understand and counter their implicit biases and build capacity in communities through resources to convene dialogue that will increase empathy and create more inclusive schools, workplaces and communities. The project includes a 1,500 sq. ft. exhibition on display for four weeks in each community, free of charge, and is designed to be the centerpiece of local activities. The exhibition allows for in-depth programming with time for surrounding communities to access the exhibition and its resources.”

ALA Traveling Exhibition: Americans and the Holocaust – Northwest Reno Library

The Northwest Reno Library will host an Americans and the Holocaust Exhibition beginning in July. The exhibition will run from July 7 – August 18, 2023.

“The United States Holocaust Memorial Museum (USHMM) and the American Library Association (ALA) Public Programs Office present ‘Americans and the Holocaust,’ a traveling exhibition that examines the motives, pressures and fears that shaped Americans’ responses to Nazism, war and genocide in Europe during the 1930s and 1940s.

The special library exhibition — based on the exhibition at the USHMM in Washington, D.C. — will travel to 50 U.S. public and academic libraries from 2021 to 2023. The extension of the exhibition will travel to another 50 U.S. public and academic libraries from 2024 to 2026.”

For more information, visit <https://www.ala.org/tools/programming/USHolocaustMuseum>.

Washoe County Library Summer Reading Challenge Starts June 1!

The Summer Reading Challenge will run from June 1 - July 31, 2023. Early registration begins on May 15. <https://www.washoecountylibrary.us/summerreading/>

The 2023 Summer Reading Challenge theme is centered around Kindness, Friendship, and Unity! The slogan is “All Together Now / Todos Juntos Ahora,” and the library is the perfect place to come together and create shared experiences.

Be On the Lookout (BOLO) Books Removed

Patrons have been targeting books from our Holocaust Collection and books by or about Barack and Michele Obama. Double-check your displays and keep up with shelf checks to ensure our books are not misplaced or missing.

High-Speed Fiber Internet to Gerlach @ Gerlach Library

Jonathan Young of Digital Technology Solutions/DTS Fiber has brought the last mile of high-speed fiber internet to the Gerlach Library! Next steps are installation and lighting up the fiber. This is a very exciting project for Gerlach and the surrounding community.

This is a partnership with Washoe County, the Washoe County School District, the Pyramid Lake Paiute Tribe, the US Bureau of Land Management, and the Nevada Governor's Office.

The project began in Nixon the beginning of this year, with the goal of reaching the Gerlach Library by June 30, 2023. We are ahead of schedule!



Rainbow Fest and Drag Story Hour Return this Summer!

Downtown Reno, North Valleys, and Sparks Libraries will host a combination of Rainbow Festivals, Drag Story Hour, and Rainbow Story Hour. Dates, times, and more information will be available in the Summer Explorer coming soon.

Employee Engagement Survey results – Library 2023

Participation rate: 75%

Q2: Based on working at Washoe County today, rate your level of employee satisfaction on a scale of 1 (low) to 5 (high).

4.2	3.9
Library	Washoe County

Q3: What, if anything, has increased your level of employee satisfaction in the past year? Select up to 3 reasons:

	Library	Washoe County
Flex/Hybrid:	36%	51.9%
Salary:	38%	40.5%
Benefits:	39%	31.8%
Prof. Dev. / training:	25%	17.9%
Career growth:	23%	24.8%

Other:

To have the ability to work more than either 15 or 40 hours a week with nothing in the middle.

GREAT COWORKERS, AND GREAT PATRONS HERE!

Safe and fun work environment.

Bright environment, wonderful coworkers, variety of responsibilities and tasks.

Support of management and co-workers.

I appreciate the work by Library Admin to improve the library spaces.

Working with great people in a great environment and the opportunity to implement new services

Nothing else offered to me.

The team I work with.

The energy of my department and my branch.

Reporting to a supervisor who has my back and puts me in position to succeed.

Friendly staff.

My coworkers at South Valley Library are the best, and I just love working at a library.

Work based on individual interests.

Calm subscription.

The increased longevity payments really helps.

Work team.

Co-workers.

The Union did a lot to renegotiate increase in cot of living and transportation.

Q4: On a scale of 1 (low) to 5 (high), how likely are you to recommend Washoe County as a place to work?

4.4 4.1

Library Washoe County

Q5: On a scale of 1 (low) to 5 (high), how likely are you to recommend your department as a place to work?

4.4 3.9

Library Washoe County

Q6: On a scale of 1 (not likely) to 5 (very likely), do you see yourself working at Washoe County in 5 years?

4.1 4.0

Library Washoe County

Q7: If you see yourself working at Washoe County for the next 5+ years, select up to 3 reasons:

	Library	Washoe County
<5 to Retire	21%	15.9%
PERS	14%	26.5%
Career growth	14%	25.4%
Passionate	65%	46.4%
Pay / Benefits	45%	32.6%

Qual Pub Serv	64%	38.4%
Flex / Hybrid	17%	39.4%
Salary	24%	29.5%
Benefits	23%	30.5%
Prof Dev	6%	7.8%

Q8: On a scale of 1 (low) to 5 (high), do you feel included in your departments' work environment?

4.0 3.7

Library Washoe County

Q9: On a scale of 1 (low) to 5 (high), how comfortable do you feel your departments' management is with topics of diversity and inclusion?

4.1 3.9

Library Washoe County

Q10: On a scale of 1 (low) to 5 (high), how well do our policies support employees from diverse backgrounds?

4.0 4.0

Library Washoe County

Q11: On a scale of 1 (low) to 5 (high), how well do you feel your departments' resources are distributed so that community members from all backgrounds have equitable opportunities to receive County support?

4.0 4.0

Library Washoe County

Q12: What types of employee engagement opportunities would you like to participate in?

	Library	Washoe County
Lunch & Learn:	24%	32.4%
Cultural performances:	48%	26.0%
Food trucks:	36%	55.3%
Volunteer Opp:	42%	39.0%

Other:

Foreign Language certifications

County picnic

I work in a non-County Complex location, so just something we'd be able to participate in without taking AL!

More attempts to reach employees not working at 9th and Wells.

Programming, early literacy, outreach

Engagement opportunities are not a high priority for me. I do enjoy the Coffee with the County Manager series.

Not located at main county complex.

Zoom trainings as options instead of in person

It is very difficult to be included in things that only happen at the county complex as I would have to travel to that location to be included

I work outside of the county complex and can't really make it to any 9th st. functions; I would love to have a food truck at Staff Day for the library though

Environmental issues

Small branch/ staff bonding games or events

most anything at library branches, without having to go to County Complex

Most of these are only possible if you work at the 9th street complex. You're discounting all your employees who work at other buildings/in the field.

Would love these but I work away from the Complex, most events happen there during the work day.

More opportunities not at 9th street complex--ie lunches at libraries during library lunch hours instead of 12-1

Employee teams like sports

Q13: Is there a specific type of training you would like to see offered by the County?

Formalized KOHA training for all library staff.

Foreign Language certifications.

No, too close to retirement.

More manager training.

grant training

more diversity training/next level

Technology related training

Education

Word-Creating fillable forms

How to cope with the homeless

More diversity training and getting promoted within the county

I would like to learn more about improving community involvement

How to use SAP

Community Engagement. Harassment & Retaliation.

The current training offerings are great.

Can't say for fear of retaliation.

The County does a pretty good job of training.

Learning what different departments do

Tech classes

Working with people who are struggling with mental illness and/or homelessness

Recycling

Career advancement

Faith based diversity training, holistic inclusiveness workshops, validity focused input and discussion seminars, symposiums incorporating all these types of training.

More DEIB

Hidden disabilities

Identity development

DEIB

Coordination with the State Training department to allow State and County employees to access trainings on each others websites.

Volunteer management

Continue with management level trainings, especially with wonderful outside trainers like Kit Prendergast.

Equestrian arts

Conversation tools to better communicate with members of the public who have gone down the conspiracy theory path.

I would love to have more training for de-escalating difficult situations with the public.

Diversity and cultural awareness

Foreign language - Spanish or sign language

DEI training

Antiracism, LGBTQIA +, and Homeless trainings

More training for the public on DEI

Q14: What, if anything, has prevented you from participating in training offered by HR's Training team or in Bridge?

No availability / bandwidth / too busy / scheduling issues

Q15: I regularly receive helpful feedback and timely performance evaluations from my direct supervisor.

4.0 3.8

Library Washoe County

Q16: Any other feedback or suggestions?

I feel that upper management is untouchable and if you're not in the "in" crowd then they don't care about you. They harass and belittle you. It's not a fun place to be and I feel there are no protections.

Washoe County and the library are fantastic and I'm very happy to be here

Please look at providing additional resources to the Downtown Library. Such as a social worker or additional security.

More security at the Downtown Library is desperately needed, and a social worker from the county to help patrons. More staff allocations at the Downtown Reno Library.

I love my job!

I would like to know why we are required to choose the high deductible health plan for the first 2 years of being a full time employee. The deductible is so high that it's almost impossible to get anything covered as a single person, especially prescriptions. I would just like to know why we have to use that plan for 2 years, especially when the cost of medications is ridiculous until you meet your deductible which is almost impossible to do as a single person.

Library workers are not social services. There needs to be social workers in the library branches that have a high amount of transient population.

I work downtown, and would like to see a social worker and more police officers in the building. We encounter difficult situation down here and would appreciate it, if we had more backup people in the facility.

I loved the Ballet Folklórico de Castilla for Hispanic Heritage Month. I would like to see other celebrations throughout the year as well.

We are often under-staffed. It is challenging, but we hold our standards high!

This position continues to be the best job I've ever had and the county is an excellent employer. I love my job, what we do, and the people I work with.

Staffing at the branch is understaffed. Many of the staff, myself included, do not get off desk time to do extra projects or trainings. Time spent on desk is always interrupted and it is hard to perform regular tasks without adding extras to our programs and displays.

Equity in work loads for people in same positions.

I really would like the County evaluate the departments, that are not part of Human Services, that work with homelessness/mental illness and provide training to those staff members. Many staff have commented to me that their jobs are turning into social work and they have not received training in that area. They are learning how to help this population on the fly, without any formal training.

Stronger support from other county departments would be extremely beneficial for the library, particularly as it pertains to Drag Queen Story Time. We fear hosting because we do not want to expose young children to gun violence at the hands of patrons who threaten the program.

Please make it easier to get feedback after a job interview!

I really benefitted from the NV staff training (staff relationships) given by Kit Prendergast.

Salary needs to keep pace better with inflation and cost of living. You also need to have the ability for bonuses/raises based on quality of work and not just longevity.

Too many mid work day events that employee not already at the county complex can't attend. And it would be wonderful to have a preventative maintenance type stipend for a health club membership instead of one location that isn't convenient for many county employees to get to.

Thank you for the work to improve employee experiences and morale such as the Calm subscription (it is a benefit I can participate in since it isn't based on working location) and the fun things such as #funAtWork scavenger hunt.

COLA increases need to keep up with inflation.

Restoring retiree health benefits is important to me.

I'm not in a public service position, so I do have the option for more flexibility. The flexibility that a hybrid schedule has given me the ability to use less sick time and take care of my family without getting behind at work. It's been incredibly helpful.

More resources for different cultures and languages in programs and information.

NOTE FROM THE PUBLISHER

A note from the publisher: Drag is no threat to children, but hate-fomenting politicians are



by Jimmy Boegle
April 5, 2023



I'll never have to look up the address of the Chapel Tavern; the fact that it's at 1099 S. Virginia St. is forever burned into my brain, thanks to the bar that was at that address before the Chapel came to be.

The Ten99 club spent four decades in that spot before closing in 2011. It was a beloved gay bar—and was especially known as being a drag-friendly place, well before drag brunches and *RuPaul's Drag Race* brought drag out of the dark and into the edge of the mainstream.

Now there's a concerted effort to shove drag back into the dark—and that effort is succeeding. Numerous states are ramping up their efforts to ban as much drag as they possibly can ... led by that alleged bastion of freedom, Florida.

Most of the proponents of these drag bans couch their arguments as “protecting children.” From what, I don't know. Bugs Bunny? Tootsie? Corporal Maxwell Q. Klinger? Can anyone make the case that there's something, *anything*, sexualized about Mrs. Doubtfire?

Ah, but some drag queens can be lewd—and as someone who's seen plenty of lewd drag queens, I can confirm. But I've also seen a lot men dressed like men being lewd, and even some women dressed like women being lewd.

The truth is, these actions against drag have nothing to do with sex or being lewd. *The Miami Herald reports:*

When the historic Plaza Live theater in Orlando hosted an event last December called “A Drag Queen Christmas,” the show drew a full house, noisy street demonstrators—and a small squad of undercover state agents there to document whether children were being exposed to sights that ran afoul of Florida's decency law.

The Dec. 28 performance featured campy skits like “Screwolph the Red-Nippled Man Deer” and shimmying, bare-chested men who wouldn't have been out of place at a Madonna concert. Also a hip thrust or two, similar to what is sometimes indulged in by NFL players after a touchdown. All of it was dutifully recorded by the undercover agents on state-issued iPhones.

But while the agents took photos of three minors at the Orlando drag show—who appeared to be accompanied by adults—they acknowledged that nothing indecent had happened on stage, according to an incident report obtained exclusively by the *Miami Herald*. ...

Still, the state's Department of Business and Professional Regulation proceeded to file a complaint against the nonprofit that runs Plaza Live, claiming the venue had illegally exposed children to sexual content. The complaint, issued Feb. 3, seeks to strip the small, nonprofit theater of its liquor license—a serious blow that would likely put it out of business.

It's all part of Gov. Ron DeSantis' statewide crackdown on drag shows, which could escalate further as legislators draft new laws to tighten restrictions on venues that allow minors into those performances.

No, this effort has nothing to do with protecting children—even though I’m sure many of the terribly misguided people who showed up to the Washoe County Commission meeting on Feb. 28 to speak out against Drag Queen Story Hour at the county libraries genuinely believe it does. As Mark Robison of the *Reno Gazette-Journal* reported: “Many attendees likely received a mass email sent to a self-described Nevada patriots group by Bruce Parks, Washoe County Republican Party chairman. The email urged people to bring their library cards, carry a small U.S. flag and request the end of drag queen library events.”

This all happened even though the County Commission has no direct oversight of the library. Even though taxpayers don’t fund the Drag Queen Story Hour events. (The nonprofit Friends of the Washoe County Library do.) Even though no Drag Queen Story Events are currently scheduled.

This happened because cynical politicians who are happy to foment fear and hate are using drag queens—along with transgender individuals and LGBTQ+ people in general—as a wedge issue.

Drag queens have been a part of Reno’s fabric for decades, and they have never been a threat to kids. Fight the hate, folks.



Marc Lawrence

April 5, 2023 at 5:32 pm

This is such a state of affairs in our communities and country. I’m a 65 year old trans man,marries with kids and grandkids retired from a nearly 40 year career paying taxes, voting and volunteering in local food bank and now raising an adopted 13year old boy and 14 year old granddaughter. I use the men’s bathroom...sssshh, don’t tell DeSantis.



vaisanava

April 7, 2023 at 5:13 pm

Why push an issue that is known to cause flames. Bud Light and Nike are playing the conquer and divide game. Be interesting to observe how it plays out in Ukraine. There is a Lot on the table.

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No one elected public commenters

by Edwin Lyngar | published in the Reno Gazette-Journal, May 12, 2023

This opinion column was submitted by Edwin Lyngar, a Reno veteran and business owner.

I attended the library board meeting last month where 50 or so enraged people spoke out against drag time story hour, often by accusing the entire LGBTQ community and those who support them of being child molesters, most using Christian-themed justifications. Watch the video for yourself.

As a lifelong Nevadan, I took my three minutes to remind everyone that Nevada was founded on the freedom to live your own life, the library is not only for Christians, and that if you are looking for grooming, I refer you to ongoing pedophile-priest scandal. For my trouble, an elderly self-professed Christian got within two inches of my face and screamed “f--- you” while my 14-year-old daughter sat a foot away. I have felt no hate as personal as so-called Christian love.

I know what it feels like to be called a child molester, because I was labeled as such during my unsuccessful run last year for the Washoe County Commission — a board that also is facing the serious issue of runaway, hateful and bizarre public comment.

Name-calling is not political debate. It’s schoolyard stupidity given steroids by MAGA America. Politics is dirty business, but this kind of scorched-earth hate was formerly reserved for presidents or senators. It’s now a common feature at school board meetings toward members who make 10 grand a year, or at library board members who are volunteers. If this is how “the public” is going to behave, I urge the commission to restrict public comment to midnight on leap year during a full moon.

I don’t think ad-hominem attacks are helpful at all, but since it’s the only language the MAGA crowd speaks, I’d like to tap into my personal resentment at a small segment of Washoe County. There are many good commenters and informative comments, but the serial, MAGA-identified “commenters” act like a pack of incoherent, raging lunatics. The comments are strictly accusations, conspiracies and people’s private lives, along with serial abuse of the English language. Again, watch for yourselves.

The only “molestation” taking place is against the First Amendment. Citizens have every right to speak, yet they do not have the right to scream, threaten, derail the business of government and (especially) claim some mandate for their policy preferences. One serial presenter at the April 25 meeting proposed eliminating “unconstitutional” metal detectors in the county building, among other lunacies. He justified his demand by pretending that everyone agrees with him, and then citing his attendance at meetings for years. Where does he find the time, I wonder? If he really wants to decide policy, he should run for office.

The biggest fight in the commission is over elections. Every commission meeting has obligatory conspiracy theories (lies) about the 2020 election. Oh, boy, they love them some Trump, and they must attack elections and democracy because these beliefs are not popular, smart or sound. We cannot allow the most unhinged, uninformed and cruel people to hijack public spaces and debate with nonstop personal invective and hate. We must defend our community and institutions from those intent on destroying both.

Edwin Lyngar is a Reno veteran and business owner. He ran for Washoe County Commission in 2022. He can be reached at edwinlyngar@gmail.com.

Scott, Jeff

From: mist <mistc33@gmail.com>
Sent: Wednesday, March 15, 2023 9:57 AM
To: Library Board; Scott, Jeff
Cc: friends@washoelibraryfriends.org
Subject: Email letter in Opposition to Drag Queen Story Hour in Washoe County Libraries

Follow Up Flag: Flag for follow up
Flag Status: Flagged

[NOTICE: This message originated outside of Washoe County -- DO NOT CLICK on links or open attachments unless you are sure the content is safe.]

It is my hope that you read and strongly consider the content herein, to bring common sense into the mix and truly do the right thing by ending Drag Queen Preschool Story Hour from our library system and anywhere else involving children.

1. What is the main objective in having men, dressed as women, reading stories to preschool children?

If the answer is that it will have the children pay more attention to the story being read, I challenge that response with my next question.

2. What if I wanted to dress up as a fire fighter or a goat and come to the library and read stories to preschoolers? Would you allow that?

The truth is that preschool children do like to hear stories read to them. They also are enamored with “costumes.” A costume of a fire fighter or a goat will get their attention, probably as much as a man dressed in women’s clothing and make-up. The difference is that the fire fighter or the goat costume have no affiliation or reference to sex or gender. So what is the point in even presenting something “sexual” to preschool children...especially when fire fighters or goats are more understood than men dressed in women’s clothing, make-up, fake breasts and gawdy wigs.

3. What percentage, and/or how many preschool children are actually “confused” or “dysphoric” about their gender?

The truth is it doesn’t enter the mind of a preschooler UNTIL teachers, librarians, and/or other adults plant the seed!!! And, when the seeds are planted, they are indoctrinated and inundated with garbage that God made a mistake with in creating them...like God said, “oops, he was supposed to be a she!”

A drag queen doesn't make a preschooler become a better reader. All it does is confuse a child. And, if that is your objective, you win the trophy. Stop this nonsense...let children be children...let a child develop naturally into how God designed it.

Mist Carter - concerned citizen

Scott, Jeff

From: BRUCE FOSTER <grtdad53@sbcglobal.net>
Sent: Thursday, April 20, 2023 11:02 AM
To: Library Board; friends@washoelibraryfriends.org; Scott, Jeff
Cc: Clara Andriola; Herman, Jeanne; Clark, Mike E.; Hill, Alexis; Brown, Eric P.; Garcia, Melisa; De La Torre, Marc
Subject: Drag Queen Story Hour

Follow Up Flag: Follow up
Flag Status: Flagged

[NOTICE: This message originated outside of Washoe County -- **DO NOT CLICK** on links or open **attachments** unless you are sure the content is safe.]

Ladies and Gentlemen:

The cancer of the trans movement has metastasized here nationally as well as internationally.

"Drag Queens are the Marines of the Trans movement" - Oli London

Washington and California have both moved to allow state-sanctioned kidnapping to help confused kids transition.

The UN says that minors can now consent to sex.

Big Medicine advocates for genital mutilation of underage youth

Drag shows are marketed as "family friendly."

Disneyland is hosting its first LGBTQIA+ "Pride Nite."

The NCAA thinks it's fine if men change in female locker-rooms

Dylan Mulvaney identifies as a sexualized underage "girl" and gets rich with brand sponsorships from Nike to Olay. (This Bud is not for you)📧

TikTok spreads a social contagion of gender confusion and radical trans ideology to its underage users. (Brought to you by the CCP)

A transgender female shoots up a Christian school and the White House says the trans community is "fierce."

Zero House Democrats vote in favor of banning biological men from women's sports.

This is all a ploy to destroy the family unit and the attack on Christianity so the pedophiles can go after our children.

Respectfully,

B. Foster
Sparks

Scott, Jeff

From: Elizabeth Parsons-Lenz <srw.eplenz@gmail.com>
Sent: Wednesday, March 15, 2023 11:55 AM
To: Scott, Jeff
Cc: friends@washoelibraryfriends.org; Library Board; SecureInnocence@proton.me
Subject: Opposition to Drag Queen Story Hour

Follow Up Flag: Flag for follow up
Flag Status: Flagged

[NOTICE: This message originated outside of Washoe County -- DO NOT CLICK on links or open attachments unless you are sure the content is safe.]

Dr. Director Scott,

Drag Queen Story Hour, is a purposeful activity by individuals with a perverse agenda who seek to give children a distorted view that transgender drag queens are *glamorous*. This act elevates the concept of transgenderism as being an acceptable norm when the opposite is true.

According to August 24, 2020 study by Yale School of Public Health titled, "Transgender individuals at greater risk of mental health problems," (Source: <https://ysph.yale.edu/news-article/transgender-individuals-at-greater-risk-of-mental-health-problems/>) found that transgender individuals are:

- six times more likely to have a mood or anxiety disorder than the general population.
- three times as likely to be prescribed antidepressants and anti-anxiety medications.
- more than six times as likely to attempt suicide resulting in hospitalization.

I call for an immediate STOP at all Washoe County libraries that are directly or indirectly promoting mental health abuse to children through this outrageous, dangerous and activity for which you could be held liable in future child injury cases.

These drag queen story hours are taking advantage of the library's privileged position in the community as a source of knowledge to introduce children to sexual concepts which may result in a child experiencing gender dysphoria.

Respectfully,

--
Elizabeth Lenz
Washoe County Resident, Sparks
MPA

April 18, 2023

Jeff Scott
Director
Washoe County Library Systems

Re: Support for Inclusion, Diversity, and Drag Queen Story Hour

Dear Mr. Scott,

My name is Susan Thompson. I am a long-time resident of Nevada and graduate from UNR. My husband is a Washoe County school teacher and our child is a student at McQueen High, the school from which my three nieces and nephews recently graduated. My parents live within 1.5 miles from the Northwest Reno Library and my father routinely checks out ebooks from that branch.

I'm submitting this letter in advance of the Washoe County Library Board of Trustees meeting scheduled for tomorrow afternoon after learning that well-meaning but misguided people plan to come to your meeting to protest Drag Queen Story Hour. Their call to action on social media reads: *COME OUT ON APRIL 19 AT 4 PM to the Robb Drive "Northwest Library", bring public comment to END ProMAP Minor Attracted Person (Pedophilia) Drag Queen Story Hours under the leadership of Jeff Scott.*

I am writing to strongly condemn the continued assault on the LGBT+ community and our libraries. Calling people who express themselves differently than you do "pedophiles" is just plain wrong and hurts our communities. Some of the people who I expect will come to your meeting tomorrow will say things like:

- Children have the right to have their innocence protected from sexualization. There's no value – and indeed harms – in exposing children to the proclivities of adults.
- I am very much opposed to our tax dollars being spent for the Drag Queen Story Hour.
- Why is this dehumanizing behavior toward women being socially accepted?
- A convicted sex offender performed a drag queen story hour in Texas.

In response to each of these comments, based on my understanding of these events, I would say:

- Drag show readings are attended by library staff and require that all children be accompanied by an adult – no lone children, no lone adults.
- Tax dollars are not used to pay for these events; they are supported by a non-profit group Friends of the Washoe County Library.
- In Washoe County people who work with children have background checks run, including the drag queen performer who has done readings here in the past.
- The goal of drag queen story hour is to get children interested in reading and to sign up for library cards.
- Drag queen story hour is not burlesque or sexual.
- The books are age appropriate and popular library titles.
- These events are about acceptance and accepting others and loving who you are.
- And finally - **the events are voluntary – so to anyone who doesn't want their children to attend – don't bring them!**

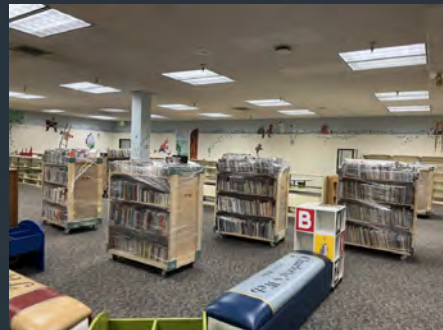
There is far too much "otherizing" happening in our communities. This happens when people don't take the time to get to know each other. My family and I fully support events like Drag Queen Story Hour that seek to interest kids in reading and show them that people are not all the same - and that is okay. Our community needs to embrace programs centered on tolerance, love, and acceptance.

Sincerely,
Susan Thompson

Sierra View Library Board Report May 17, 2023

1

Sierra View Refresh Begins



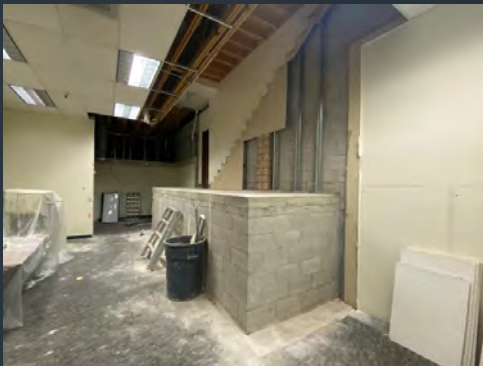
2

Sierra View Refresh Begins



3

Sierra View Refresh Hiccups & Delays



4

Sierra View Refresh Hiccups & Delays



5

Sierra View Refresh Hiccups & Delays



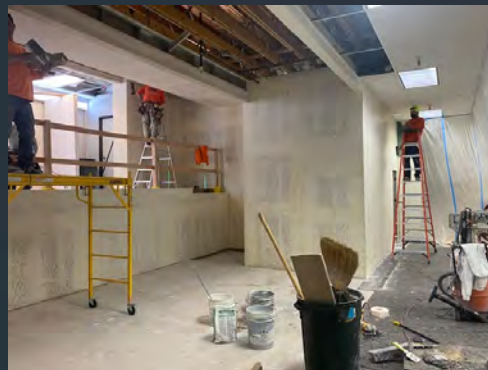
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Sierra View Refresh Progress



7

Sierra View Refresh Progress



8

Sierra View Refresh Progress



9

Sierra View Refresh Nearing Completion



10

Sierra View Refresh Nearing Completion



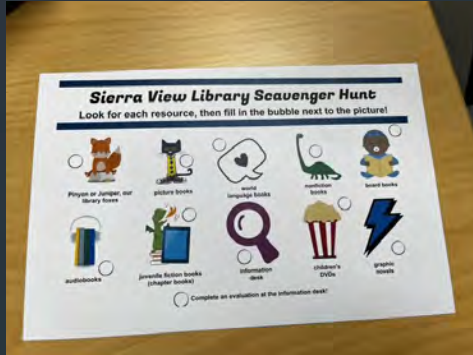
11

Sierra View Refresh Nearing Completion



12

Anderson Literacy Night



13

Anderson Literacy Night



14

Corbett Kindergarten Tour



15

Corbett Kindergarten Tour



16

Culture Fest
Ballet Folklórico Raíces del Fuego



17

Culture Fest
Yangqin Zhao – Melody of China



18

Culture Fest
Northern NV Scottish Highland Dancers



19

Culture Fest
Kantu Inca



20

Culture Fest



21

Returning & Upcoming Programs

- Baby Storytime
- Family Storytime
- STEAM Storytime
- Book-a-Librarian
- Crafternoon
- Teen Career Building Mini Series
- Teen Wellness Series
- Kindergarten Camp
- Superhero Camp
- Mythical Creatures Drawing Camp

22

Sierra View Promotions & New Arrivals

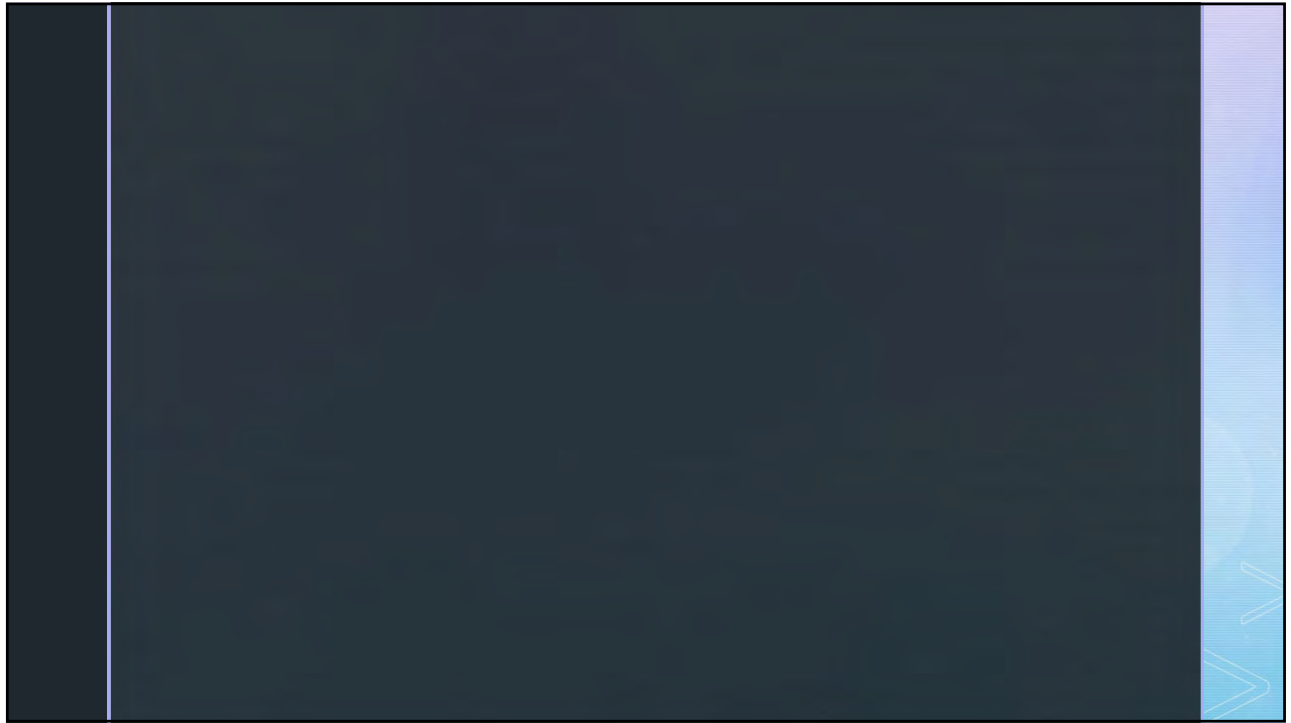
- Samantha Rees – LAIII
- Xena Delgado-Almada PT LAII
- Melissa Wilson LAII
- Troy Vaden PT LAII
- Jennifer Heath LAII
- Jordon Thompson Aide

23

Sierra View Partnerships

- Duncan Traner
- Gerlach Community Library
- Northern Nevada Literacy Council
- Family Estate Planning Series

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YOUTH SERVICES & LIBRARY EVENTS

YSLE

SEPTEMBER 2022 - APRIL 2023 REPORT



YOUTH SERVICES & LIBRARY EVENTS DEPARTMENT

- Administers, directs, plans, organizes, and coordinates the library's youth and adult educational, arts, cultural, recreational, and informational library events, services, and collaborations in person and virtually.
- Serves as the library's community liaison in educational, arts, and cultural organizations as the primary point of contact for all educational outreach and cooperative efforts.

Youth Services and Library Events (YSLE) Department Oversight

The goal of the YSLE Team, which includes the YSLE Librarian representative from each of the eight primary libraries, is to provide consistent YSLE services, resources, and events systemwide that align with the YSLE Charter, WCLS strategic priorities, and the Library Events and Presenter Policy.

Responsible for oversight of the following systemwide services, initiatives, and directives:

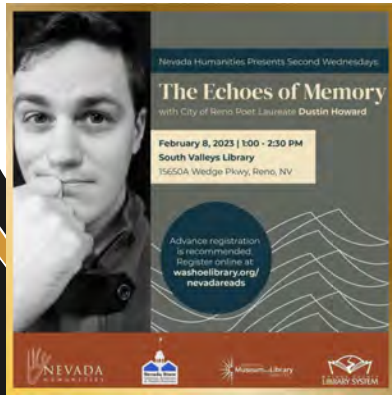
- Branch art galleries and displays
- Early literacy
- Educational institutions
- Educational outreaches
- Library events-in person and virtual
- Summer Reading Challenge
- Teen Engagement Group (TEG)
- Youth Services
- WCLS Events & Recognitions Calendar

Streamlining Procedures:

- Audit Youth Services Website Pages
- Event Guidelines & Procedures for Staff
- Online Event Proposal Form

STIMULATE IMAGINATION

Author Events



PRESENTED BY AUTHOR VIVIAN OLDS



NEVADA HUMANITIES LITERARY CRAWL WITH POET & AUTHOR AIMEE NEZHUKUMATATHIL



LIBRARY SPEAKERS CONSORTIUM

SCHOOL SUPPORT

MY FIRST LIBRARY CARD

SCHOOL & EDUCATOR OUTREACHES

YOUTH SERVICES WEBSITE PAGES



Family Engagement Activities presented by The Children's Cabinet

Best for ages 3-5
Registration required: bit.ly/3p3la0M

September: Sierra View, Fridays, 11:30 am
October: Spanish Springs, Mondays, 11 am
November: Sparks, Wednesdays, 10:45 am



DOWNTOWN RENO LIBRARY SCHOOL VISIT



NEVADA MUSEUM OF ART-EDUCATOR NIGHT

CELEBRATE OUR DIVERSE COMMUNITY

EVENTS AND RECOGNITIONS CALENDAR



Culture Fest
Sierra View Library and Reno Town Mall
Saturday, April 29
11 am - 4 pm

A day of performances, arts and crafts, and family-friendly activities to connect children of all backgrounds with diverse literature, languages, and cultures!

Each Story MATTERS Every Child COUNTS

Día

To learn more or to register, scan the QR code or visit washoelibrary.org/culturefest.

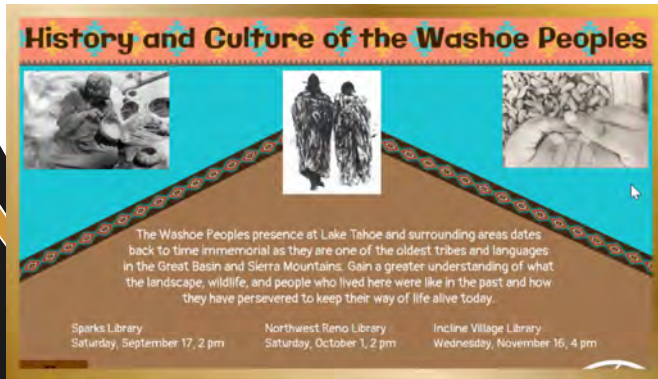
WASHOE COUNTY LIBRARY SYSTEM



Pioneer Center Youth Programs presents **Kantu Inka**

North Valleys Library - Wednesday, March 22, 4 pm
 Downtown Reno Library - Sunday, March 26, 11 am
 Sierra View Library - Saturday April 29, 2 pm

For more info, visit washoelibrary.org/kantuinka



History and Culture of the Washoe Peoples

The Washoe Peoples presence at Lake Tahoe and surrounding areas dates back to time immemorial as they are one of the oldest tribes and languages in the Great Basin and Sierra Mountains. Gain a greater understanding of what the landscape, wildlife, and people who lived here were like in the past and how they have persevered to keep their way of life alive today.

Sparks Library
 Saturday, September 17, 2 pm

Northwest Reno Library
 Saturday, October 1, 2 pm

Incline Village Library
 Wednesday, November 16, 4 pm



Art and Spanish Conversation for Kids

DECORANDO MÁSCARAS / MASK DECORATING
 martes, 14 de marzo / Tuesday, March 14
 Sparks Library, 4 pm

washoelibrary.org/artandspanish



El Día de los Muertos Celebration

Celebrate Day of the Dead at these libraries:

Downtown Reno
 Duncan/Traner
 North Valleys
 Sparks
 Verdi

November 1 & 2

EVENTS



The World's Largest free International Festival of Magic Returning to Northern Nevada, November 18 - 20!

<p>Friday, November 18 Incline Village, 3:30 pm Duncan/Trainer, 4 pm South Valleys, 5 pm Verdi, 5 pm</p>	<p>Saturday, November 19 Northwest Reno, 1 pm Sparks, 1 pm North Valleys, 2 pm</p>
<p>Sunday, November 20 Spanish Springs, noon Downtown Reno, 1 pm</p>	

For more information and to register for a show, visit washolibrary.org/spellbinders

Navy Band Northwest Woodwind Quartet



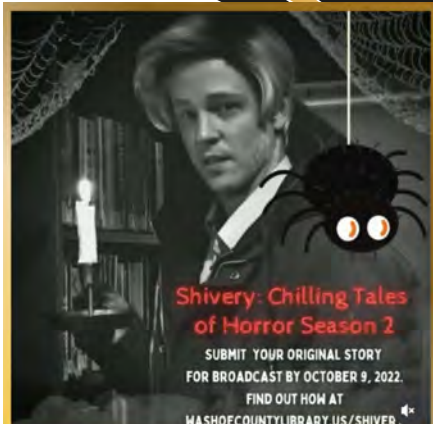
Join the Navy Band Northwest Woodwind Quartet for these special concerts.

Sparks Library
Saturday, September 24, noon

Northwest Reno Library
Sunday, September 25, 11 am and 1 pm

Spanish Springs Library
Wednesday, September 28, 4:30 pm

Registration recommended. Register at washolibrary.org/navyband



Shivery: Chilling Tales of Horror Season 2

SUBMIT YOUR ORIGINAL STORY FOR BROADCAST BY OCTOBER 9, 2022.

FIND OUT HOW AT WASHOCOUNTYLIBRARY.US/SHIVERY



TEENtober

Awesome things are happening during **TEENTOBER**

TeenTober is a nationwide celebration hosted by libraries every October that aims to celebrate teens and promote year-round teen services.

LEARN TO DJ
Thursdays, October 6 & 20, 3:30 pm
South Valleys Library
A basic, hands-on introduction to digital deejaying. Make an appointment and bring your flash drive! Registration is required.

YOUNG BLOOD CARNIVAL @ HOLLAND
Friday, October 14, 5:30 - 8 pm
The Holland Project - 140 Vesta St.
Young Blood is a pop-up exhibition on display at the Holland Project Galleries showcasing work by local artists under 21. This year's closing reception is a carnival-themed party, featuring hands-on activities, music, snacks, and more!
Visit hollandreno.org/youngblood for more info.

<p>TeenTober Friday Night Frights North Valleys Library Fridays, Oct. 7, 14, & 21, 3:30 pm</p> <p>Create Poison Bottles, Gauze Ghost, and Frankenspumpkins with the opportunity to volunteer at the Trick or Treat Parade.</p>	<p>Totally Tubular TeenTober Northwest Reno Library All day, Oct. 1-31</p> <p>Week one: Ghosts and Ghouls Week two: Jack O' Lanterns Week three: Costumed Beware Week four: The Nightmare Ball</p>	<p>TeenTober Creepy Crafts South Valleys Library Wednesdays, Oct. 5, 12, 19, & 26, 4 pm</p> <p>Spooky crafts just for teens: Goth Sock Puppets, Haunted Figurines, Frankentoyz, and Mini Terror-tums.</p>	<p>TeenTober Craft Time Spanish Springs Library Get crafty in the Teen Zone:</p> <p>Oct. 2-7, 2 pm: Binary Bracelets Oct. 9-14, 3 pm: Mason Jar Luminaries Oct. 16-21, 3 pm: Spiderweb Watercolor Oct. 23-27, 3 pm: Frankentoyz</p>
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EVENTS

Tuesday · January 24, 2023 · Sparks Library

CELEBRATE THE LUNAR NEW YEAR WITH US!

Join us for an afternoon of crafts and activities that celebrate the Lunar New Year.

4 PM

Join us for an informational presentation and discussion

The History of Voting

Democracy and Disenfranchisement
Voting Rights in the United States

Professor Sheila de Jong, University of Nevada, Reno

Saturday, October 15
2 pm
Northwest Reno Library

Professor de Jong is chair of the History department at the University of Nevada, Reno. She has written three books, *A Different Day: African American Struggles for Justice in Rural Louisiana, 1900-1970* (University of North Carolina Press, 2002), *Invisible Enemy: The African American Freedom Struggle after 1965* (Urbane, 2010), and *You Can't Eat Freedom: Segregation and Social Justice after the Civil Rights Movement* (University of North Carolina Press, 2016).

Sparks Library

Make & Mingle

Sunday, February 26
Meeting Room | 1 pm

Join us to mingle and make a fun art project.



CRAFTERNOON
NORTH VALLEYS LIBRARY



GINGERBREAD HOUSE FUN-NORTHWEST RENO LIBRARY

STORY TIME



STAFF
TRAINING
BABY STORY
TIME



**MANAGER BROWN
SOUTH VALLEYS LIBRARY**



**SUPER HERO STORY TIME
NORTHWEST RENO LIBRARY**



**TODDLER TIME
SPANISH SPRINGS
LIBRARY**

TEEN ENGAGEMENT GROUP



Ongoing & Upcoming Events

- Dungeons & Dragons
- Escape the 70's #NV50
- Imagine It, Make It, Sew It, Show It!
- Interactive Displays
- Pardon the Pawn-Chess
- Summer Teen Wellness
- Teen Career Building Series
- Teen Crochet Workshop
- Teen Tuesdays



ART GALLERIES

Library Galleries

Incline Village

December — Barbara Triffetti: Photographs
 January-February — Will Barber: Photographs



North Valleys

December 26-February 25 — Alison Muntz: *Rainforest (USA)*
 Artist's Reception: Friday, January 13, 4 pm



Northwest Reno

January 21-March 19 — David J. Drakulich Foundation
 Artist's Reception: Saturday, February 18, 1 pm



South Valleys

November 1-December 31 — Susan Fagan, Patti Felke, and Rosemarie Gorman: *Lines, Layers, and Lasting Impressions*
 January 7-February 26 — Nazanin Arastou: *Explorations*
 Artist's Reception: January 14, 1 pm



Spanish Springs

December — Marguerite Crokas: *Into the Light*
 January-February — Candy Webb: *Illusions of Safety*



Sparks

December 5-January 31 — Great Basin Basket Makers
 January 29-April 1 — Sierra Watercolor Society



Spark your child's imagination every second Sunday of the month with this FREE hour-long workshop, designed for kids ages 8-12. This collaborative effort is brought to you by The Governor, City of Sparks, and Washoe County Library System.



Sunday, December 11, 11 am
 Create yarn art with artist Sue-Ting Chen.

Sunday, January 8, 11 am
 Create your own graphic stickers with artist Terrence Hammond.

Sunday, February 12, 11 am
 Create a framed botanical piece with artist Nikki Tull Pezou Beck.

WINTER '22-'23 | EXPLORER 11

Through Our Eyes: The Woman Veterans' Experience South Valleys Library

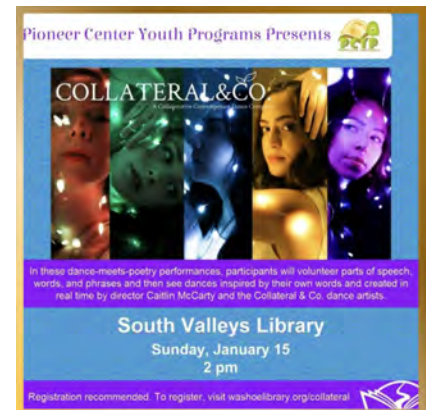
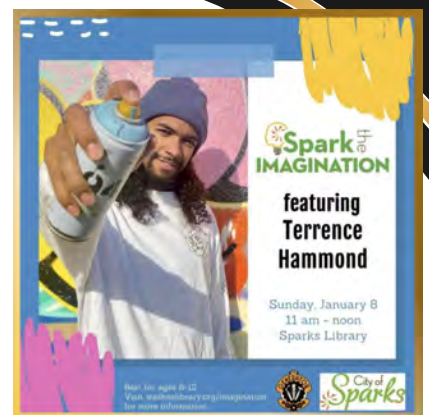
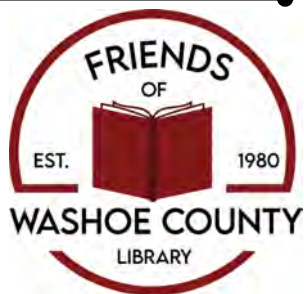


Connect, Gather, Explore



Service Through Art:
 Perspectives on Combat Paper
 Sparks Library

COMMUNITY PARTNERS



COMMUNITY PARTNERS



"MY FIRST LIBRARY CARD" HAS LAUNCHED AT RENOWN MEDICAL CENTER





Nevada Historical Society presents
High Noon with Neal Cobb:
Rocketdyne Nevada Field Laboratory
with Dick Dreiling




Thursday, February 16
noon
Register for the Zoom event, or watch LIVE on Facebook

Historic Reno Preservation Society presents
2023 Second Sunday Speaker Series
Raising Wild: Dispatches from a Home in the Wilderness
with Michael P. Branch

Sunday, March 12, noon
Downtown Reno Library Auditorium


On the Kids' Shelf
Tuesdays at 6:42 am, 8:42 am, and 3:48 pm
KUNR
Listen. Connect. Discover.

Listen in for book recommendations and early literacy tips with Washoe County Librarians





www.kunr.com/shows/on-the-kids-shelf

PAWS 2 READ
Practice reading with friendly therapy dogs and receive a free book. All ages welcome.



washoelibrary.org/paws2read

2nd Thursday of every month 4 pm Incline Village Library	2nd Sunday of every month 1:30 pm Spanish Springs Library
2nd Saturday of every month 10:30 am Sparks Library 11 am Northwest Reno Library 11 am South Valleys Library 2 pm North Valleys Library	3rd Sunday of every month 11 am Downtown Reno Library

SUMMER READING CHALLENGE 2023

kindness
friendship
unity



- EARLY REGISTRATION
- NEW BINGO FORMAT
- ADULTS CAN EARN PRIZES!
- WCLS BRANDED BAGS
- STAFF TRAINING



UPCOMING SUMMER EVENTS 2023



KINDNESS CARDS



YOUNG SHAKESPEARE
AS YOU LIKE IT



WRITE LIKE AN ANIMAL
WITH LOCAL AUTHOR
TERRI FARLEY



WILD THINGS PRESENTED
BY CONSERVATION
AMBASSADORS





THANK YOU