

The Seattle Public Library
Board of Trustees Meeting
12:00 p.m. Thursday, August 25, 2022

Washington Mutual Foundation Meeting Room 1, Level 4
1000 Fourth Ave., Seattle, WA 98104

Remote Listen Line:

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PublicMeeting (78254263 from phones)

Public Comments Received Via: library.board@spl.org

Agenda

- A. CALL TO ORDER
- B. APPROVAL OF AGENDA
- C. PUBLIC COMMENT
- D. CONSENT
 - 1. Minutes of June 21, 2022 Special Library Board Meeting
 - 2. Minutes of July 28, 2022 Library Board Meeting
 - 3. July 2022 Finance Report
- E. CHIEF LIBRARIAN REPORT
 - 1. Chief Librarian Report
 - 2. Systems Report
 - a. IMLS Funded Teen Mental Health Project: Juan Rubio, Public Service Program Manager
- F. OLD BUSINESS
- G. NEW BUSINESS
 - 1. Library Foundation and Friends of the Library Updates
 - 2. Updates from Library Board Members
 - 3. Second Quarter 2022 Levy Report
- H. EXECUTIVE SESSION
- I. ADJOURN
- K. NEXT LIBRARY BOARD MEETING: September 29, 2022

(For more information, call Laura Gentry, head of the Communications Office, at 206-915-9028.)

Unapproved Board Minutes

Board of Trustees Special Meeting

The Seattle Public Library

June 21, 2022

CALL TO ORDER

A special meeting of The Seattle Public Library Board of Trustees was held on June 21, 2022 at 1:00 p.m. President Carmen Bendixen, Vice President Jay Reich, and trustees Kristi England, Ron Chew, and W. Tali Hairston were in attendance. The meeting was conducted with a remote attendance option, via video conference.

NEW BUSINESS

Discussion of the Foresight Process

Executive Director and Chief Librarian Tom Fay welcomed Laura Schlehuber, an instructor at the University of Houston Foresight program that Mr. Fay attended two years ago, along with Strategy and Policy Advisor Jennifer Cargal. Mr. Fay said the Library is preparing to embark on a Foresight project and has started preliminary work. He said one of his goals is to move the Library out of emergency pandemic thinking and into focusing a decade ahead to where the Library wants to move as a system. Ms. Schlehuber said Mr. Fay and Ms. Cargal were in the last cohort to attend the training in-person before the pandemic. She said she has a master's degree in Foresight from the University of Houston. She said there are several programs around the world that offer degrees in Foresight. She said many schools in the U.S. are Western-focused, and focused on consulting in the corporate arena, while European regions and Asia may be focused more on the theoretical. She said both parts are important. She said she has had her degree for ten years and has used it for breakthrough innovation and to help firms get a competitive edge ten or 20 years down the road. She said she has been at the University of Houston for about three years. She said she runs the research part of the Houston Foresight program and leads all of the projects, doing research and teaching.

Ms. Schlehuber said she would speak to basic Foresight concepts and how it applies to strategic planning and leads to action. She said futurists don't predict the future and Foresight is not about predicting the future; she said it is the study of the future. She said the future is vague, without facts, and impossible to predict. She said people carry assumptions based on a mental model of what they think the future will look like rather than being open to new information and change; and what seems probable one day can change in an instant. She said the past few years are a good example of that, including the need for platforms like Zoom and Webex to increase capacity by 700%, with virtual work now a reality. She said there is a "Cassandra Problem," based on Greek mythology, which means no one would believe the foretold future. She said that futurists believe that even though the future can't be predicted, there are ways to understand plausible futures and help with preparation for what may come. She said futurists follow a basic methodology of six major steps split into two main sections of mapping and influencing to determine what plausible futures may exist. She spoke about these steps and showed a slide which said the mapping steps include: "framing" which is assessing the project; "scanning" which is looking at trends and plans; and "futuring" which is taking several months' worth of information to collect and develop a set of plausible future scenarios. She said the influencing steps include: "visioning" which is exploring implications of the possible scenarios; "designing" which is crafting options and an integrated approach, and includes writing the strategic plan; and "adapting" which is communicating the response, monitoring, and implementation.

Ms. Schlehuber said the global adaptation of Foresight in the public sector is outpacing the private sector, which is new. She said Singapore, Finland, and Canada have formed Foresight groups and

have large teams doing monitoring and strategic Foresight, which has become an important part of the government and relaying information to decision makers. She said the United Arab Emirates are very excited about Foresight. She said it is very fitting for their culture, as they have been on a transformative trajectory for over 50 years, and want to diversify their business focus. She said there is a more recent interest from the U.S. government in Foresight with some futurist groups. She said most current requests are for training and certifications, but prior to the pandemic, most clients were interested in explorative projects. She said the pandemic brought questions about whether people could have seen the pandemic coming and have been better prepared. She said there is interest in scanning platforms to look for things on a continual basis to help be better prepared. She said 25% of Fortune 500 companies were practicing foresight in some capacity in 2019.

Ms. Schlehuber said one can look at change over time in first horizon, second horizon, and third horizon categories. She said first horizon is the mainstream way of living today and the way most people are operating. She said second horizon alternatives are forces that can take over the mainstream way of thinking, and as the second horizon comes into place, the first horizon starts dipping down. She said the third horizon is comprised of weak signals that don't have a lot of weight or history behind them that still have the ability to be disruptive and are tracked. She said by understanding horizons and constantly scanning to digest new information, one will have fewer surprises and be better prepared for what may come.

Ms. Schlehuber said she is a member of the Association of Professional Futurists. She said the group gathers information in their communities. She said there are many examples of new eras being kicked off by discontinuities, such as 9/11 and COVID. She said some horizons are a gentle slope, while some changes are very disruptive. She said present day examples are Airbnb taking over hotels, Uber taking over taxis, and automation taking over work. She said some anticipated future discontinuities include power transmission, 3D printing taking over manufacturing, or CRISPR taking over health care. She said these types of changes happen again and again, and change is hard but can often be anticipated. Ms. Schlehuber said historically, people have not been able to move into a new operating system without a compelling image of what's on the other side of the current system. She said when mental models become inspiring, people are more open to change. She said her business partner is working on developing after-capitalism visions of the future; she said maybe one reason larger systemic issues haven't been looked at for change is because there isn't an image of what could be on the other side. She said she feels that Foresight is a major component to a strategic plan that includes looking at outbound change, inside capabilities, mission and vision. She said Foresight brings in more inbound change, and looks at the environment in five to ten years down the road and how the vision and mission compare or relate to it. She said a lot of times the strategic plan will change with the understanding of Foresight elements that are coming in.

Ms. Schlehuber showed examples of previous projects her team has worked on. She said they worked on a project for North Carolina communities, looking out to 2040. She said they put together four scenarios which were formed by looking at measure of success where quality of life is the highest measure of success, compared with living in a world where the measure of success is still primarily economic-based. She said they also looked at systemic inequality and what the world looks like when inequality shrinks or grows. She said they are currently living in a gated community scenario where systemic inequality is rough and the measure of success is primarily economic. She said they have very visionary dreams of helping to create a world where systemic inequality is shrinking and the measure of success is more about quality of life. She a scenario represented in green was the preferred future, and scenarios represented in yellow represented improvements but not the ideal. She said it is very difficult to move from the baseline all the way to the preferred, transformative

scenario, and it is likely that the client will dip into one of the yellow scenarios as a transitional phase. She said they can plan ways to move from yellow scenarios toward the preferred scenario.

Ms. Schlehuber showed a project her team worked on for a public health company and said they used a different technique to develop the scenarios. She said they used an archetype approach, which uses over 40 or 50 years of research, and creates the most plausible futures in terms of being a continuation, a collapse, a new equilibrium, or a transformation. She said in this project, the client would live in continuation for the next three or four years, try to avoid a collapse scenario, and then move to a new equilibrium. She said scenarios are put into phases based on potential issues identified and existing company responses to arising issues. She said they saw the transformative future to be about ten years out, which will require time for technology changes. Ms. Schlehuber said there is more work on the other side that is not included in her presentation, but she wanted to provide an example of looking at plausible futures and steps to fit those into a strategic plan.

Library Board President Carmen Bendixen said the process doesn't seem to label things good or bad and asked how pros and cons are weighed when looking at scenarios. Ms. Schlehuber said they develop the scenarios together with the client using a methodology appropriate for the project. She said they try to develop scenarios agnostic to the client to paint a plausible picture of what the future could look like, given the facts. She said possible scenarios open up conversations about which scenarios the client would like to avoid or could thrive in, and where emphasis and resources can be put to move toward a preferred scenario. She said scenarios generally aren't labeled as bad or good, but clients identify the scenario they want to put resources toward while monitoring other scenarios.

Library Board Trustee Ron Chew said Ms. Schlehuber mentioned countries that were in the leadership of envisioning the future, and he asked how that was quantified. He said to some extent every country and arena of endeavor does a certain amount of this work. Ms. Schlehuber said a lot of people say they're doing Foresight, but projects that are looking two years out and are based on internal trends aren't considered to be pure Foresight. She said Singapore, Finland and Canada have a Foresight entity in their government, and the main decision makers utilize the Foresight group for input into decision making. She said many places have a side arm of Foresight that isn't linked well to the overall planning operations.

Library Board Vice President Jay Reich said the presentation makes sense. He said he is sympathetic to Mr. Chew's question and the military is always looking at future scenarios. He said to Ms. Schlehuber's point, there is a discipline that can be applied to all of it. He said the Library can probably see a second and third horizon, and depending on how those develop, what the Library's role and interaction with the city and community will be. He said he looks forward to the work. Ms. Schlehuber said both Mr. Reich and Mr. Chew had good points. She said modern scenario planning started with Herman Khan and the military developing scenarios for what would happen in certain plausible scenarios and how to prepare. She said the military were some of the first adopters.

Library Board Trustee W. Tali Hairston said the presentation was very insightful. He said he has been doing a narrower version of this for private higher education for about 20 years. He said one of the things that this process tends to reveal is weakness in the current structure. He said while some are more concerned about where the future is headed, there can be a tendency to miss the fragility of the current systems. He said right now private higher education is in a major decline, in large part due to fragilities of the current system. He asked Ms. Schlehuber and Mr. Fay how they see Foresight naming the fragile aspects of the current Library system. Mr. Fay said the archetype example showed a collapse model that highlighted fragility. He said that is a critical piece of the scenarios because if an entity is going to move to any of the other scenarios, they need to fix the broken areas.

Ms. Schlehuber said she has witnessed that as well, but in a Foresight project and using ‘systems thinking’ it becomes clear where breaking points are in current operations. She said many industries are currently being disrupted, such as public health care being disrupted by private companies. Mr. Hairston said part of systems thinking is looking at the parking lot. He said when inputs slow, people start to pay attention. He said public library systems have not seen the input slow. He said Foresight might be timely if the Library is able to name the ways in which the inputs are slowing and recognize things that are happening in the system. Mr. Fay said the Library is seeing that; he said there are fewer people in the buildings after the pandemic which could be related to programming, or a change in the way people do business, or a change in what is important to people or how they consume information. He said when doing homework a few years ago, he looked at how to move programming from the current model to equity-based programming that focuses on community. He said trying to do both will lead to collapse because it will strain staff capacity. He said as the Library looks to find its new equilibrium, the transition will put more focus on equity programming. He said that means that staff capacity has to grow or shift. He said he has been focused on this issue for the past three years, and the pandemic has only exacerbated it. Ms. Schlehuber said an interesting observation over the past few years is that when using this technique to develop scenarios, after COVID, the continuation and collapse scenarios look the same; she said ‘business as usual’ is now collapse for most domains.

Mr. Chew said library services have pivoted through program, structural, and operational changes that are now part of the system. He asked how the Board might do their work differently in response. He said responsibilities are the same, but operations are different in a hybrid model. He asked Mr. Fay how the Board might shift. Mr. Fay said as the Library does the Foresight process and develops scenarios and plausible futures, they will land on a scenario to focus on. He said monitoring is a critical piece which is the function of administration and the Board. He said they will need to consider what the reporting structure and policy decisions look like for the new path. He said issues to consider will include policies as well as political and economic issues. He said the Board will need to be involved in various pieces and parallel tracks to make change. He said the strategic plan will have outcomes built into it using the theory of change process. He said the Board will be involved in determining whether the Library is meeting outcomes and how resources need to be allocated. Mr. Fay said the Library hasn’t had a full strategic plan for some time, and the last looked at a three-year window. He said the new strategic plan will try to operationalize three years while using Foresight to look seven to ten years out. He said strategic planning needs to be focused on what the Library will do after the next levy so that levy funding allows the Library to do more equity programming and be embedded deeper in the community, as opposed to concentrating on more open hours or issues relating to past planning. Mr. Chew said he appreciated Mr. Fay’s thoughtfulness in leading the Library toward that kind of transformation.

Mr. Reich asked how the Library goes about engaging in the process and actualizing the effort. Mr. Fay thanked Ms. Schlehuber for her time today. Ms. Schlehuber said there are people who have based their whole Foresight career on looking at the future of libraries, so there are experts who have been studying this for decades who are ready for the change to happen. Ms. Schlehuber thanked the group and exited the meeting. Mr. Fay said the Library currently has a request for proposals out to hire a Foresight consultant. He said he hopes to make a hiring decision by late July. He said the Library is looking for a process that allows input from key stakeholders including the Board, senior management, leadership, Foundation, Friends, and others. He said there will be additional input from staff in some form, as well as key community stakeholders or partners, and likely some way available for general public input. He said a good portion of the project will be the research component. He said the project will be asking questions around information that is specific and relevant to Seattle

that would impact the data that is being seen. He said consultants can get a lot of general and demographic data, but there is often a bias in government and corporate data, and not necessarily to community data. He said if community groups have data that is relevant to a community, and the data is available to the Library, it should be included in the consultant's research to provide different information than what is happening at the state or national level. He said he hopes that some of the information will be generated by community groups.

Mr. Fay said there is a Core Team at the Library that will help identify where the best places will be to gather data. He said the group includes members from the Senior Management Team, staff, supervisors, and managers who he chose for their skills in race and equity work as well as general library operations. He said he will be looking to the Board to provide input into areas that trustees have seen as concerns, areas the Library may want to grow into, or areas where the Library has struggled. He said, as Mr. Hairston mentioned, those are areas that, if ignored, ultimately can lead to collapse. Mr. Fay said staffing capacity is a concern he has been speaking about for seven years. He said trying to do ten things with two people is never going to work, and the Library needs to figure out where to put resources, what it will do, and what it will not do. He said those are some of the things that will help move from the collapse scenario to the new equilibrium scenario, and even into a transformative stage a few years down the road. He said the process will be defined as it is developed with the consultant.

Mr. Reich asked what "collapse" means to Mr. Fay in the context of the Library. Mr. Fay said it means stagnation and irrelevance in the community. He said Mr. Hairston may be able to speak to how it relates in the education realm. Mr. Hairston said if there is a lack of relevance in the messaging that is used to bring people in, that gets harder and harder to do. He said more effort is then put into something that receives diminishing returns. Mr. Fay said support for operating hours has been the drumbeat for five years, and there is no return for those hours in comparison to the amount of money that goes into providing them. He said the Library has programming that is - and can be - affecting and transforming for individuals and communities, but the Library isn't able to commit enough resources toward it. He said he sees the Library lifting itself out of the collapse scenario it is leaning toward today and looking ten years out to determine goals it can drive toward. He said staying the course will likely lead to a lack of relevance in the community for the Library.

Mr. Reich asked if the Library needs to have goals to aim for and then ask how to get there given the changing environment. He asked if the Library needs to talk about Diversity Equity and Inclusion (DEI) or community involvement or child literacy and ask how all of the forces play against that, and whether the Library is prepared to deal with it. He said it seems to him that the process needs to start with goals and values. Mr. Fay said Foresight first identifies plausible futures by looking at trends and everything that is around libraries. He said the process won't give a solid path, but will help the Library define its preferred future: one where the Library has buildings that are well-maintained, it is relevant to the communities, and it is doing engagement embedded in community. He said that doesn't include goals or action plans, and that is where the strategic plan follows to move into how the Library actualizes the work over the next three years. He said elements of shifting resources don't happen a few years out. He said strategic planning will drive goals, objectives, outcomes, and the action plan to get the work done.

Mr. Reich asked how the Library defines its ideal goal. He said he is asking what are the ends, and how does the Library reach them when the means are constantly changing. He said ten or 20 years ago, DEI was not a central consideration, but now has to be a foremost and central consideration. He said the Library needs to have a 'north star' of where it is going to be able to determine how to give things up and where to focus resources. Mr. Fay said he is hoping that the Foresight process will help

deliver and drive the preferred future which is the 'north star.' He said when the Library comes out of this process, it should have a preferred future, and the strategic planning will look at how the Library will actualize that future. He said it still allows for input into the strategic planning process so that it is more local and needs-driven, which allows the Library to determine its priorities. He said if there are issues identified, the Library can put more focus on those goals and objectives in years one and two. He said the Foresight process will drive toward the end result with the 'north star' as the preferred future, and the strategic planning will give the tools to get there.

Mr. Chew said the process looks many years out, and current news is covering a \$117 million budget deficit at the city. He asked if the Library needs to put its attention toward carrying forth some of what is already the agenda. He said Mr. Fay likely knows already from experience with the pandemic where the Library is headed in terms of what services and staffing will be needed. He said the Board's role would also be to keep their eye on the more immediate prize. Mr. Fay said the Library knows there will be bumps along the way, which could be anything from another pandemic to a recession that is worse than projected. He said those are possibilities, but that doesn't mean they will ultimately derail the Library. He said the Library will look at what it has and hasn't been able to do and will continue to drive toward the preferred future. He said it will reallocate funds or staffing to do its work based on the decisions made. He said this doesn't mean the Library is abandoning what it does. He said this is about transformation; he said the Library still has fundamental work around collections and spaces it wouldn't walk away from in the next 25 years. He said this work looks at how the Library can determine its preferred future and then strategically move over the next several years to reallocate hours and staffing toward particular bodies of work. He said it is not just about moving to a new equilibrium that is better, but actually moving to a transformative stage and getting to the 'north star.' He said the process allows the Library to look at whether the future is realistically moving that way and if the transit indicators are still moving that way. He said that is the purpose of the monitoring process, and the Library will monitor and report on the strategic plan outcomes.

Mr. Chew said he worries that a change to open hours may bring a reduction to the Library's budget. He asked how the Library can move toward a future agenda without being sacrificed in the political process. Mr. Fay said part of the strategic goals and objectives would be revenue goals and objectives and how to move toward those. He said it may have a multi-pronged approach through advocacy and bureaucracy. He said the Library will have goals and objectives that include finding a place at the table and will require strategies that will take several years to move through. Mr. Reich said the Library can't make short term decisions without knowing where it thinks it is going longer term. He said funding decisions have to be consistent with where the Library hopes to go. He said maybe a strategy is to give up hours to double down on programming because that is where the Library wants to go; he said without a 'north star' the Library won't know how to deal with the short term.

Mr. Hairston said he supported that thinking; he said using higher education as a model, in 2000 he was meeting with multiple institutions around the country who wanted to sell their campus property and go digital. He said those who didn't make that move 20 years ago are now strapped with their campus. He said those who sold off enough property to endow their current operations budget are in a much stronger position because they leveraged their campus to fund their endowment and now don't have to worry about operations. He said institutions that made short term decisions effectively leveraged their closures because their operations were too big and they didn't act quickly enough while the landscape changed overnight. Mr. Hairston said short term thinking has to have a 'north star.' Mr. Hairston said his first time in South Africa working with educators was right after apartheid ended. He said he was doing work with systems thinkers who asked when the first class of those who were born free of apartheid would graduate because that cohort would have never been

under apartheid, so if there hadn't been changes by the time they graduated, there would be problems. Mr. Hairston said there was not enough change over that 12 years, so when the group of "born-frees" graduated, they created a protest and resistance movement. He said there could have been multiple short term changes if they had a 'north star' of making sure that the first graduating class after apartheid graduated into higher employment and higher opportunity. He said short term decisions weren't guided by the 'north star' or influenced by the systemic thinking that comes with doing this kind of futures work.

Mr. Chew asked Mr. Fay what he sees as the Board's role in the process. Mr. Fay said the Board will provide input to the consultants as well as receiving reports from the consultants at various stages. He said the Library's Foresight project may be a variation on one of the themes Ms. Schlehuber showed today, but the basic concepts will be the same. He said there will be space for input, data gathering, signals and horizons. He said it will be important for the Board to see and understand the information because it will be an important part of how the 'north star' – which is the plausible future – is shaped and the Board needs to be along for that journey. He said it will be his job, along with the Core Group, to make sure the Board is involved at the right times for input, to make sure they have an understanding of what the data is saying, and to have more conversations like this to have full discussions and get questions answered. Mr. Reich said it might be useful for the Board to monitor the progress of the project so that they have a sense of the project and direction. He said the trustees are looking for a role in understanding where the Library is going, and is feeling a responsibility without authority. He said the Board wants to know it is doing something meaningful and helpful to the Chief Librarian. Mr. Fay said part of it is making sure the Board is really on the journey and is involved, rather than just hearing reports. He said trustees may be needed in additional work sessions to go over the information. He said once there is a consultant and milestones, he will know better where he will need trustees involved in the discussions. He said there is a whole strategic planning process to go through next year as well. He said it is also critical for the Library to bring back to the Board what they are working on with the Comprehensive Plan at the City. He said this is the first time the Library is participating in that plan and he has asked a variety of staff to hold certain roles in the project. He said he will want the Board to know what is in the Comprehensive Plan that is relevant to the Library as the Library moves through discussions in Foresight and strategic planning. Mr. Fay said the Library hopes to finish strategic planning sometime around the fall of 2023, and the City will finish their Comprehensive Plan around first quarter of 2024. He said the City is thinking of things like the "15 Minute City" and questioned what that means to a library system that doesn't have locations that are 15 minutes from everyone.

Mr. Fay said he is glad Mr. Hairston has also done this work before. Mr. Chew said the trustees are all busy, but they do have hours to spare and want to be helpful. Mr. Fay said part of the goal is to move the organization and the community out of the past two years. He said the very limited view of the next two years looks awful from an economic standpoint, as well as socially, and could hold more complications from COVID. He said all of that will factor into the question of what this place will be like seven to ten years from now and understanding how to move SPL to its preferred future. Mr. Fay said the Library has a levy coming up in four years, and that planning starts in three years. He said a strategic plan is going to be about three years because it will be driving toward getting what the Library needs to start moving toward equilibrium or transformation through the levy. He said the levy is crucial to move forward and create change, and additional resources can be directed to the preferred future versus trying to do everything and maintain everything from the past.

Mr. Fay said there is much more to come. He said the goal is to have the project wrapped up by January 2023. He said the process cannot be done faster while also getting the type of input that he

desires in the project. He said he wants to make sure the Board is understanding the process and sharing any concerns they may have moving forward. He said it will be a long process, and he wants to make sure he stays in alignment with the Board.

Library Board Trustee Kristi England said it is a good time to have the newest Board member there. She said this is great work, is very interesting, and is timely. She said bringing a new trustee on during this process will be helpful for a fresh perspective, which is very valuable to the discussions. Mr. Fay said they will need corporate memory too, so as the Library continues toward its transformation, and as some trustees cycle off the Board, the Library and Board will need to make sure it is developing the knowledge base moving forward. Mr. Fay said the key to this process is that it isn't done just once; it might be done again in the future. He said there will be ongoing monitoring of trends and disruptors, and there may be huge disruptors, such as COVID, that break systems.

Mr. Chew said he and Mr. Hairston would be attending the American Library Association annual conference. He said he appreciated receiving suggestions for useful sessions to attend, and asked Tom if he is presenting a session. Tom said he is not presenting this year, though SPL is usually asked to present on a variety of topics. Mr. Fay said there will be plenty of opportunities to present, especially as the Library goes through Foresight, and he is trying to ensure opportunities for staff to present. He said there is some very good work being developing around staff support and trauma care that has been looked to with interest by others, and he expects to receive requests for presentations. Mr. Reich asked if there are any interesting models of other libraries' future work. Mr. Fay said he tries not to get too bogged down with what others are doing. He said the consultant will be able to gather that data, but that it is very important to have the work reflect the data from Seattle. He said Seattle sits in isolation in some ways, and it is necessary to acknowledge that what works in Seattle and what works in Austin may be different.

Mr. Fay said this will be a good process as the Library looks at how to move forward. He said he is asking staff to look at what brings them joy in the profession and the work that they do, and why they stay in the profession. He it will be good to have that frame as the Library moves forward and lifts itself out of crisis. He said the Library staff's work brings joy every day, and patrons tell the Library about it often. He said the Foresight process will help to move past the limited thinking of the past couple of years.

ADJOURN

Board President Carmen Bendixen adjourned the meeting after an hour and 32 minutes.

Unapproved Board Minutes

Board of Trustees Meeting
The Seattle Public Library
July 28, 2022

CALL TO ORDER

The regular meeting of The Seattle Public Library Board of Trustees was held on July 28, 2022. Library Board President Carmen Bendixen called the meeting to order at 12:03 p.m. Vice President Jay Reich and trustees Kristi England, W. Tali Hairston and Ron Chew were in attendance. The meeting was conducted with a remote attendance option via video conference.

APPROVAL OF AGENDA

The agenda was approved as published.

PUBLIC COMMENT

There were no public comments.

CONSENT

It was moved and seconded to approve the consent agenda as published; the motion carried unanimously.

NEW BUSINESS

Welcome New Trustee Yazmin Mehdi

Library Board President Carmen Bendixen welcomed new Board member Yazmin Mehdi. She thanked outgoing trustee Kristi England for her ten years of service. Ms. Mehdi said she is thrilled to join the Board. She said both of her parents are immigrants and one of the ways he family learned to integrate into American society was going to the Renton Library every Monday night when she was a child. She said sitting in the library overlooking the river with a pile of books was very formative for her. Ms. Mehdi said she made secondary education decisions with the assistance of career books at The Seattle Public Library (SPL), and later was employed by SPL for seven years. She said a poignant moment during that time was listening to a board member of the American Civil Liberties Union speak about the Patriot Act and its impact on libraries and their patrons. She said she is very happy to be on the Board and looks forward to learning and providing good public service. Vice President Jay Reich said has known Ms. Mehdi for many years and looks forward to working with her. Trustee W. Tali Hairston said he enjoyed working with Ms. Mehdi on the Board's Search Advisory Committee. Ms. Bendixen said she and Ms. Mehdi had met virtually through work on the Search Advisory Committee, and that Ms. Mehdi had asked good questions through that process.

CHIEF LIBRARIAN REPORT

Chief Librarian Report

Executive Director and Chief Librarian Tom Fay said he submitted a written report, consistent with the monthly practice, and due to time constraints that day, asked that the Board refer to the written report unless there were questions regarding the content.

System Reports

2021 Race and Social Justice Initiative Report

Administrative Services Director Alex Yoon said the presentation that was visible on the screen had been presented to the City Council in May to highlight the Library's 2021 Race and Social Justice Initiative (RSJI) work. Ms. Yoon acknowledged that the Library and today's presentation are on Indigenous lands. She said the Library's biggest accomplishment in 2021 was reopening its buildings

to the public following the pandemic closure. She said the Library planned its reopening with thoughtful intention in terms of staff and public safety as well as equity considerations. She said equity planning took into account safety, social distancing, building size and location, and community need for in-building services such as computer access and information referral. She said the Library expanded curbside services to bring on 15 locations in the first quarter of 2021. She said the Library was also working with the city to fully vaccinate its work force in preparation for in-building service. She said the Library prioritized opening buildings in second quarter 2021 with more than 17 locations open by the end of the quarter. She said Federal funding in the third and fourth quarters helped to bring staffing back to pre-pandemic levels. She said before the Omicron variant, the Library was very close to pre-pandemic operations and service hours, but had to reduce services again with the surge.

Ms. Yoon said she wanted to note other accomplishments at the Library. She said the first one was an Actionable Allyship Presentation that the Library's Change Team worked with a social equity partner and consultant to present during the Library's 'All Staff Week' which was well attended. She said the Library developed an equity "roadmap" to determine short term and long term work for the staff and leadership of the Library. She said the Public Services Leadership Team received equity training which then expanded to the rest of the leadership in the organization. She said in 2021, the Library centralized its Language Access Plan so that all of the languages provided within the Library are centrally documented and can be provided for needs within the Library. She said the Library has implemented Language Access premium pay to staff providing translation and interpretation work. Ms. Yoon said RSJI challenges included the pandemic closure in 2020 and the 2021 focus on reopening buildings to the public. She said during this time, community engagement was put aside while closures and social distancing created barriers. She said staffing capacity was also a big challenge with many staff out sick; and burnout and fatigue on the part of staff who were covering shifts while managing the social changes.

Ms. Yoon said the presentation covered four programs to which the Library applied the Racial Equity Toolkit. She said those programs included Digital Media Learning, RSJI Change Team Training, the Building Leadership, Organizing, and Orchard Management (BLOOM) food justice initiative program, and budget development work. Ms. Yoon said during the presentation, program manager Juan Rubio shared more detailed information on the programs with the City Council. She said the Digital Media Learning program is a program that focuses working with youth and teens of color to teach about digital media, cultivate relationships, and focus on teen mental health. She said there were four programs developed within the effort, and it was very successful in terms of infusing equity into those programs. Ms. Yoon said things learned from the program were learning and reflection on equity practices; to be intentional in reaching out to non-dominant populations in Seattle; that strong relationships with community partners are key to the program success; and that more intentional programs like this are needed to impact and advance the equity work.

Ms. Yoon said, regarding the RSJI Change Team Training effort, the Library's consultant suggested doing an internal staff survey to determine where the understanding of diversity, equity, and inclusion (DEI) is at the Library, and what might be some ways to customize trainings based on that input. She said a 19-question survey was launched in the fall of 2019, and training was developed based on the results. She said the survey showed that Library staff have a good general commitment or care for DEI; that there are disparate impacts and inequities faced by Black, Brown, and Indigenous staff; the Library developed a better understanding of staff's interest in more training and conversation; and the Library is looking to have standing staff-led caucusing for internal staff to foster DEI and RSJI at the Library.

Mr. Fay said the BLOOM program is also featured in the social justice section of the Library's website. Ms. Yoon said the program was one of the first rapid response programs that the Library rolled out at the beginning of the pandemic, beginning in 2020 and continuing through 2021. She said the program provides food justice and food sovereignty; is a community led effort; and reached a lot of young adults from communities of color as participants in the program.

Ms. Yoon said the Library's budget development process aligned with the City Budget Office and the Office of Civil Rights to be more transparent. She said the Library developed a "Budget 101" presentation and incorporated a survey to see if staff who attended the training came away with enhanced knowledge around the budget process. She said the training reached more than 200 staff and managers. Ms. Yoon said in 2022, the Library continues its work with a focus on better understanding how to utilize the Racial Equity Toolkits so that every policy change or program development is infused with an equity focus. She said the Equity Road Map will be finalized and shared with staff. She said programs that will be looked at with the Racial Equity Toolkits include a Rules of Conduct Review, the book group program, the 'Begin With Books' program, and a directed fieldwork program with BIPOC student librarians. She said staff would come back to the Board with a report on 2022 projects.

Mr. Reich asked about the RSJI Road Map. Mr. Fay said the document has not been shared yet, as it is being worked on at a high level by the Senior Management and Leadership Teams to focus and prioritize the work. He said it will ultimately be a dynamic document that grows over time. He said there has been a disjointed approach to the Library's equity and RSJI work. He said there are a lot of things that go into each area, and the Library wants to make sure the intent is clear. He said the RSJI Change Team has particular functions, objectives, and goals. He said the Equity Learning and Engagement Services (ELES) staff team that does programming with patrons out in the field and with community partners also has priorities, responsibilities, and accountability. He said, in the long view, the document will be a road map, but will also be an accountability document for the Library in working through various levels of RSJ and equity work throughout the system. He said he is working on a priorities piece right now, and he wants to ensure that the Senior Management and Leadership Teams had completed the equity training so that there is a better understanding or prioritization and focus from those teams to start actualizing the work and making sure the resources are in place. Mr. Reich said when the road map document is ready for sharing, it will be great for the Board to get a sense of the direction and commitment and how the Library will monitor equity work going forward.

Ms. Mehdi asked if Ms. Yoon could explain more about the disparate impacts on Black, Brown, and Indigenous staff. Ms. Yoon said one thing that came through is that the Library has relied on staff of color to carry the racial equity work. She said that responsibility creates a disparate impact. She said there are more people of color in the front line staff, so there is the question of how the Library can bring that diversity throughout the whole organization and into the hierarchy. Mr. Fay said the road map and goals would include a statement that this is the work of everyone; he said the details of how all staff support this work will be defined; he said the work is not only the work of ELES staff and the Community Engagement Services team. Mr. Fay said all staff will have an understanding that this work is their responsibility, either in support of those colleagues doing the work, or in actually doing more to accomplish the RSJI and equity work. Mr. Reich said equity work is not a project, but is embedded into culture; he said everyone has responsibility, including the Board. Mr. Fay said the biggest questions will be why the work is being done as it is; how long it has been done that way; and what is the historical reason for having done it that way. He said those questions and looking at systemic issues that have been built upon at the organization for well over 100 years will be the only way to move through and make progress. He said that work will be ongoing.

Mr. Hairston said he would like to expand the conversation, and that talking about systemic issues is also talking about infrastructure and buildings. He said he didn't hear how buildings in neighborhoods have been ignored and how the Library can use economic indicators to put its money where its intentions are. He said he is talking about physical buildings that look like they have not been attended to. Mr. Fay said the Library will focus on a movement to redefine, remodel, and reimagine the Library's spaces, and develop funding to support rethinking the spaces and involving communities in those efforts. He said the funding has to be identified, as well as prioritizing locations by using an equity approach which will allow the Library to identify areas that have been underfunded in buildings and services. He said this will lead to questions for the Board and others that will determine what is needed in terms of a remodel, or different services, or different types of library services or capabilities elsewhere in the community such as kiosks in locations that are better positioned to add to a community need. He said there are many ways to offer additional services and access, and the Library has to do the work and evaluation.

Ms. Yoon said the Library has begun working on a comprehensive facility management plan looking at aspects like the build date, renovation dates, and demands of each location. She said it will allow the Library to look at options such as expansions and major maintenance, and it will be helpful to determine costs and options for maintenance and service delivery. She said the Library has started that work and will bring an equity lens to it in decision making. Mr. Hairston said it would be good for the Board to see that data. He said when RSJI work is done, the discussion is about cost when it comes to communities of color, but is about service when it comes to communities not of color. Mr. Tali said the weakness of RSJI work is that the tools are limiting to infrastructure conversations that in themselves represent equity. He said the Board cannot allow that. Mr. Fay said that was a great point. He said the Library will look at data elements that are qualitative and quantitative and will also look at specific needs; he said before looking at costs, the Library will look at needs. He said the Library will know with a comprehensive plan how much things will cost for baseline maintenance; he said what isn't known is the need. Mr. Fay said questions will be asked to determine how the need can be met. He said the needs will determine the focus, and then other projects and maintenance can be rolled through. Mr. Fay said he wants to have a needs assessment and input from the community including community partners and community-based organizations.

Trustee Ron Chew said he had a question around RSJI and functional space changes that have come about due to the pandemic. Mr. Chew said there used to be program partnerships such as Reach out and Read between the International District/Chinatown Branch and the International Community Health Services (ICHS), and he said healthcare needs have also changed with the use of tele-health. He asked what kinds of conversations the Library is having around preserving and enhancing the existing structures created during the Libraries For All program. He asked if there were partnerships the Library could activate to expand spaces to meet the needs of BIPOC communities. He also said he would like to take a moment to welcome Ms. Mehdi with whom he worked on issues dating back to Mayor Paul Schell. Mr. Fay said the Library is working with community partners on opportunities to activate spaces. He said that will be part of looking at how to repurpose space and determining new possibilities. He said the pandemic changed everything, and space use will not return to what it was in 2019. He said the Library will need to look ahead to define space use in 2023 and beyond. He said the Library is engaging in Foresight and strategic planning and is involving the community through those processes to envision the future together and ensure the strategic plan can be actualized. He said that work will not happen overnight, and planning will be done in three year increments and continue to be refined as work continues toward those efforts. He said the Library can prioritize as it identifies projects that can be taken care of, and as funding is available. Mr. Chew said the work is very fluid and he appreciates the attention to it as space needs and availability is changing in the community due to many varied considerations. He said it would be a great asset to the

community to preserve Library spaces. Mr. Fay said there will be more information to come, and the topic will come back to the Board at least two more times to keep the trustees informed and involved.

OLD BUSINESS

Chief Librarian 2022-2023 Goals

Mr. Fay said as he came into the Chief Librarian position, he established a 90-120 day plan and provided the Board with a rough set of goals to move the Library forward during that time. He said as the Library works on strategic planning and a futures project through the next year, he wants to ensure that the Board and staff are aware of the goals, objectives, and work that is already underway and needing to be initiated in order to keep the system moving, to continue to provide services coming out of the pandemic, and to become more strategic and equitable in providing those services. Mr. Fay shared a document on the screen with goals and objectives. He said there is a lot of work to be done in the area of RSJI, developing an Equity Road Map, and continuing to address that work moving toward outcomes. He said the Library needs to make sure it is doing more RSJI training and equity training for staff at a sustained level. He said the Library will be developing and piloting a caucusing program for staff, and it will continue to define the Racial Equity Toolkit process. He said, especially on larger public policy issues such as Rules of Conduct, consultants will be engaged so that the Library can work through the process and learn from those who have been doing the work. He said the Library is looking to enhance internal and external communications around the work to surface the efforts and make sure it is transparent. He said that also means acknowledging things that don't work well and learning from failures as well as successes. He said the work will also focus on developing new ways to amplify voices in programs, services, and collections.

He said there is still a lot of work to do to return the Library to full service. He said COVID-19 continues to affect staff and the public, and the Library needs to continue to work to determine sustainable hours as well as adding Levy hours. Mr. Fay said the Library is looking at new technology solutions that will permit hybrid programming for meetings and programs; he said the solution needs to be simple and smooth. He said the Library needs to move back to youth and adult programming; he said now that kids can get vaccination, the Library should be able to resume some youth programming in the fall when staffing is stabilized. He said new hires should allow more program support, as well as bringing back volunteers for Homework Help and other programs. He said there is still a lot of work to implement the 2019 Levy including: hiring; implementing hours; expanding the Play and Learn Program in the fall; and beginning construction projects for unreinforced masonry projects and seismic upgrades. He said the Library needs to continue to plan and implement key infrastructure and operational improvements including Microsoft Office 365 implementation and replacement of the Integrated Library System (ILS) which is the core of the catalog and check-in/check-out system. He said the ILS project is levy funded and will help provide true business integration between systems. He said the Library is developing an app, and the development process will include strong public engagement. He said the Library is also in the process of implementing a new Automated Materials Handling System, as well as finalizing a Continuity of Operations Plan for crisis management, in partnership with the City. He said the Public Services division is continuing to refine a Centralized Scheduling Office to better manage complex staffing throughout the system, and Administrative Services is developing a Comprehensive Facilities Plan. Mr. Fay said the Library is also joining the City in implementing E3, an equity-based performance evaluation system.

Mr. Fay said the Library is working to develop and maintain a sustainable budget as well as working with the Foundation and Friends on advocacy strategies, and working to develop stronger relationships with the City Council and State and Federal congressional delegates. He said the Library would continue to develop partnerships and collaborations with other departments, and seek

more funding from opportunities from the City, State, and King County, including opportunities for capital infrastructure funds. He said he has asked the Foundation to partner with the Library in consideration of a capital campaign, as the last major capital investment in the system was 20 years ago. He said it will be important to have buildings that are prepared for the next two decades, as well as to develop funding strategies for security, equity programs and services, and programming. He said programming is currently funded entirely through the Foundation, and consideration should be given to how the Library can use the funds graciously provided by the Foundation to do more innovative work around equity and race and social justice. Mr. Fay said it is important to build staff support and development opportunities, build capacity, develop a full training and compliance plan, and reintroduce the mentoring program. He said an important goal is the Foresight and Strategic Planning process. He said that process has several objectives and will be a 15 month process.

Mr. Fay said the document that lays out all of these goals will be emailed to the trustees after the meeting and invited them to provide comments. Mr. Reich said it is good to see all the issues on the table to be addressed forthrightly. Mr. Fay said it is important for all to know that these are the priorities when making decisions around what can be taken on. He said most of these processes are already underway and are taking a considerable amount of staff time and involvement at all levels of the organization. He said, rather than top down, the Library has moved to approaching bigger projects with a committee structure made up of a core group to lead and sub groups to provide detail, working together to provide change management with staff at all levels engaged.

NEW BUSINESS

Library Foundation and Friends of the Library Update

Mr. Reich said he attended the Foundation Board meeting on July 13. He said consultant Laura Schlehuber gave a presentation on Foresight; and Library Facilities and Capital Improvement Program Manager Dennis Reddinger presented on the upcoming Green Lake Branch seismic project. Mr. Reich said there is a cooperative and communicative relationship between the Library and the Foundation, and the Foundation's strategic plan focuses on strengthening those ties. He said the Foundation is doing well on grant making and fund raising. He said they have a large and diverse Advocacy Committee who are committed to supporting the Library. Ms. Bendixen said she attended the Friends of the Library's Board meeting. She said each committee reviewed their annual goals with an update on their accomplishments. She said the Friends signed a lease for an events and storage space at the Orcas Building in Georgetown and will be returning to some in-person events. She said they will hold a pop-up shop at the Greenwood Branch on July 30, an open house and cookbook sale in their new space in Georgetown on August 13, and another pop-up sale at the Beacon Hill Branch on August 30.

Updates from Library Board Members

There were no updates.

EXECUTIVE SESSION

No executive session was held.

ADJOURN

Board President Carmen Bendixen adjourned the meeting at 1:05 p.m.



The Seattle Public Library

Memorandum

Date: August 25, 2022

To: The Seattle Public Library Board of Trustees

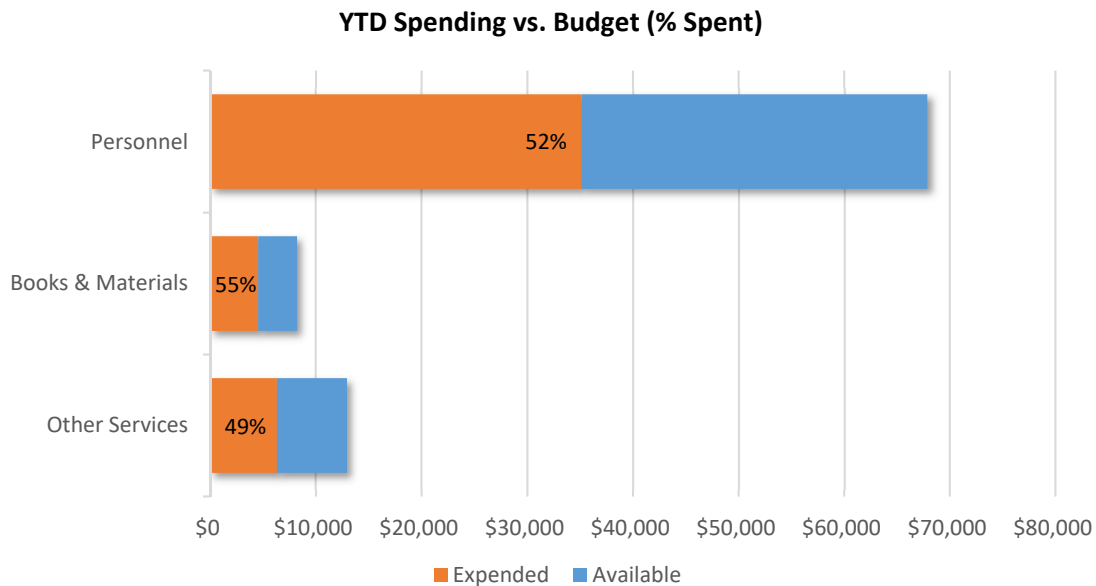
From: Tom Fay, Executive Director and Chief Librarian
H. Alex Yoon, Director of Administrative Services
Nicholas Merkner, Finance and Operations Analysis Manager

Subject: **July 2022 Financial Reporting**

Overview

Overall, the Library has expended **52%** of its operating budget with **58%** of the year elapsed. This is ahead of the prior year when the Library had only expended **50%** of the operating budget. Total expenditures at the end of the month were \$46 million.

The chart below provides a high level overview of year-to-date spending by budget group, and also helps to illustrate relative sizes within the Library's operating budget.



Personnel Services

Personnel costs represent the largest category of expenses at the Library and make up 76% of the operating budget. As of this report there have been fifteen pay periods processed, so we expect 55% of the personnel budget to be expended—spending is slightly behind target at **52%**. Of note, the Library has been actively recruiting staff

associated with operation restorations. Considering current recruitment rates, system-wide staffing levels are projected to realign with forecasts in the fall.

Non-Personnel Services

The largest individual category of expenditures within the non-personnel budget is related to library books and materials—this category represents 9% of the operating budget. Spending is slightly behind target at **55%**, although year-end expenditures are expected to align with the budget.

Other accounts which represent 15% of the operating budget—and include equipment, services, and supplies—are **49%** expended.

Revenues

Library generated revenues for July were \$16,000, bringing year to date collections to approximately \$168,000 (41% of our target). With that being said, July revenue data from the Central Library parking garage was not available as of the time this report was pulled. The garage is expected to have generated some revenues during the month and will be reflected in the August board financial report.

Action Requested: Library Board consideration of July 2022 Operating Budget financial reporting for approval at August 25, 2022 meeting. Comments or feedback are welcome.

Expenditure Control for July 2022

Amounts in \$1,000s	Revised Budget*	Current Month Expenditures	Year to Date Expenditures	% Expend	Balance of Budget
Personnel Services					
Salaries	44,962	3,243	22,760	51%	22,203
Benefits	22,912	1,774	12,359	54%	10,553
Personnel Services Sub-Total	\$67,875	\$5,017	\$35,119	52%	\$32,756
Books and Library Materials					
Books & Materials	8,204	790	4,518	55%	3,686
Books and Library Materials Sub-Total	\$8,204	\$790	\$4,518	55%	\$3,686
Other Services and Charges					
Central Costs	2,690	225	1,569	58%	1,121
Equipment - IT & Facilities	1,653	91	936	57%	717
Office Supplies, Printing & Postage	312	43	146	47%	165
Operating Supplies	658	19	379	58%	280
Other Expenses	408	7	74	18%	334
Other Maintenance	729	0	289	40%	440
Phone, Wireless & Internet	644	40	310	48%	334
Professional Services	706	155	338	48%	368
Software	625	111	400	64%	225
Staff Training & Travel	164	6	14	8%	150
Vehicle Costs	298	26	168	57%	129
Facilities - Space Rental & Utilities	1,909	121	1,151	60%	758
Facilities - Building & Grounds Maint	1,726	7	487	28%	1,238
Facilities - Garage Debt Service	407	-	36	9%	371
Other Services and Charges Sub-Total	\$12,926	\$850	\$6,296	49%	\$6,631
TOTAL LIBRARY OPERATING BUDGET	\$89,005	\$6,658	\$45,933	52%	\$43,072

Footnotes:

* Includes \$1M in prior year encumbrance and grant budget authority; \$2.1M related to 4% 2022 AWI

Revenue Control for July 2022

	Revenue Budget	Current Month Revenue	Year to Date Revenue Collected	% Collected
Operations Plan Other Library Revenue				
Lost Material Fees	110,000	4,307	49,514	45%
Central Library Parking Garage Fees	75,000	-	56,891	76% (A)
Copy Services/Pay for Print	90,000	7,000	27,423	30%
Space Rental (Private & Inter-Departmental)	75,000	1,700	14,226	19%
Book Sale Consignment	55,000	2,535	19,674	36%
Coffee Cart & Miscellaneous (vending machines, etc.)	3,000	71	496	17%
TOTAL LIBRARY GENERATED REVENUES				
	\$408,000	\$15,613	\$168,222	41%

Footnotes:

(A) July revenues for the Central Library Parking Garage not received by the time this report was generated



The Seattle Public Library

Date: August 25, 2022

To: Library Board of Trustees

From: Tom Fay, Executive Director and Chief Librarian


Re: August 2022 Chief Librarian's Report

1. At the very end of July, I attended the Mayor's Office and Cabinet Retreat. This was a facilitated discussion and included the Mayor's senior team and the entire Cabinet. This was the first time the entire Cabinet met in person in over two years. There were a number of new Department directors meeting for the first time. This facilitated retreat had us work through both team building exercises and review of the Mayor's priorities. Mayor Harrell announced new Deputy Mayor Greg Wong, and the Library is now within his portfolio. I had an opportunity to meet with Deputy Mayor Wong and the other departments within his portfolio while at the retreat. I thanked our previous Deputy Mayor, Tiffany Washington, for her work with the Library over the last six months.
2. During the month of July, I continued to meet with a variety of government officials, community leaders, and library leaders to provide introductions, develop relationships and share the work and goals of the Library. Rick Sheridan and I met with Deputy Mayor Wong for the first time and we provided a basic orientation to the Library and its operations.
3. In early August, we checked references of the final two foresight consultants. The references for each group were outstanding. After all the interviews and review, we arrived at selecting Houston Foresight. We have had preliminary meetings with them and are finalizing the contract. We have also met with our Library core team, a group of Library staff, who will help us with a variety of elements throughout the foresight process. We hope to launch the project in early September.
4. The Library hosted the Committee on House Administration regarding our Federal Depository status. Many thanks to Adult Services Librarian Daniel Nguyen for his presentation on the history of the Federal Depository at SPL and Community Partnerships and Government Relations Manager Kiersten Nelson and Assistant Managing Librarian Marion Scichilone for arranging and coordinating the visit.
5. We held our first Community Conversation at High Point Branch on August 4. We had about a dozen people attend who provided information on what the Library did well during the pandemic and what could be better today, and we also inquired on what future work or services the Library might perform.

6. I had an opportunity to visit Queen Anne Branch and High Point Branch this month.
7. We have selected two finalists for the Library Programs and Services Director. Final interviews are slated for late August.
8. Library Board President Carmen Bendixen, Executive Assistant Amy Lawson and I provided and orientation to new Trustee Yazmin Mehdi.
9. I had an introductory meeting with Brooks Rainwater, the new President and CEO of the Urban Libraries Council, who joined the organization in June. The Library continues to value our renewed membership with ULC and the increased opportunities for information, best practices, and networking that come from the relationship.

Meetings and events during this reporting period:

- a. Board Meetings: Monthly Library Board of Trustees meeting; Monthly calls with Board President; Friends of The Seattle Public Library's Board Meeting
- b. Standing Meetings: Compensation Committee; Leadership Team; Senior Management Team; Monthly Managers meeting; Union/Leadership meetings; Long-Term Sustainability; Foundation CEO/Chief Librarian monthly meeting; Friends Board President/Chief Librarian monthly meeting; Monthly meeting with Foundation leadership and donors
- c. Library Talks, Meetings, Interviews and Visits: KCLS Director meetings; Metro area library director meetings, Meetings with Washington library directors and State Librarian
- d. City Meetings, Events and Programs: Mayor's Monthly Cabinet; Deputy Mayor's monthly meeting
- e. Others: Attended a presentation to Mayor's Cabinet members and other City staff from Gregg Colburn: Homelessness is a Housing Problem

LIBRARY AT A GLANCE			
Active Users – Last 12 Months	↑ 2%	Monthly Users – Digital	↓ -1%
249,645		79,619	
		Monthly Users – Physical	↓ -3%
		39,870	
Monthly Questions Answered	↓ -7%	Monthly Circulation – Digital	↑ 5%
53,098		551,938	
		Monthly Circulation – Physical	↓ -5%
		486,768	

The percent of change is a comparison to prior month data. Physical circulation includes renewals.

IN FOCUS: E-Book Prices and Licensing

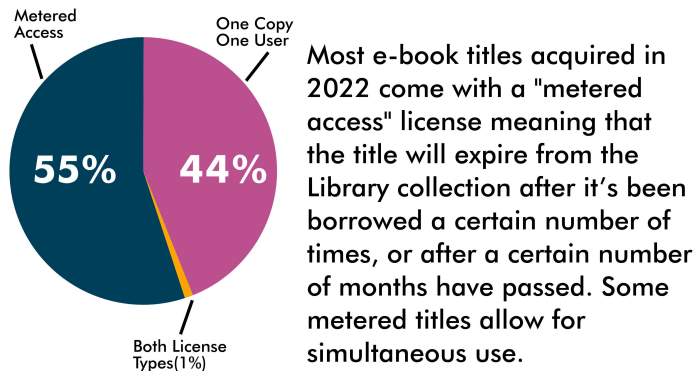
To build a sustainable digital collection, the Library navigates complex licensing and pricing models.

Overview: E-Book Pricing and Licensing

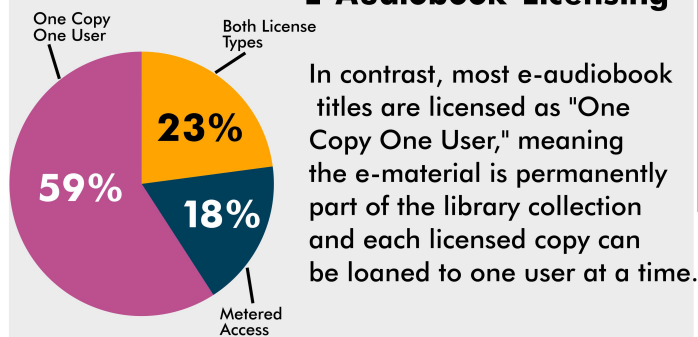
The e-content vendor, OverDrive, offers titles from many publishers. Pricing and license terms are set by these publishers.

License terms affect how many patrons can check out a title at a time and when the title must be licensed again for continued use.

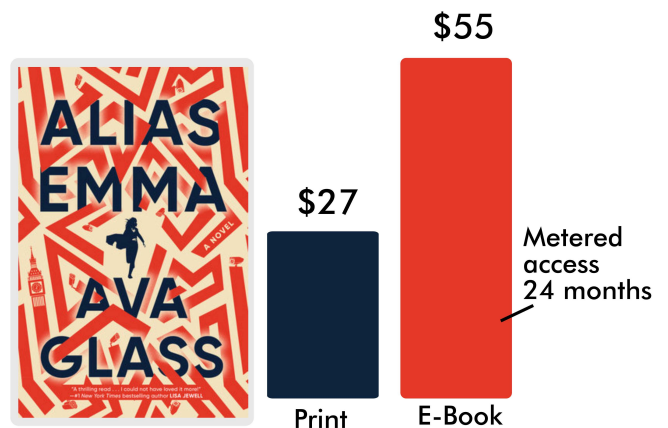
Most New E-Books Are Metered



E-Audiobook Licensing

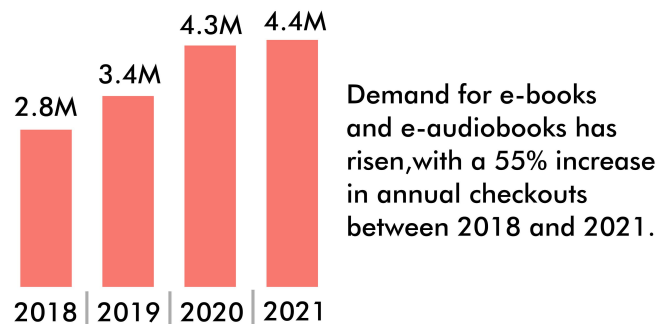


The Hardcover Is Cheaper



The e-book version of new books is usually more expensive than the hardcover list price, as illustrated with cost information for Ava Glass' new book. Most print books are acquired at a discount from the list price.

E-Book and E-Audiobook Demand Has Risen



SPL 2022 TALENT ACQUISITION Q1 & Q2

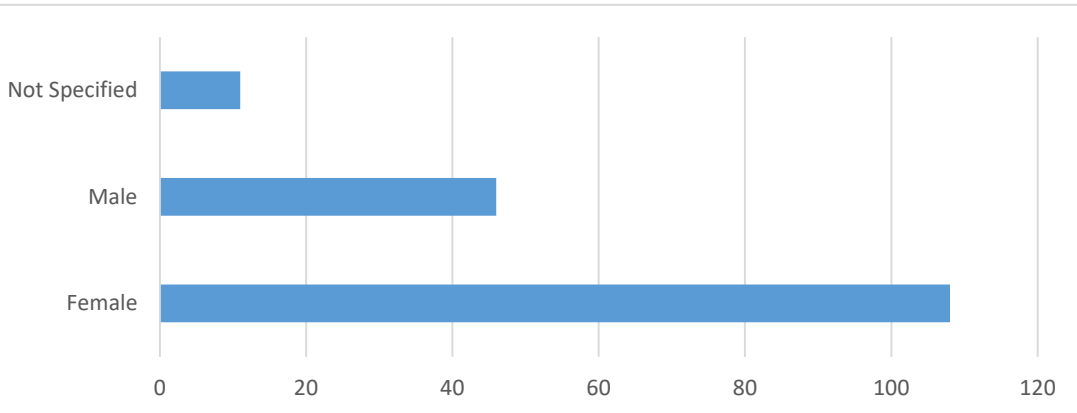
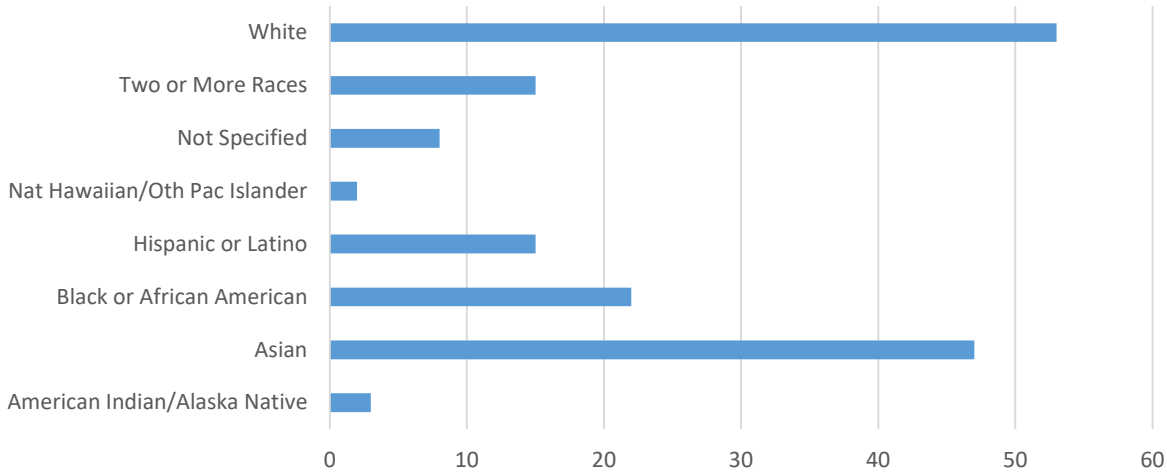
An overview of the accompanying data is intended to provide board members a better understanding of the Library’s talent acquisition efforts in recruiting and staffing to support operations and the communities we serve.

The Library has hired and promoted a total of 165 employees from January 2022 through June 30, 2022. Of the 165 hires, 49 were hired to fill temporary vacancies. The charts below reflect hiring by ethnicity, gender and job classification. In addition to the 165 hires, the Library filled 39 temporary vacancies with internal staff for a total of 204 regular and temporary vacancies filled. The internal temporary hires are not included in the demographics below.

Ethnicity	Employee Count	Percentage
American Indian/Alaska Native	3	2%
Asian	47	28%
Black or African American	22	13%
Hispanic or Latino	15	9%
Nat Hawaiian/Oth Pac Islander	2	1%
Not Specified	8	5%
Two or More Races	15	9%
White	53	32%
Grand Total	165	100%

Gender	Employee Count	Percentage
Female	108	65%
Male	46	28%
Not Specified	11	7%
Grand Total	165	100%

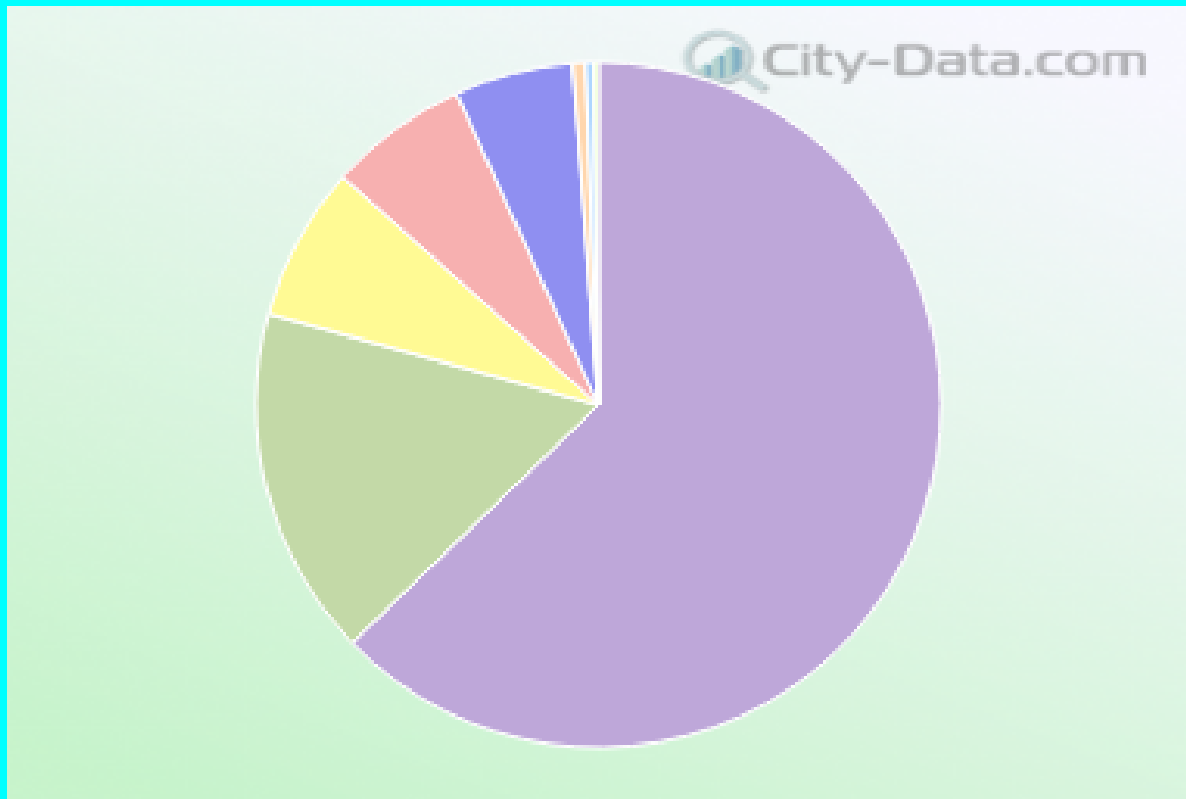
**New Hires and Promotions
by Ethnicity**



SPL 2022 TALENT ACQUISITION Q1 & Q2

Position	American Indian/Alaska Native	Asian	Black or African American	Hispanic or Latino	Nat Hawaiian/Pac Islander	Not Specified	Two or More Races	White	Total
Admin Spec,Sr-Library		2						1	3
AMH Syst Op								1	1
Coordinating Library Tech		1							1
Custodian			1	1					2
Delivery Drvr/Drvr I		1							1
DFW Student Intern				1					1
Exec Dir&Chief Librn								1	1
Human Resources Assoc			1						1
HR Generalist								1	1
HR Manager	1						1		2
Info Technol Spec 1,Sr-Libr								1	1
Library Assoc I		4	2	1		2	2	4	15
Library Assoc I*Intermittent		2	1				1	2	6
Library Assoc II	2	17	2	2	1	1	4	13	42
Library Assoc IV		8	2	2				7	19
Library Tech II					1				1
Library Tech III		1						2	3
Librn			1	1		2	1	2	7
Librn*Intermittent							1		1
Librn,Floating				1				1	2
Librn,Supvsng				1				1	2
Mgr,Cmputng Infr&Supp Svcs								1	1
Mnging Libr II		1					1	2	4
Operations Supervisor		1		1				1	3
Page		1	1	1				1	4
Public Svcs Prgm Mgr							1	1	2
Security Ofcr,Lead-Library								1	1
Security Ofcr-Library		1	1						2
Security Operations Analyst		1							1
Social Media Specialist			1						1
Student Asst		6	9	2		3	3	8	31
Systs Anlyst 1,Sr-Libr								1	1
Web Developer I				1					1
Total	3	47	22	15	2	8	15	53	165

Races in Seattle, WA (2019)



- White (62.8%)
- Black (7.3%)
- 2+ races (5.6%)
- Native Hawaiian (0.4%)
- Asian (16.5%)
- Hispanic (6.6%)
- American Indian (0.6%)
- Other (0.2%)

Youth and Family Learning Services

August 10, 2022

Soraya Silverman-Montano, Youth and Family Learning Manager

Impact and Outcomes Statements

Literacy, Learning, and Achievement: Providing assistance to support the personal pursuit of educational, informational and recreational interests for formative and lifelong learning.

Youth and family learning: Provide Library services that support youth and families in academic success, career readiness and life.

Race and Social Justice: We will ensure our staffing, work and services are designed to eliminate barriers to access, provide public and staff opportunities for growth, and develop/ support equitable access to the programs and services.

Youth and Family Learning Services (YFLS) has a new manager, Soraya Silverman-Montano (she/her), who started in May 2022. This report is an overview of Youth Services as a whole and potential outcomes including: Soraya's branch visits and connecting with Youth Librarians and other library staff about their work and communities to develop relationships and collaboration; overview of programs that are coming back in person this fall to help model future programming; and info about the general direction Youth Services is moving, especially in centering racial equity and social justice.

Youth and Family Learning Services Summer Quarter Overview

New Youth and Family Learning Manager and Branch Visits

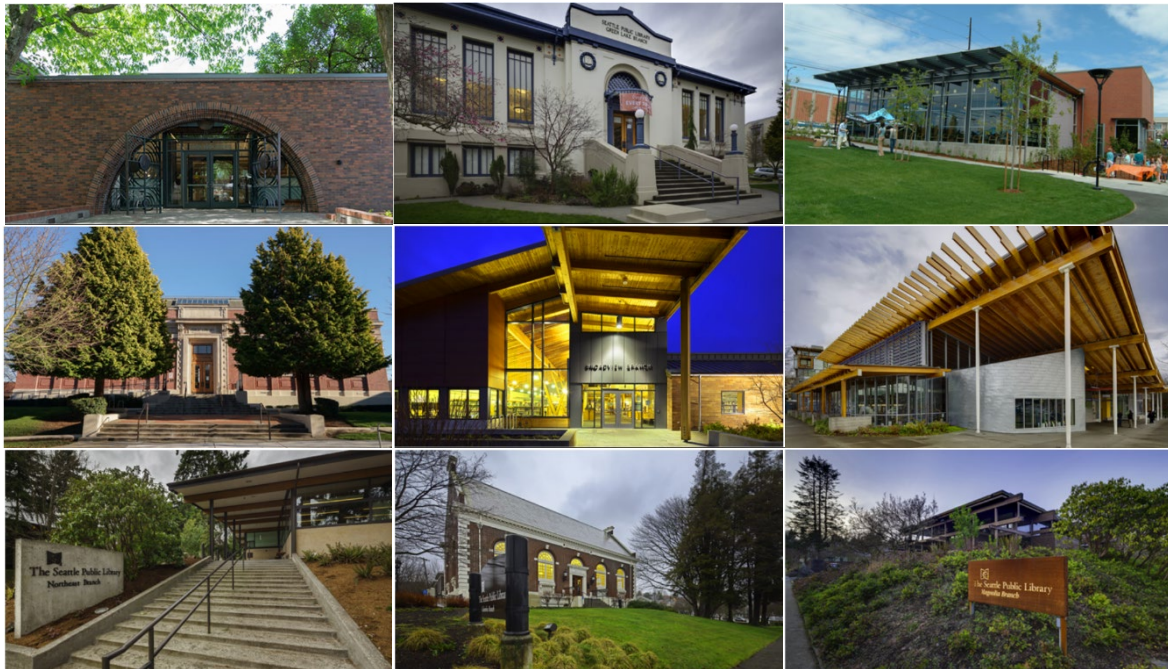
Soraya Silverman-Montano (she/her) is the new Youth and Family Learning Manager who started in May 2022. She is new to Seattle Public Library (SPL) and Seattle and has dove into the work to understand where SPL has been historically and presently to better guide the future direction of work, especially in centering racial equity and social justice.

As part of her on-boarding process, Soraya is visiting each branch and department related to Youth Services (YS) to speak with the Youth Librarians as well as other staff across the system to prioritize relationship building. These site visits include one-on-one conversations with Youth Services staff to learn about their work both pre-pandemic and throughout the pandemic. Some commonalities in feedback so far on areas of growth include:

- Staff are **incredibly** eager to offer programming, outreach, and community engagement to youth and their families again. There are some small pockets of opportunity to facilitate these services but they have been limited throughout the pandemic. Staff are deeply missing the interactivity with youth who have only marginally returned to branches since there aren't any programs to participate in person with yet. Youth Services folks are ecstatic to see the gradual safe return of in person programming this fall and what opportunities 2023 might hold.
- The #1 barrier to Youth Services (YS) work right now and previously, is due to staffing levels across the system for YS staff to be able to do much work outside of covering service desks and serving as a Lead. In order to create capacity for staff to develop and facilitate either virtual or in person programming, outreach, work with community partners, etc. a larger conversation about staffing levels with library leadership is critically needed. Whatever capacity we can carve out until staffing levels are healthier, we must strategically and intentionally provide service that has the greatest impact to those who can benefit the most from library and partnership resources.
- For many Black, Indigenous, and People of Color (BIPOC) and people experiencing marginalization, there are so many barriers (transportation, childcare, work schedules, finances, etc.) to get to a physical branch even if they wanted to, though it's important to note they might not see the library as a place for them at all. Outreach and community engagement outside of a brick and mortar building is integral to meeting people, especially BIPOC and people experiencing marginalization where they're at. Services should be community driven, particularly with diverse communities, with community members (patrons and staff) helping lead this work forward.

- There is a service disparity in services for older children/tweens, teen, and young/new adults compared to early learning for ages 0-5 and early school age K-3rd. This is not unique to SPL and is nationally a profession-wide issue where services tend to focus on younger ages but exponentially decrease as youth age. Considering how we expand resources and programs for older school age youth and older is a high priority moving forward in order to comprehensively serve youth from birth through young adulthood, ages 0-26, to transition well into adulthood.
- The organization as a whole at SPL is siloed within each other's respective team, department, branch, and/or region. Collectively, we need to consider ways to work more holistically as a team across the system that includes stronger communications channels and more opportunities to regularly collaborate with one another.

Branch visits so far from left to right, top to bottom (from spl.org): Lake City, Green Lake, Northgate, West Seattle, Broadview, Ballard, Northeast, Columbia, Magnolia. The rest will be scheduled in the coming weeks/months.



In Person Programming Gradually Returns

Homework Help: Homework Help (HH) is coming back this fall semester thanks to the hard work of our temporary K-5th Student Success Program Manager, Wendy Israel, temporary Teen Student Success Program Manager, Shelley Mastalerz, Volunteer Services Coordinator, Anne Vedella, a special thanks to our volunteers and all other staff involved. The program is facilitated by adult volunteers who help children in grades K-12th with skills building in almost all subject areas and launches on Monday, September 12th at six locations: Columbia, Douglass-Truth, High Point, Lake City, NewHolly, and Rainier Beach.

Some differences this year from previous iterations are primarily due to the pandemic: We had less volunteers able/willing to participate this year due to scheduling needs and/or their feeling of personal safety providing in person service so unfortunately we are not able to provide Homework Help in as many locations or for as many hours as before. Because of this, we equitably and strategically selected branches who serve greater BIPOC and diverse communities and that experience greater marginalization than other neighborhoods, while considering space and staffing constraints too. Though we know the need is great, we're not sure yet what to expect of turnout. Space is limited which safely helps the number of people in a given room and hopefully we will be able to adapt along the way and bring on more volunteers as demand picks up and Covid-19 infection rates decrease. For additional safety protocols, volunteers are required to provide proof of vaccination while students are not. However, both volunteers and students are required to wear masks at all times to participate in the program. Children's masks and KN95s will be available for participants as well as hand sanitizer bottles and sanitizing wipes.

For more info, check out the [Homework Help infoNET webpage](#).

Prepandemic Homework Help photos from [Homework Help infoNET webpage](#): from left to right HH volunteers with students at South Park and Douglass-Truth branches.



Team Read: Temporary K-5th Student Success Program Manager, Wendy Israel is leading the work to bring Team Read back in person at Rainier Beach and Delridge branches this fall starting October 24th. Team Read is a dual impact program that provides reading support for 2nd - 3rd grade students reading one year below grade level and paid workforce development opportunities for teen high school coaches. Students meet with Teen Coaches for one-on-one reading support two times per week with the goal of working towards reading proficiency by 3rd grade. The service will be run similarly to Homework Help where Teen Coaches must show proof of vaccination and both teens and students are required to wear a mask to participate in the program. Personal Protective Equipment (PPE) will also be available.

For more info, check back to the [Team Read infoNET webpage](#) once updated with the latest info soon.

Kaleidoscope Play and Learn: Kaleidoscope Play and Learn is an informal learning program for young children ages 0-5 and their caregivers, led by Early Learning Program Manager, CiKeithia Pugh. The program is in partnership with Child Care Resources (CCR), an organization that works with caregivers of all backgrounds, including but not limited to family, friends, and neighbors. Through this partnership, CCR recruits trained early childhood education professionals from various community-based organizations, many of whom serve culturally specific communities, who facilitate the self-sufficient program out of our libraries.

In 2019, the Library Levy approved an additional six groups by expanding current or adding new library sites. This planning was unfortunately delayed due to the pandemic, which, due to vaccines for young children six months and older not releasing until June 2022, meant we have not been able to offer this program until now. We don't have a start date yet but have confirmed sites for this fall including: South Park, Delridge, Rainier Beach, Columbia, Beacon Hill, and Lake City. This is a hands free program for library staff outside of directional assistance where staff focus on building relationships with the families and connecting them to library resources outside of the program. We will observe this program to learn more about potential modeling for future library programming for younger kids which we hope to bring back to SPL as soon as feasibly possible.

For more info, check out [Child Care Resources' webpage](#). Prepandemic Kaleidoscope Play and Learn photos from [Kaleidoscope Play & Learn Description](#).





The Seattle Public Library

Date: August 25, 2022

To: Library Board of Trustees

From: Tom Fay, Executive Director and Chief Librarian
Alex Yoon, Director of Administrative Services
Jan Oscherwitz, Library Levy Administrator

Re: **2nd Quarter 2022 Levy Report**

Background

We are in the third year of our seven-year 2019 Library Levy. This report, which covers activities and spending for the second quarter of 2022, continues the series of ongoing updates for the Library's leadership team and board of trustees to document implementation of the levy priorities and accomplishments. In August 2019, Seattle voters overwhelmingly approved a seven year \$219.1 million property tax increase to maintain and enhance Library services through 2026. While the Library laid out a clear framework for how 2019 Levy proceeds would be used, the COVID-19 pandemic has caused massive disruption across all sectors and impacted the way people interact with all institutions, including the Library. This report describes the way the Library has responded to the pandemic and has shifted levy resources to meet emergent needs, including additional investments in virtual services and health and safety measures. During Q2 2022, the Library continued to adapt to our new operating environment to meet the needs of Seattle residents in the levy investment areas of Hours and Access, Collections, Technology and Online Services, Children's Programming, and Maintenance.

2022 2nd Quarter Levy Report Overview

The levy provides 35% of the Library's revised total budget of \$121.2 million in 2022. The Library recorded levy spending of \$11.5 million through second quarter of 2022, or 27% of the revised levy budget. Much of the year-to-date lag in spending is associated with the capital improvement program, which has experienced pandemic-related delays.

Hours and Access: We promised to keep libraries open when patrons need them

Through second quarter, the pandemic continued to impact our ability to fully restore operating hours at our Library locations. Like many other institutions, our operations have been affected by successive waves of COVID-19. In May and June, we had 97 new positive cases of COVID among our staff. While we expanded operating hours in the spring, in July, we had to temporarily reduce hours again at some locations to provide consistent service to our patrons. We plan to add hours as promised with the levy and hope to return to pre-pandemic levels later this year. We continued to offer many virtual programs and, beginning this spring, we began offering in-person author events and other programs in the Central Library auditorium.

Collections: We promised a robust collection of books and materials

We continued to make significant investments in both digital and physical materials. In May, we celebrated our fifth year of offering Peak Picks, our popular no-hold, no-wait collection of high interest titles. Q2 saw the completion of our collection diversity audits with Ingram and Baker and Taylor and the purchase of over 1,000 copies of print books to make our collection more representative. All three vendors who participated in our diversity audits reported that, even before our purchases this year, our collections ranked among the top for diversity.

Technology and Access: We promised to improve computer and online services

Our levy-funded hot spot program continues to provide internet access through our general collection and through targeted outreach. Our hot spots in our general collection were checked out nearly 2,000 times in Q2. We worked with community organizations to loan 83 hot spots to provide long-term internet access to communities disproportionately impacted by the digital divide. In Q2, we added Lambert House, a community center working to improve health outcomes for LGBTQ+ youth through social support from peers and adults, to our list of community hot spot partners.

Children's Programming: We promised to add more programming for children ages 0-5.

We continue to offer a robust selection of virtual programs on our [Kids' YouTube channel](#) while our in-person children's programming remains on hold. We introduced six new story times in Q2, including two in Mandarin. We also continued to support our community partners who were offering in-person programming with books and other materials.

Maintenance: We promised to maintain buildings for the next generation

The COVID-19 pandemic continues to present unique challenges and opportunities for keeping the Library clean, safe, and accessible. In addition to their regular work, our facilities and custodial teams have had to deal with increased vandalism to our properties. In Q2, we had to repair numerous windows throughout the system.

Our Capital Improvement Program continues to experience unfortunate delays due to widespread supply chain issues and labor shortages. The Library publicly bid the Green Lake Branch project in June and received bids that were substantially higher than expected. As a result, the Library will re-bid the project in Q3 and expect construction to begin next year. Q2 saw the reinstallation of the Sole Pole, which went through a successful conservation project in 2021, at the Douglass-Truth Branch.

Action required/requested: Request Board review and consideration of 2nd Quarter 2022 Levy Report for approval at the August Library Board meeting.

2022 Q2

The Seattle Public LEVY REPORT



Cover art by Adrian Valencia (Villane)

EXECUTIVE SUMMARY

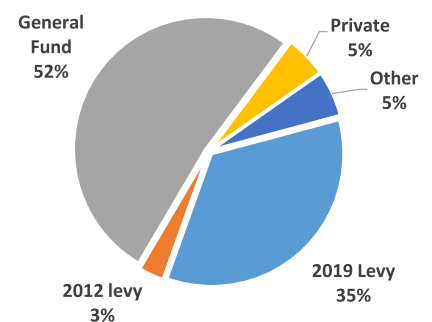
Expanding services and navigating transitions

Levy background

In August 2019, Seattle voters overwhelmingly approved (76%) a seven-year, \$219.1 million property tax levy to maintain and enhance Library services from 2020 through 2026, renewing a seven-year \$122.6 million levy that expired at the end of 2019.

In 2022, the 2019 Levy accounts for \$42 million (35%) of the Library's total revised budget of \$121.2 million. The City General Fund provides \$62.7 million (52%), and other sources, including The Seattle Public Library Foundation, federal grants, and Library fund balance provide the remainder. As part of its proposal to voters, **the Library laid out a clear framework for how 2019 Levy proceeds would be used to maintain services that had been funded by the 2012 Levy and provide additional services and programs over the seven-year levy period.** This report, which covers levy activities and spending for Q2 2022, continues the series of quarterly levy updates the Library has provided for the Board of Trustees and the public since 2013.

2022 Library Revised Budget (\$121.2 M)



Beyond renewing 2012 levy commitments, the 2019 Levy provides support for additional Library hours (which have been delayed through Q2 2022 due to the pandemic); elimination of overdue fines; improved collections and technology; safer, cleaner buildings; specialized programming and services for children; and development of a plan for the future of library service.

Q2 2022 highlights: restoring services as the pandemic continues

Since March 2020, when a global pandemic shuttered Library buildings, the Library has redirected resources to where they are needed most, including additional investments in virtual services and health and safety measures. During Q2 2022, the Library continued to adapt to our new operating environment to meet the needs of Seattle residents in the levy investment areas of Hours and Access, Collections, Technology and Online Services, Children's Programming, and Maintenance.

The Library has experienced the same staffing, operational and environmental challenges as other government agencies, businesses and organizations around the region, country and world. COVID-19 continues to disrupt staffing levels, business models, supply chains, socio-economic conditions, and day-to-day operations. Our goals within this challenging environment are to



Our first in-person event was with Reyna Grande at the Central Library

keep most locations open every day, gradually increase hours and service levels, and serve our patrons with a robust portfolio of resources and services that they can access both in-person and online. As you'll read in this report, after an initial rollback of service hours in late January related to the winter omicron surge, we restored Library services for Seattle residents throughout the second quarter, including restoring some in-person programming and opening meeting rooms to the public again.

Expanding hours was always challenging as COVID-19 continued to affect our staffing levels. At the beginning of the second quarter, we were at 93% of our pre-pandemic service hours. But during May and June, we had 97 new positive COVID among 650 staff members, the highest amount we had experienced over the course of the pandemic. By the end of the quarter, we again had to reduce hours to mitigate unplanned and unpredictable closures due to staffing shortfalls. In early July, we temporarily reduced hours to 89% of pre-pandemic levels to provide more reliable and consistent service to our patrons through the summer.

Planning for the future of the Library

In March, The Seattle Public Library Board of Trustees' unanimously voted to appoint Tom Fay as Executive Director and Chief Librarian. Initial priorities for Fay include developing a sustainable building improvement strategy; implementing an organizational roadmap that advances progress for equity, diversity, inclusion and accessibility work; engaging with community while planning for the future of Library services; preserving intellectual freedom in Library collections, programs and services; and maintaining safe and inclusive spaces where everyone feels a sense of belonging.



Executive Director and Chief Librarian Tom Fay

Listening and strategy sessions with patrons, staff, the Library board, partners and other stakeholders will guide the development of a new long-term strategic plan. Fay is beginning Community Conversations in Q3 at the High Point and Rainier Beach branches, with additional events this fall and more expected in 2023. As part of this planning effort, a levy-supported strategic foresight study will provide a better understanding of the future drivers of change in library work, as well as plausible future scenarios that are likely to present challenges and opportunities for library spaces, resources, technology, and staffing.

LEVY ACCOMPLISHMENTS: HOURS & ACCESS

Increasing access

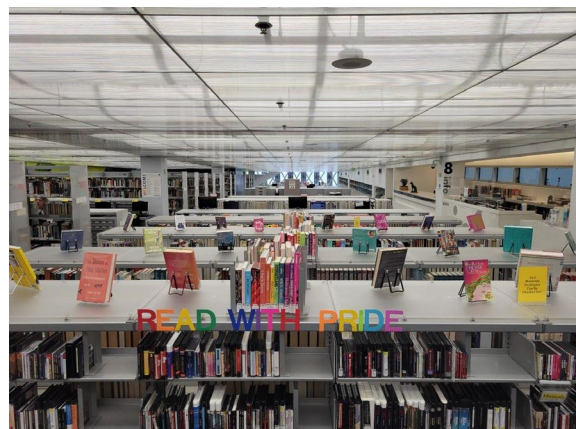
The Hours and Access category of the 2019 Levy supports operating hours in neighborhood branches and the Central Library; providing access to Library programs and services in the community; and outreach and engagement services throughout the city. Many elements of this

levy category relate to increasing access to Library services through measures such as eliminating late fees and adding open hours. The revised levy budget in 2022 for the Hours and Access category is \$12.7 million.

We started 2020 by eliminating overdue fines and opening our branches one hour earlier on Sundays, the first step in what was intended to be more than 10,000 new Library hours each year funded by the levy. Since the onset of the COVID-19 pandemic in March 2020, we have had to defer our promise of providing additional open hours as we continue to work toward re-establishing pre-pandemic service levels.

By the end of 2021, our locations were operating with open hours at 95% of our pre-pandemic schedule, with support from Seattle Rescue Plan funds. During December and January, however, we had many unexpected closures due to impacts of the omicron wave, as well as inclement weather. In late January 2022, we temporarily reduced schedules to 75% of our pre-pandemic hours. By the end of March, we were able to restore them to 93% (see Table 1). We temporarily reduced hours again at the beginning of July, as rising COVID-19 cases affected our staff and their families. Since July 5, we have been operating at 89% of our pre-pandemic schedule.

Despite setbacks in expanding open hours, the Library has made real strides in restoring services. On March 30, for the first time in over two years, the Central Library's Book Spiral on Levels 6 through 9 as well as the Level 10 Reading Room, reopened to the public one day a week. By July, the Spiral was open Tuesdays, Wednesday and Thursdays. Our current plan is to continue to restore open hours to pre-pandemic levels through 2022 and expand hours to meet levy commitments in 2023. Our plans will be informed by our fall 2021 survey of Seattle residents, which gathered information on how Library use had shifted during the pandemic and current preferences for Library hours.



Pride display in the Central Library Book Spiral

Our earlier investments in increasing access continue to pay dividends. We recently completed an [evaluation](#) of our fine-free program that was featured in the [Seattle Times](#). After we eliminated daily overdue fines, the number of people with suspended Library accounts due to overdue items decreased by half — from 10% to 5% of Library users and the number of long overdue or lost items also decreased significantly — by about 38%. We have achieved these positive results without impacting access to the collections. Library items are returned, on average, six days before they are due, similar to when late fines were in place. Return rates for books and other items, with 93% of items returned on time, are also similar to 2019 rates.

In-person and virtual programming and services

We began offering in-person programming this year by re-introducing our popular in-person Tax Help sessions at the Central Library, in partnership with United Way of King County. Starting in mid-February and continuing through April 21, we offered patrons the opportunity to meet with trained volunteers six days a week to get answers to questions and get help preparing their tax returns.

We also began offering in-person programming in the Central Library auditorium, hosting 13 events in the second quarter, including 12 author talks and a performance of the Jewish Theater Group's production of "Arrivals." Speakers included bestselling author Emily St. John Mandel ("Sea of Tranquility") and award-winning authors Douglas Stuart and Ottessa Moshfegh. These events were attended by nearly 700 people in person. Many of these events were also streamed live and made to patrons through the SPL YouTube channel. In the second quarter, our librarians also began visiting schools again to promote summer reading and our Summer of Learning program.



Emily St. John Mandel delivered an in-person author talk at the Central Library in May

As we restore access to in-person programs and services, we continue to offer essential services and programs in virtual formats. We offered over 100 virtual programs in the second quarter, including the Bullitt Lecture in American History featuring Judith Heumann, weekly English classes, workshops to support aspiring entrepreneurs and live preschool story times for children at Neighborhood House at NewHolly and Refugee Women's Alliance (ReWA).

Beyond virtual programming, we strengthened our online presence by helping patrons rediscover the Library through our "Year of Wonder" marketing campaign (spl.org/Wonder), highlighting each season with a handpicked mix of programs, services and collections to celebrate the many wonders of the Library. In Q2 we launched Wonder Awaits: our spring installment, which highlighted Exploration Guides, basic skills classes, Peak Picks, online learning, and events primarily through our social media channels. We collaborated with artist Adrian Valencia (Villiane) and distributed postcards of his artwork for patrons to color in, at our branches.

In May, we launched our eighth year of Summer Book Bingo, a fun way for adult Seattle residents to stretch their summer reading. In addition to our English [Book Bingo](#) cards, this year we created and printed a fully transcreated [Spanish version](#), including resource lists. We promoted both versions through a variety of channels, but also got word out about the Spanish card through local Hispanic/Latino outlets including El Rey 1360 KKMO Radio as well as our Spanish Facebook page.

In June, we launched our 103rd [Summer of Learning](#) program for children and teens. This year's activities included a Superhero Summer Action Guide available in eight languages as well as reading trackers and a summer activity game board. The Library and six local artists – Brandon "BT" Thomas, Gabby Park, Jorge Villavicencio, Sharon Tu, Sloane Miller, and Cyrus Brown – collaborated on artwork, and reading lists were created for each of the Superheroes – [Civ](#), [Em](#), [Lea](#) & [Sol](#) – designed to encourage youth to explore kindness, empathy, and to make the world a better place for everyone!



Building robust collections in print and digital formats

The 2019 Levy commits resources to maintaining and expanding the Library’s collection of physical and digital materials. The levy includes additional funding for e-books, e-audiobooks and streaming services; continuation of Peak Picks; and funds to support the acquisition and digitization of local history items. In 2022, the 2019 Levy provides 45% of the Library’s total budget of \$9.5 million for books and materials.

Digital collections reaching more people

More and more patrons are accessing our electronic resources. Over 99,000 patrons downloaded more than one million digital books (e-books and e-audiobooks) through OverDrive in Q2, an increase of 10% in users and 6% in items checked out compared to Q2 2021. Use of our streaming services was up as well with 4% more patrons using Kanopy, our video streaming service, and 3% more using Hoopla, our service for streaming music and comics, compared to Q2 2021.

We purchased nearly 29,000 digital copies during Q2 2022, 23% more than we purchased in the second quarter of 2021, creating a selection of new material of greater depth and breadth than ever before. We also introduced four new titles to our [Flipster online magazine collection](#): Gay Parent, Northwest Travel & Life, Sky & Telescope, and Thrasher. We now offer online access to 93 popular magazines.

Building physical collections, auditing diversity, adding languages

Demand for physical materials continued to rebound as the Library get closer to pre-pandemic open hours levels. In Q2, we circulated over 1.4 million items, about the same as Q1 and up 3% from Q4 2021. As patron demand returns for physical materials, we continue to deliver on our levy promise of more materials when patrons want them.

May 2022 marked the fifth anniversary of [Peak Picks](#) – the Library’s popular no-holds, no-wait collection of high-interest titles. This collection continues to be very popular with Library users. Since Q4, 2021, over 34,000 Peak Picks have been checked out each quarter. While Peak Picks circulation has not returned to pre-pandemic levels, it remains a very popular service.

We added 27 Peak Picks titles and nearly 5,000 copies in Q2, including Emily St. John Mandel’s highly anticipated novel, “Sea of Tranquility,” Booker Prize-winning author Douglas Stuart’s second novel “Young Mungo” and local author Angela Garbes’ “Essential Labor: Mothering as Social Change.” All three authors gave talks at the Central Library in the second quarter. Patrons could attend these events in person, stream live online, or watch later on YouTube. Over 200 patrons attended in person, another 230 watched live online, and over 1,000 have viewed these talks to



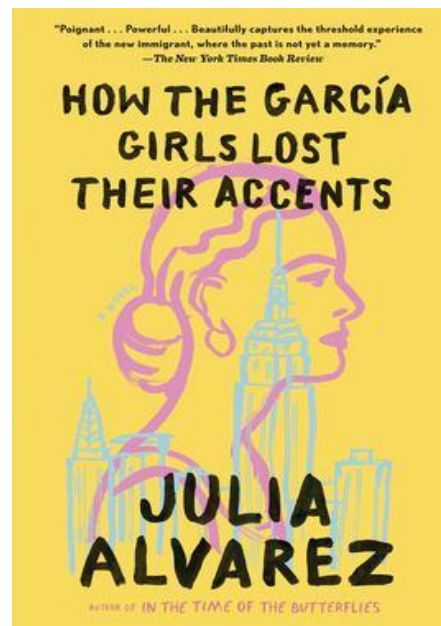
date on YouTube.

In 2022, using levy funds, we have conducted diversity audits of our digital and physical collections with three of our vendors, Overdrive (Q1) and Ingram (Q2) and Baker & Taylor (Q2). A diversity audit evaluates a library's holdings against a set of criteria that represent diverse topics, perspectives and stories. The resulting data reveals a collection's strength as well as areas where there is room for improvement. All vendors reported that SPL ranked among the top for diversity (Ingram, for example, noted that SPL is in the 90th percentile, ranking in the top 10% of libraries in North America), affirming the diversity of the collection prior to the audits.

In the first quarter, we purchased 479 digital titles from OverDrive based on the results of the audit. In the second quarter, we refurbished and enhanced our print collection using the Ingram lists by purchasing 198 titles and nearly 1,000 copies of books for all age groups. Purchases include "How the Garcia Girls Lost Their Accents" by Julia Alvarez; "Young, Gifted, and Black: A Journey of Lament and Celebration" by Sheila Wise Rowe and "Sand Talk: How Indigenous Thinking Can Save the World" by Tyson Yunkaporta. We will continue to purchase from the lists of all three vendors using levy funds in the second half of the year. Our new acquisitions are already popular with patrons – staff recently shared the story of a patron at the Northeast Branch who, upon browsing the children's collection, commented that she saw her family reflected in so many books on our shelves.

With support from The Seattle Public Library Foundation, and in response to requests from patrons, we added books in Ukrainian, Pashto and Dari for the first time. We added approximately 120 physical books for adults and children in Ukrainian that comprise 95 titles. These books, which are shelved at the Central Library and can be found in our [online catalog](#), include picture books and chapter books for children and a mix of fiction, nonfiction and poetry books for adults. We have also added a small selection of children's picture books that are bilingual in [Dari/English](#), and [Pashto/English](#), responding to requests from Afghan patrons. The picture books are shelved in the children's areas at the Central Library and the Beacon Hill Branch. They can also be found in the online catalog.

Also with the support of The Seattle Public Library Foundation, in June, we launched a new format, the Read-Along, into our children's kits collection. These are hardback picture books with an attached MP3 player on the inside front cover that reads the book to the user – no additional equipment is needed. The initial order of this new format adds 50 titles and 500 copies to SPL's children's kits.



Purchased as result of diversity audit



Pashto/English book added to Children's collection

Adding to local history collections

In June, we added [171 photographs](#) to our [Seattle Historical Photograph Collection](#). This set includes several photos taken by [Takano Studio and Toyo Studio](#), located just blocks away from each other in Seattle's Nihonmachi or "Japantown" in the early 20th century.

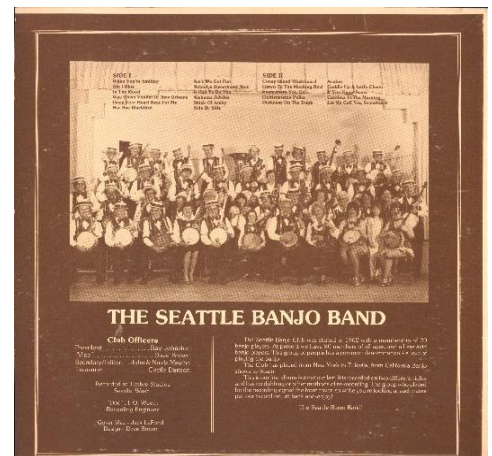
This quarter we also completed work on our Washington State Library Digital Heritage grant focusing on digitization of our [Northwest Photograph Collection](#). We have digitized 1,300 photographs from the collection and made them available online. Many of recent additions are real photo postcards, gathered by travelers as they visited locations such as Orcas Island, Snoqualmie Pass, Tacoma, Hood Canal and Lake Crescent.

In July we will start a new Digital Heritage grant from the State Library focusing on the digitization of materials for our [Black Culture and History Collection](#).

The curator of the Seattle Collection added several special items related to the history of music in Seattle, ranging from banjo music to opera. Two early rare photographs feature members of the Seattle Swedish Salvation Army (Fralsnings-Armen) Band. Additions to the Seattle sheet music collection include "A Nice Little Girl in Seattle I Know" (1923) and "Seattle the Place for Me" (1922). Another acquisition, the phonograph record of the Seattle Banjo Club, founded in 1962, includes a photograph of the band on the cover. An especially exciting purchase was an archive of programs, photographs and correspondence related to the Little Opera House Association in Seattle, established in 1948. It reveals the impressive production history of this local organization.



Portrait of unidentified Japanese group in garden, July 11, 1928



Seattle Banjo Band album cover

LEVY ACCOMPLISHMENTS: TECHNOLOGY

Keeping our technology up to date

The 2019 Levy promises around technology include dedicated funding for digital equity offerings; replacing infrastructure for public internet access; replacing outdated technology for acquisition and circulation; and maintaining and upgrading public technologies and the spl.org website. Since the start of the pandemic, our presence online has grown. The levy provides \$2.5 million to support technology operating expenses in 2022 and \$5.7 million, including \$2.5 million in carryforward, for the technology capital program.

Digital equity and the HotSpot circulation program

Internet access is a critical need for everything from job-seeking help to social connection to remote learning. The 2019 Levy is the primary funding source for our [HotSpot program](#), and we have been able to leverage levy funding with additional Foundation and federal funds to offer more hotspots in the community.

In Q2, our hotspots in the general collection were checked out nearly 2,000 times. In Q2, SPL also loaned 83 outreach hotspots for long-term access. We continued working with community organizations such as Neighborhood House, Casa Latina, FEEST, and the Low Income Housing Institute's (LIHI) Tiny House Villages to provide long-term internet access to communities disproportionately impacted by the digital divide. We developed a new partnership with Lambert House, a community center working to improve health outcomes for LGBTQ+ youth through social support from peers and adults.

“I would not have been able to participate in FEEST's virtual programming if it wasn't for the hotspot!”

- FEEST program participant

Outreach hotspot partners shared stories highlighting the impacts of this collaborative program. This quarter, participants have been able to search for jobs, connect with support groups, build professional networks, participate in social justice and digital literacy training programs, attend job readiness ESL classes as well as sign up for utility and rental assistance.

Expanding access to computers, scanners and more

In the second quarter, our technology team continued to modernize and improve patron-facing technology. Twenty-two ScanEZ stations are now available, with five additional branches and the Central Library getting new stations in the second quarter. Patrons can use this improved service to make scans, copies, send faxes and translate scanned text to 100 different languages. We have also added credit card readers to all 41 print stations.

As Library hours have expanded and patrons have more opportunities to use technology in our buildings, we have begun upgrading desktops, laptops, and monitors. We are in the process of deploying 168 new desktop computers to replace obsolete models and expect the new computers to be available for patron use by the end of Q3. Also by the end of third quarter, we expect to replace 40 existing laptops and 100 19-inch monitors with new 22-inch ones. To support our patrons that prefer ADA keyboards, 24 additional units have been added to our inventory and are available for use on request. Behind the scenes, six servers have been added to increase computing capacity supporting core Library services. The technology team continues to plan for public meeting space upgrades to support hybrid meetings. Sample hardware has been ordered, and we are evaluating the market to find the best option to meet patrons' needs.

We are also continuing to work with Carson Block, our Integrated Library System (ILS) consultant to develop a roadmap to replace our currently ILS and the discovery layer patrons use to search our catalog. This has been a collaborative process across all major areas of the Library, and in Q3, we expect to receive both the roadmap and a recommendation for system replacement from our consultant.

Expanding early learning options for children

Planned programs delayed, virtual programs continue

The 2019 Levy promised additional support for Library early learning programs for children ages 0 to 5, providing about \$280,000 to support this effort in 2022. Our goal is to add up to six additional weekly Play and Learn programs at Library locations, and with the restart of in-person programming, we hope that we can bring on new programs and partners before the end of the year. Target locations for new programs include South Park, Delridge and Rainier Beach branches.

The SPL early learning program manager continues to work with existing Play and Learn partners to support their work. One longtime SPL partner, Denise Louie Education Center, is now offering weekly programming both online and in person at Mercy Magnuson Place in the Sand Point neighborhood. We have promoted their weekly virtual Play and Learn sessions through our events calendar at spl.org and have provided 30 books for in-person book giveaways. An increase in outdoor events hosted by other partners has also allowed our staff to re-engage with families to provide quality in-person early learning experiences. In late June, our staff joined FamilyWorks to lead a story time and art project for a Spanish play group at the Wallingford Playground, where participants made nature bracelets.



We continued to offer a robust menu of virtual programs through our [Kids' YouTube channel](#), including over 198 different videos of story times, Play and Learn programs, Early Learning at Home programs, and children's activities online that are available to the public to enjoy at any time. In Q2, we added six new story time videos, including two in Mandarin. We now have a total of 39 virtual story times in English, 32 in Mandarin and 17 in Spanish.

Protecting our investments

The 2019 Levy promised to maintain Library buildings, preserve funding for major maintenance and add resources to undertake earthquake retrofits for the [historic Columbia, Green Lake and University branches](#). The 2019 Levy provides about \$2 million in 2022 to support routine maintenance and \$12.9 million to support major maintenance and seismic work.

Routine maintenance: Keeping our facilities clean and safe

The COVID-19 pandemic continues to present unique challenges and opportunities for keeping the Library clean, safe, and accessible, another important levy priority. The facilities team completed over 2,000 work orders in Q2, and continued reconfiguring our facilities to adapt to changing health and safety conditions. Staff also addressed an increase in vandalism across the city which has affected our buildings, including replacement of broken windows at the Central Library and Rainier Beach and Beacon Hill branches.

In addition to normal operating cleaning procedures, our custodial/janitorial teams continued to provide enhanced COVID-19 cleaning. They also continued to procure masks, respirators, gloves, and touch-point cleaning supplies for Library staff, and provide improved daytime branch cleaning support at branches throughout the system.

Our facility maintenance and janitorial/custodial teams are essential to keeping our libraries open. Their dedication and hard work amid the fear and uncertainty of the pandemic enables the Library to provide the services our patrons and the community rely on.

Major maintenance: Preserving libraries for the next generation

The 2019 Levy provides \$5 million in 2022 budget authority and \$7.9 million in carryforward authority for major maintenance and seismic work. The 2012 levy provides an additional \$3.5 million in carryforward authority. In Q2, the Library spent over \$700,000 of 2019 levy funds (\$1.4 million year-to-date) and over \$130,000 of 2012 levy funds (\$138,000 year-to-date).

Much like the past two years, our Capital Improvement Program continues to experience unfortunate delays. Widespread supply chain issues have slowed – or temporarily suspended – progress, as have labor shortages created by the COVID pandemic. Heightened materials cost/scarcity and general construction inflation have also added pressure to already tight project budgets.

The Library publicly bid the Green Lake Branch project in June and received bids that were substantially higher than expected. As a result, the Library is reconfiguring budgets and has decided to re-bid the project in the fall. We now anticipate construction will begin in early 2023. SHKS Architects is continuing with the design of the University Branch seismic retrofit project and we anticipate completing design next year.

Despite the challenging construction climate, the Library made progress on several other significant projects in Q2. We have begun the contracting process for the roof replacement project at the Queen Anne Branch and continue to build out the Library’s Maintenance and Operations Center, with installation of our new automated materials handling system anticipated in Q3. We’ve paused the start of construction of exterior access improvements at the Douglass-Truth Branch to allow for the possibility of another concrete strike and to explore potential federal funding for the project.

In April, the Library completed a smaller project at the Douglass-Truth Branch to conserve and reinstall the Sole Pole sculpture, which had been damaged over the years by insects and weather. The restoration of this important piece of Seattle history was funded by the 2012 levy and the project generated a lot of community and [media interest](#). Converge Media produced a moving 10-minute [documentary](#) about history and the conservation of the Soul Pole and its importance to Seattle’s Black community, which was released in June.

Finally, the construction phase of the Capitol Hill Branch roof and mechanical systems replacement project has entered the contracting process; construction may be delayed until spring 2023 pending availability of replacement mechanical units. Final punch list items for the Montlake Branch parking lot ADA accessibility project were also completed in Q2.



Green Lake Branch in 1910 shortly after opening



In April, the 21-foot Soul Pole sculpture was reinstalled outside the Douglass-Truth Branch

Risks, opportunities and the path ahead:

Despite restoration of General Fund funding in 2022, the Library continues to face financial uncertainty as the City works through the economic impacts of the pandemic. To deliver on our levy promises through the life of the levy, we must advocate for sustained General Fund support of Library services at the level we had before the 2019 levy was passed. In the year ahead, we will assess how we can best use levy dollars to deliver on priorities and meet emerging needs, but continuation of city budget support remains essential.

As you'll read in our 2022 third quarter report, our staff continue to adapt, enhance, and launch services and programs to help our community respond to the COVID-19 crisis and beyond. Here's a quick preview:

- Continued restoration of pre-pandemic hours
 - Expansion of pickup locker service to new locations
 - Resumption of in-person programming for all ages
-

2022 Financials

The 2019 Levy accounts for \$42 million (35%) of the Library's total revised 2022 budget of \$121.2 million. The City General Fund provides \$62.7 million (52%), and other sources, including The Seattle Public Library Foundation, fund the remainder.

Spending tables below show the 2022 Operations Plan Budget plus encumbrances and unspent budget authority from 2021 in the revised budget columns. Budget authority of \$10.4 million from the 2019 levy and nearly \$3.6 million from the 2012 levy are available for spending in 2022.

2019 Levy	2022 Ops Plan Budget	2022 Revised Budget*	2022 Exp	Available	% Revised Budget Spent
Hours & Access	12,671,000	12,725,590	5,065,455	10,118,954	40%
Collections	5,648,000	5,622,339	2,943,482	4,214,284	52%
Technology & Online Services	2,461,000	2,492,651	1,128,631	1,880,495	45%
Children's Programming	284,000	280,397	67,630	245,313	24%
Maintenance	1,883,000	1,969,930	758,980	1,679,185	39%
Administration	289,000	281,932	133,175	212,822	47%
CIP	8,215,000	18,605,299	1,439,544	17,796,147	8%
Total	31,451,000	41,978,137	11,536,897	36,147,200	27%

* Revised budget includes encumbrances and \$10.4 million of automatic carryforward for Major Maintenance and Information Technology capital projects

2012 Levy	2022 Ops Plan Budget	2022 Revised Budget*	2022 Exp	Available	% Revised Budget Spent
Technology & Online Services	-	110,211	84,067	26,503	76%
Buildings & Facilities Support	-	-	1,997	(1,997)	N/A
CIP	-	3,539,327	138,027	3,532,092	4%
Total	-	3,649,538	224,091	3,556,599	6%

*Revised budget authority includes automatic carryforward authority for Major Maintenance and Information Technology projects

Table 1. Weekly hours in 2022 compared to pre-pandemic service levels

Location	Pre Pandemic weekly hours	Posted weekly hours Jan. 1 -21, 2022	Posted weekly hours Jan. 21 – Mar. 29, 2022	Posted weekly hours Mar. 30 – July 3, 2022	Posted weekly hours as of July 5, 2022
Ballard Branch	61	61	57	61	57
Beacon Hill Branch	61	61	53	59	57
Broadview Branch	61	61	57	61	57
Capitol Hill Branch	61	53	40	53	53
Central Library	62	58	58	58	54
Columbia Branch	61	61	45	59	53
Delridge Branch	40	40	33	40	40
Douglass-Truth Branch	61	53	45	53	53
Fremont Branch	40	40	26	40	40
Green Lake Branch	40	40	28	40	33
Greenwood Branch	61	61	45	61	61
High Point Branch	47	47	47	47	47
International District/Chinatown Branch	47	47	35	47	42
Lake City Branch	61	61	52	53	53
Madrona-Sally Goldmark Branch	40	40	26	33	33
Magnolia Branch	40	40	19	40	33
Montlake Branch	40	40	21	40	35
NewHolly Branch	40	40	28	28	28
Northeast Branch	61	45	45	53	53
Northgate Branch	61	45	29	45	53
Queen Anne Branch	40	40	28	35	35
Rainier Beach Branch	61	61	53	59	57
South Park Branch	47	47	42	47	47
Southwest Branch	61	53	53	53	45
University Branch	47	47	28	40	47
Wallingford Branch	40	40	21	40	40
West Seattle Branch	61	53	45	53	45
Total Weekly Hours	1,403	1,335	1,059	1,298	1,251
Scheduled hours as a % of pre-pandemic schedule	100%	95%	75%	93%	89%



The Seattle Public Library

NEWS RELEASES

Date			Title
07	12	2022	Yazmin Mehdi Appointed to The Seattle Public Library Board of Trustees
07	20	2022	Artists Lead Community Discussion on Gun Violence at the Central Library on Monday, July 25
07	25	2022	Chief Librarian Tom Fay to host High Point Branch Community Conversation Aug. 4
07	28	2022	The Seattle Public Library and Wa Na Wari Partner to Advance Racial Equity in American Archives



The Seattle Public Library
MEDIA COVERAGE

Date			Organization	Headline	Details	Link
07	06	2022	<i>The Seattle Times</i>	Seattle Public Library temporarily reduces hours	“The Seattle Public Library this week temporarily reduced operational hours across its branches primarily due to ongoing staff shortages caused by COVID-19. The library system hopes to return to its regular schedule this fall.”	https://www.seattletimes.com/entertainment/books/seattle-public-library-temporarily-reduces-hours-due-to-staff-shortages/
07	06	2022	<i>Queen Anne & Magnolia News</i>	The Seattle Public Library temporarily reducing hours	Library press release reprinted	https://queenannene.ws.com/Content/News/News/Article/The-Seattle-Public-Library-temporarily-reducing-hours/26/337/42469
07	08	2022	<i>Puget Sound Business Journal</i>	Seattle-area libraries adopt program in effort to expand access	“Seattle Public Library is expanding its online offerings and considering platforms such as the Palace Project.”	https://www.bizjournals.com/seattle/news/2022/07/08/the-palace-project-library-access-tech-platform.html
07	11	2022	<i>Capitol Hill Seattle Blog</i>	As COVID-19 continues to squeeze workforce, Seattle libraries reduce hours for summer	“Chief librarian Tom Fay hopes to return to full hours if staffing is available ‘in the fall when schools are back in session.’”	https://www.capitolhillseattle.com/2022/07/as-covid-19-continues-to-squeeze-workforce-seattle-libraries-reduce-hours-for-summer/
07	11	2022	<i>Madison Park Times</i>	The Seattle Public Library temporarily cutting hours at some branches	Library press release reprinted	https://madisonparktimes.com/Content/News/Top-Stories/Article/The-Seattle-Public-Library-temporarily-cutting-hours-at-some-branches/26/284/32987

07	14	2022	<i>Northwest Asian Weekly</i>	The Seattle Public Library	“The Seattle Public Library offers free classes to help you learn English for Speakers of Other Languages (ESOL) and prepare for U.S. Citizenship.”	https://nwasianweekly.com/2022/07/the-seattle-public-library/
07	17	2022	<i>The Seattle Times</i>	Rant & Rave: Bagpipe player serenades West Seattle park	“RAVE to the Broadview librarian who made my son’s day. My son had been told that the Seattle Public Library has a summer passport booklet and was excited to pick one up and visit every library in Seattle to get it stamped. When we asked for one at the Broadview Library we were initially told that program had expired, but another librarian overhead us and found one in the office area. He even stamped it with the Broadview Library stamp! Awesome! My son was so happy, he read to me from the passport booklet all the way home. We’ll be visiting every library in Seattle this summer thanks to the librarian at Broadview!”	https://www.seattletimes.com/life/lifestyle/rant-rave-bagpipe-player-serenades-west-seattle-park/
07	18	2022	<i>The Washington Post</i>	Judge temporarily blocks Biden administration’s LGBTQ protections at work, schools	“A protester waves a transgender flag during a demonstration against a private talk by the Women's Liberation Front at the central branch of the Seattle Public Library in Seattle on Feb. 1, 2020. Critics say the group is anti-transgender people.”	https://www.washingtonpost.com/politics/2022/07/17/biden-transgender-lgbtq-schools-work/

07	19	2022	<i>PubliCola</i>	Amid Rising Fentanyl Deaths, Seattle Libraries Prohibit Overdose Reversal Drug	<p>“A spokeswoman for the Seattle Public Library, Elisa Murray, said the library asked the City Attorney’s Office if library workers would be protected by the Good Samaritan laws. ‘Their legal guidance is that a staff member, who is in a paid capacity as Library employee, is likely not covered by the law and would subsequently expose themselves and the Library to liability for injury or death resulting from inappropriately administering Narcan.’ Murray said the initial advice came from former city attorney Pete Holmes’ office and was subsequently confirmed by the office of current City Attorney Ann Davison.”</p>	https://publicola.com/2022/07/19/amid-rising-fentanyl-deaths-seattle-libraries-prohibit-overdose-reversal-drug/
07	19	2022	<i>The Seattle Times</i>	King County Elections asks sheriff to investigate GOP activists’ ballot-box ‘surveillance’ as potential voter intimidation	<p>“A sign posted outside the Seattle Public Library’s Broadview Branch on Sunday warns that a ballot box there is ‘under surveillance.’”</p>	https://www.seattletimes.com/seattle-news/politics/king-county-elections-will-ask-sheriff-to-investigate-gop-activists-ballot-box-surveillance-as-potential-voter-intimidation/

07	24	2022	<i>CBS News</i>	Welcome to the library of the 21st century	“Andrew Constantino, who, for a time, was a daily visitor to the downtown Seattle library. ‘The library is like your grandmother's house,’ he said. ‘If you're homeless or living in poverty, that's exactly what it's like, when you are allowed to be at the library. Whereas, you know, if you're homeless, you're not allowed to be many places.’”	https://www.cbsnews.com/news/welcome-to-the-library-of-the-21st-century/
07	25	2022	<i>Capitol Hill Seattle Blog</i>	Escape the heat at The Seattle Public Library	Library press release reprinted	https://www.capitolhillseattle.com/2022/07/capitol-hill-community-post-escape-the-heat-at-the-seattle-public-library/
07	25	2022	<i>Westside Seattle</i>	High temperatures this week mean you might need to cool off: Here's how and where	“The Central Library and 17 branches of The Seattle Public Library have air conditioning. Everyone is welcome to come in, cool down and stay hydrated during open hours. The nine branches that do not currently air conditioning may need to close if temperatures inside exceed 80 degrees for over an hour.”	https://www.westside-seattle.com/ballard-news-tribune/2022/07/25/high-temperatures-week-mean-you-might-need-cool-heres-how-and-where

07	25	2022	<i>KOMO News</i>	HOT WEATHER: List of local cooling centers, online resources to beat the heat	“The Central Library and 17 branches of The Seattle Public Library have air conditioning. Everyone is welcome to come in, cool down and stay hydrated during open hours. The nine branches that do not currently air conditioning may need to close if temperatures inside exceed 80 degrees for over an hour.”	https://komonews.com/news/local/local-cooling-centers-open-throughout-king-pierce-snohomish-counties
07	25	2022	<i>My Northwest</i>	The PM Newsdesk Minutes: How to stay cool this week, shooting in Whistler kills 2	Lists libraries as cooling centers	https://mynorthwest.com/3575678/the-pm-newsdesk-minutes-stay-cool-levy-to-move-seattle-successful-year/
07	25	2022	<i>South Seattle Emerald</i>	NEWS GLEAMS Cooling Centers Open for Heatwave, Abortion Protection Legislation, & More	“The Central Library and 17 branches of The Seattle Public Library have air conditioning. The nine branches that do not currently air-conditioning may need to close if temperatures inside exceed 80 degrees for over an hour.”	https://southseattleemerald.com/2022/07/25/news-gleams-cooling-centers-open-for-heatwave-abortion-protection-legislation-more/
07	26	2022	<i>Westside Seattle</i>	Join SPL Chief Librarian Tom Fay August 4 at the High Point Library	“Fay will discuss with patrons how the pandemic has impacted current Library services and the patron experience, as well as how the Library is preparing for its long-term future.”	https://www.westside-seattle.com/robinson-papers/2022/07/26/join-spl-chief-librarian-tom-fay-august-4-high-point-library
07	26	2022	<i>West Seattle Blog</i>	LIBRARIES: New chief librarian coming to West Seattle for ‘community conversation’	Library news release reprinted	https://westseattleblog.com/2022/07/libraries-new-chief-librarian-coming-to-west-seattle-for-community-conversation/

07	26	2022	<i>The Seattle Times</i>	Where to Cool Off During Seattle's Heat Wave	"People read in the 'living room' on the third level of the Central Library in Seattle. This branch has three floors open and is one of 13 libraries with air conditioning available for people to cool off."	https://www.seattletimes.com/seattle-news/weather/where-to-cool-off-during-seattle-heat-wave/
07	26	2022	<i>Seattle Met</i>	How to Keep Cool During a Seattle Heat Wave	"some Seattle and King County library locations"	https://www.seattletimes.com/health-and-wellness/2022/07/seattle-washington-heat-wave-2022-cool-down
07	27	2022	<i>Daily Journal of Commerce</i>	Talking History: SPL's Carnegie libraries provide modern service in lovingly maintained historic surroundings	"Today, SPL works hard to steward and maintain these striking 19th century properties whilst also ensuring they are fit to serve patrons in the 21st. This means providing modern-day services that Carnegie himself couldn't have imagined, such as computers and multipurpose community rooms, and ensuring that the buildings are compliant with current safety, accessibility and energy codes. This is no simple task especially considering that all of SPL's Carnegies are landmarked, meaning that any work and/or changes must be approved by the city's Landmarks Preservation Board."	https://www.djc.com/news/ae/12150176.html

07	27	2022	<i>South Seattle Emerald</i>	NEWS GLEAMS Free Transit Passes for Youth, Updates on West Seattle Bridge, & More	“Tom Fay, Seattle’s newest chief librarian, will host a series of Community Conversations with Library patrons discussing how the pandemic has impacted their experiences, in anticipation of creating the strategic plan for The Seattle Public Library (SPL).”	https://southseattleemerald.com/2022/07/27/news-gleams-free-transit-passes-for-youth-updates-on-west-seattle-bridge-more/
07	28	2022	<i>Council Connection</i>	West Seattle Bridge Update; Excessive Heat Warning; Funding Available for Nursing Services – Applications Due 8/11; 7/26/22 Public Safety & Human Services Committee; Night Out on August 2; Fauntleroy Ferry Terminal update; Sound Transit Board Decision on Light Rail Alignment	“The Central Library and 17 branches have A/C. You can check for the closest one and their operating hours here.”	https://council.seattle.gov/2022/07/28/west-seattle-bridge-update-excessive-heat-warning-funding-available-for-nursing-services-applications-due-8-11-7-26-22-public-safety-human-services-committee-night-out-on-august-2/