



Salem Public Library Advisory Board

Salem Public Library

Si necesita ayuda para comprender esta información, por favor llame 503-588-6178.

Special accommodations are available, upon request, for persons with disabilities or those needing sign language interpretation, or languages other than English. To request accommodations or services, please call 503-588-6071 (TTD/TTY 503-588-6439) at least two business days in advance.

Salem Public Library Advisory Board

Board Members

Francine Boullosa
Gretchen Coppedge
Katherine Daniels Vice Chairman
Bill Distad
Sarah Bishop
Denise Duren
Lois Stark Chairman
Callen Sterling
Stephen Rosen

City Staff

Kim Carroll, Interim City Librarian
Clarissa Maciel-Garibay, Staff Assistant

Next Meeting: Wed., Feb. 9, 2022

www.cityofsalem.net

It is the City of Salem's policy to assure that no person shall be discriminated against on the grounds of race, religion, color, sex, marital status, familial status, national origin, age, mental or physical disability, sexual orientation, gender identity, and source of income, as provided by Salem Revised Code 97. The City of Salem also fully complies with Title VI of the Civil Rights Act of 1964, Americans with Disabilities Act of 1990, and related statutes and regulations, in all programs and activities.

Meeting Agenda

Wednesday, January 12th, 2022

5:30 p.m. – 7:00 p.m. Virtual Meeting

The meeting will be available on

<https://www.youtube.com/channel/UCuw7eUMqW0fgwHhj8h1ECIQ>

1. Call to Order
2. Approval of Minutes
 - Wednesday, November 10th, 2021
3. Public Comment
(Public testimony may be provided in advance of the meeting by email. Email spladmin@cityofsalem.net)
4. Information Items
 - Teen Advisory Board (TAB) update
 - Chair's report
 - City Librarian's report
 - Friends of SPL report
 - SPL Foundation report
5. Discussion Items
 - ENLACE (Amador Aguilar)
 - LAB Minutes (Kim)
 - Library Strategic Plan Update (Kim)
 - City Librarian Update (Kim)
 - Infrastructure Bond Steering Committee update (Lois)
 - Wild Ideas (Denise)
6. Action Items
 -
7. Miscellaneous Board Items
 -
8. Adjournment

December/January 2022 City Librarian's Report

Staff News

MacKenzie Cox accepted the Senior Library Assistant position in Technical Services, transferring from Circulation. Lindsey Carlson was promoted to the open Senior Library Assistant in Circulation. SanJuana Torres transferred from a Library Assistant in Circulation to a Library Assistant in Technical Services.

The Library has filled four of the vacant half-time Senior Library Assistants. Alyssa Cokinis was promoted from an Intern to a Senior Library Assistant in Circulation. The Library is opening a Library Intern recruitment this month to replace Alyssa Cokinis. Youth Services added Ellie Nalivaiko and Priscilla Gaspar as part-time Senior Library Assistants. Adult services welcomed Shandra Smith as their new part-time Senior Library Assistant. They were able to start in December and all are doing fantastic. Filling current staff vacancies has been a priority over the last several weeks. We are still working on 2 Adult Services Librarian recruitments and a couple of other openings.

The Library has started to bring back library volunteers for special projects. City Legal approved the updated Volunteer Agreement. Volunteers have returned in Circulation, Technical Services, Youth Services, and Operation Bookshelf (the Library's homebound outreach program that works in partnership with the Assistance League of Salem-Keizer).

Library Spaces

The Willamette Valley Genealogical Society will begin to provide volunteer hours again during December. The society provides library users with in-depth time and expertise to help them research genealogy. Their desk is now located on the east side of the library near their collection.

Collections

The Salem Public Library's Best Books 2021 list will be released in January. The list is compiled using trends from Salem Public Library patrons, nominations from library staff, and picks from critics and the publishing world. The list includes over 100 highly appealing fiction and nonfiction picks, cluing in readers to top and indie picks they might have missed. A Youth Best Books list will also be available. Print copies will be available to pick up at the Main Library, and the list will be shared on social media and available on the library's website.

Funds from the 2020-21 Oregon State Ready to Read grant were used to enhance the children's picture book collections with an emphasis on diversity, inclusion, and social-emotional development.

Special Project and Programs

The "Take What You Need" program has been a rousing success so far! Some of those accessing toiletries, etc. in the adult restrooms have expressed their appreciation, and community members continue to come forward to help keep the first-floor restrooms stocked through donations of toiletries and funds.

November's Button Tree Take & Make Craft Kits were a hit! 250 families and individuals were able to take the activity home to do over the Thanksgiving break.

Youth Services staff continued to offer the Books4Kids literacy project to Salem community partners. Book kits were provided to several food banks, Head Start early childhood programs, and Mano a Mano family center. Deliveries to Mano a Mano also included 100 Descubrir en el Hogar early literacy kits for families with preschoolers. Kits included the book *Chica Chica Bum Bum* and related alphabet activities, a craft, and a link to the video in which a youth services staff member shared the story and encouraged early literacy engagement by participating families.

December Programming Updates

Salem Reads Book Giveaway

This event on December 8th was a huge success! All 240 kits were given away by the morning of the second day. The books were purchased by the Salem Library Foundation, which supports Salem Reads each year.

2021 Mitten Tree

Families and individuals are encouraged to decorate the Mitten Tree by bringing new or gently used mittens, hats, scarves, socks, and other warm fuzzy things to benefit children and families in need. The Mitten Tree will be available to decorate through January 4. Donated items will be delivered to the Center for Hope and Safety.

Felting Friends Craft

These 200 felting kits disappeared before noon, with families eager for winter break activities clamoring for more. Staff were able to provide some who missed out with printed directions.

Winter Break Take and Make

During the break, Youth Services had a variety of Take and Make Kits available near the Service Desk on the second floor for families to enjoy at home. Activities included paper lanterns with LED lights, Hojalata metal tooling, and Create-a-comic.

January 2022 Programming Updates

Youth Services staff continued to provide monthly online storytimes Zoom through the beginning of January.

Weekly Tuesday Virtual storytime!

Beginning at 10:30 a.m. January 18, Salem Public Library children's staff will begin offering weekly virtual storytimes for preschoolers, toddlers, and their families every Tuesday. Families that sign up will be encouraged to pick up a Storytime Kit before January 18 to participate along with staff in these interactive sessions designed to foster early literacy skills.

Winter R.E.A.D. Book Bundles

This January, Salem Public Library is Introducing a new Winter R.E.A.D. initiative. The Winter R.E.A.D. outreach is a decades-long partnership between Salem Public Library, the Assistance League of Salem Keizer, and the Salem-Keizer School District, designed to introduce the public library to the community's first graders. In light of the fact that our current situation continues to demand social distancing, the R.E.A.D. Bookmobile program remains on hold for the current school year. HOWEVER, starting in January, Salem Public Library and Assistance League of Salem are starting a new outreach initiative called R.E.A.D. Book Bundles. Special totes filled with books will be checked out and delivered to participating teachers for 6-8 weeks. In addition to first grade and 1st-2nd blends, some teachers in higher grades whose students have lost a year or more of reading development have requested that their classes may also participate. Each R.E.A.D. Book Bundle delivery comes with information packets for students to take home so families may sign up for library cards and access library services. The mini libraries will be delivered to schools and retrieved by Assistance League volunteers and will be shared amongst classrooms for the duration of the checkout period.

Winter R.E.A.D./ Operation School Bell

As part of a new ongoing partnership initiative begun in Spring 2021, youth services staff have curated and purchased books and library materials for delivery to the Assistance League of Salem-Keizer. Assistance League Volunteers will pack these specially selected Books4Kids kits for delivery in conjunction with their Operation School Bell® program. Operation School Bell distributes new clothes and shoes to pre-kindergarten through high school students in Salem-Keizer schools and the Chemawa Indian School.

New Baby Hospital Kits

In the New year, Salem Public Library also plans to resume deliveries of New Baby Hospital packets to the Salem Hospital. Sponsored by the Salem Public Library Foundation, new baby packets include a new board book, songs and fingerplays booklet, literacy tips, library card application and information, and the promise of a free gift when they bring their baby to visit the Salem Public Library for the first time.

Other News

Strategic Plan Update

We expect the strategic plan to resume in March or April when library services will hopefully be more fully restored and the newly hired City Librarian will be in place. In the meantime, if you haven't already, please provide Norman Wright or Kim Carroll with any recommendations you have for individuals or groups that you believe we should consider inviting to share their perspective. Now that the survey has been conducted, our consultants—Corragio Group—are eager to build a list of stakeholders to interview individually, or in focus groups, as part of our initial analysis of community needs. This is the next step in the process. The combination of stakeholder conversations and community survey data can give us a clearer picture of our strengths, weaknesses, and opportunities.

City Librarian Recruitment

The first steps in the process of recruiting and hiring a new City Librarian are underway. Norman Wright will be working with Library staff and stakeholders in order to select the best candidate for the Salem Public Library.

CHAIR'S REPORT
LIBRARY ADVISORY BOARD MEETING
JANUARY 12, 2022

Happy 2022!

I hope everyone had a wonderful holiday that you celebrated in a way that was meaningful and joyous for you. It was nice to have a bit of a break from the business of the Library Board but now it's time to get back to work!

The Public Library Association is having their 2022 convention in Portland in March. There will be many interesting programs that would benefit members of our board.

I have asked Katherine Daniels and Denise Duren to attend on behalf of LAB. They have agreed to do so. Their way will be paid by the Salem Library Foundation.

This is a generous gift from the Foundation. This is a great example of our collaboration with the other support boards of the library

Gretchen Coppedge will also attend representing both the Foundation and LAB since she is on both boards.

In December of 2021 I provided written testimony to the Salem Infrastructure Bond Steering Committee. This is the city committee that is collecting ideas to be funded in the \$300 bond that will be brought before the public for a vote in November.

Our recommendation of additional library branches in the northeast and south/southeast parts of town was briefly discussed. They were not taken off the table.

There is another meeting on January 14th. LAB will again provide written testimony.

I have added my testimony as an addendum to this report.

I had an informative meeting with Kate Van Ummersen, the executive director of the Library Foundation. We discussed ways that our boards could collaborate. She also gave me some insight into how our board might function better and about how our meetings might be more efficient.

In the future, I would like to have the minutes mostly corrected by the time we have our meeting. Hopefully Clarissa could send out the minutes earlier and then BEFORE the meeting we all could send in our additions and/or corrections. Please do this.

Also, I am feeling very frustrated with the lack of personal interaction with the zoom meetings. Our new members Denise, Steve, and Sarah have never even been to a meeting where they are actually with us.

To remedy this for myself, I will arrange to have coffee with each of them in a place that is safe and comfortable for us. In this way I will learn more about them and hopefully build a more personal relationship. I think this will help develop our board.

Last, we will be voting on the Wild Ideas that we might fund or establish in the future. Please take a minute to look over these ideas. They were sent out in the November meeting packet.

Thanks so much for your support of the library and for the work you do for our community.

From: [Boards and Commissions](#)
To: [Kelli Blechschmidt](#)
Subject: FW: \$300 million bond measure
Date: Friday, December 3, 2021 9:50:31 AM

From: Lois Stark <lois.stark@comcast.net>
Sent: Thursday, December 2, 2021 12:01 PM
To: Boards and Commissions <BoardsAndCommissions@cityofsalem.net>; Chuck Bennett <CBennett@cityofsalem.net>; Virginia Stapleton <VStapleton@cityofsalem.net>; Chris Hoy <CHoy@cityofsalem.net>; Jim Lewis <JLewis@cityofsalem.net>; Jose Gonzalez <JGonzalez@cityofsalem.net>
Cc: Katherine Daniels <khdaniels51@gmail.com>; Kimberley Carroll <KCarroll@cityofsalem.net>
Subject: Fwd: \$300 million bond measure

Statement from the Library Advisory Board to the Salem Infrastructure Bond Steering Committee

Hello Mayor Bennett and Council Persons,

The Salem Library Advisory Board voted unanimously at our November meeting to strongly recommend that the establishment of branch libraries in the northeast and south/southeast be included in the projects for the proposed \$300 million bond. One of the specific duties in the Library Advisory Board bylaws is Article VI Powers and Duties: "Recommending to the Council sites for public library building or for the location of library facilities."

Hence, we are advocating, as we are mandated, for these additional branches.

I understand that this Steering Committee will be planning what will be covered in the new bond that we will put before Salem for a vote.

The Library Advisory Board wants to get involved as soon as possible to make these branches happen. I understand that a meeting will take place tomorrow, December 3rd. Please submit this statement into the minutes.

Thank you for all the work that you do for our community.

The Salem Public Library Advisory Board looks forward to providing testimony and any other input necessary to fund these needed branches.

Lois Stark

Sen. Joe Manchin speaks to reporters as Democrats discuss voting rights bills. Watch CNN



COURTESY: RONNI ABDELMOHAMMAD LIBRARY

This library lets you borrow people instead of books. It just may help bridge our bitter divisions

By [John Blake](#), CNN

Updated 7:14 AM ET, Sun November 14, 2021

(CNN) — On a rainy spring morning in Muncie, Indiana, a White, middle-aged, conservative woman met a transgender woman for a date.

It did not start well. The transgender woman was waiting at a table when the other woman showed up. She stood up and extended her hand. The other woman refused to take it.

"I want you to know I'm a conservative Christian," she said, still standing.

"I'm a liberal Christian," the transgender woman replied. "Let's talk."

Their rendezvous was supposed to last about 30 minutes. But the conversation was so engrossing for both that it lasted an hour. It ended with the conservative woman rising from her seat to give the other woman a hug.

"Thank you," she said. "This has been wonderful."

This improbable meeting came courtesy of the [Human Library](#), a nonprofit learning platform that allows people to borrow people instead of books. But not just any people. Every "human book" from this library represents a group

The Human Library stages in-person and online events where "difficult questions are expected, appreciated, and answered." Organizers says they're trying to encourage people to "unjudge" a book by its cover.

This setup leads to some of the most unlikely pairings anyone will ever see.

A feminist meets with a Muslim woman in a hijab and asks if she wears it by choice or compulsion.

A climate change activist meets with someone who thinks global warming is a hoax.

A Black antiracist activist meets with a supporter of former President Trump.

Or, in the case of Charlize Jamieson, a transgender woman meets a conservative Christian woman who thinks she is living in sin.



Charlize Jamieson, a transgender woman, serves as a "book" for the Human Library for readers who are curious about transgender issues.

Jamieson says she agreed to be a "book" in the Human Library because she wants to encourage empathy. An animated and jovial conversationalist, she says she spent years denying who she was while working in corporate America.

"There's rough edges around people, and people form opinions based on what other people say or what the TV news says," she says. "And then you get in front of them, and you're sometimes like a nail file, filing off those rough edges."

This man founded the library to build bridges

Copenhagen.

Abergel was born and raised in Denmark but lived in the US as an exchange student and has seen the political climate become increasingly partisan.

He wondered if a human library could bring people together like a traditional one. Only in this one, stigmatized or unconventional people would be treated like books -- readers could loan them out, ask them questions, learn something they didn't know and challenge their perceptions.



Ronni Abergel founded the Human Library in Denmark in 2000.

"I had a theory that it could work because the library is one of the few places in our community where everyone is welcome, whether you're rich or poor, homeless or living in a castle, professor or illiterate," he says. "It's truly the most inclusive institution in our time."

Abergel's idea has spread like a bestseller. The Human Library has hosted events in more than 80 countries, in libraries, museums, festivals and schools. It has more than 1,000 human books in circulation in more than 50 languages, with an especially strong presence in American cities such as Chicago and San Francisco, Abergel says.

If people check out a book, they won't need a translator. A librarian makes sure to pair readers with someone whose language they can understand.

"If you speak English, we make sure not to put you in a room with French books," Abergel says.

Abergel believes the library's mission has taken on more urgency in recent years. People across the globe are becoming more divided by social media bubbles, political beliefs and demagogues who cheer on these divisions to gain power.



A woman listens to a Satanist explain his beliefs at a Human Library event.

How many people, for example, will tiptoe around holiday dinner conversations this year for fear of sparking a political argument with a relative? How many people will boycott holiday gatherings altogether because of who is hosting them?

Abergel says there's a need for people to have conversations with others who see the world differently -- minus the verbal combat.

"People want to have safe spaces to connect and maybe diffuse some of the tension in the air," he says.

How to open a Human Library 'book'

The Covid-19 pandemic has also reinforced the importance of the Human Library.

Most of its events were traditionally held in person, but organizers have adapted. The virus has driven millions of people indoors, isolated in their homes and fearful of being too close to strangers.

So on a recent afternoon, the library offered a virtual session that demonstrated how it can restore some of the human connections frayed by the pandemic.

The session opened when a cheerful host appeared on screen and introduced herself as the "head librarian." Nestled in a brightly lit room lined with bookshelves, the librarian told the online audience of 43 "readers" that they could ask any question, "so long as you ask questions with respect."



The man on the right talks about why he modifies his body at a Human Library conference in London.

You will only have 30 minutes with each book, the host said, so make it count. "Don't waste time asking about the weather," she said. "Make it personal. Go deep quick."

The screen briefly went blank, and then a broad-shouldered man with a trimmed beard and faded haircut appeared, sitting in what looked like a cozy bedroom. He was identified only as "Wheelchair User," and he began by assuring listeners, "there is no such thing as a silly question."

For the next 30 minutes, the others on the call fired questions: What was it like for you to go to school as a kid? How should I offer help to a person with a disability if I see them needing assistance in public? What do you do about sexual intimacy?

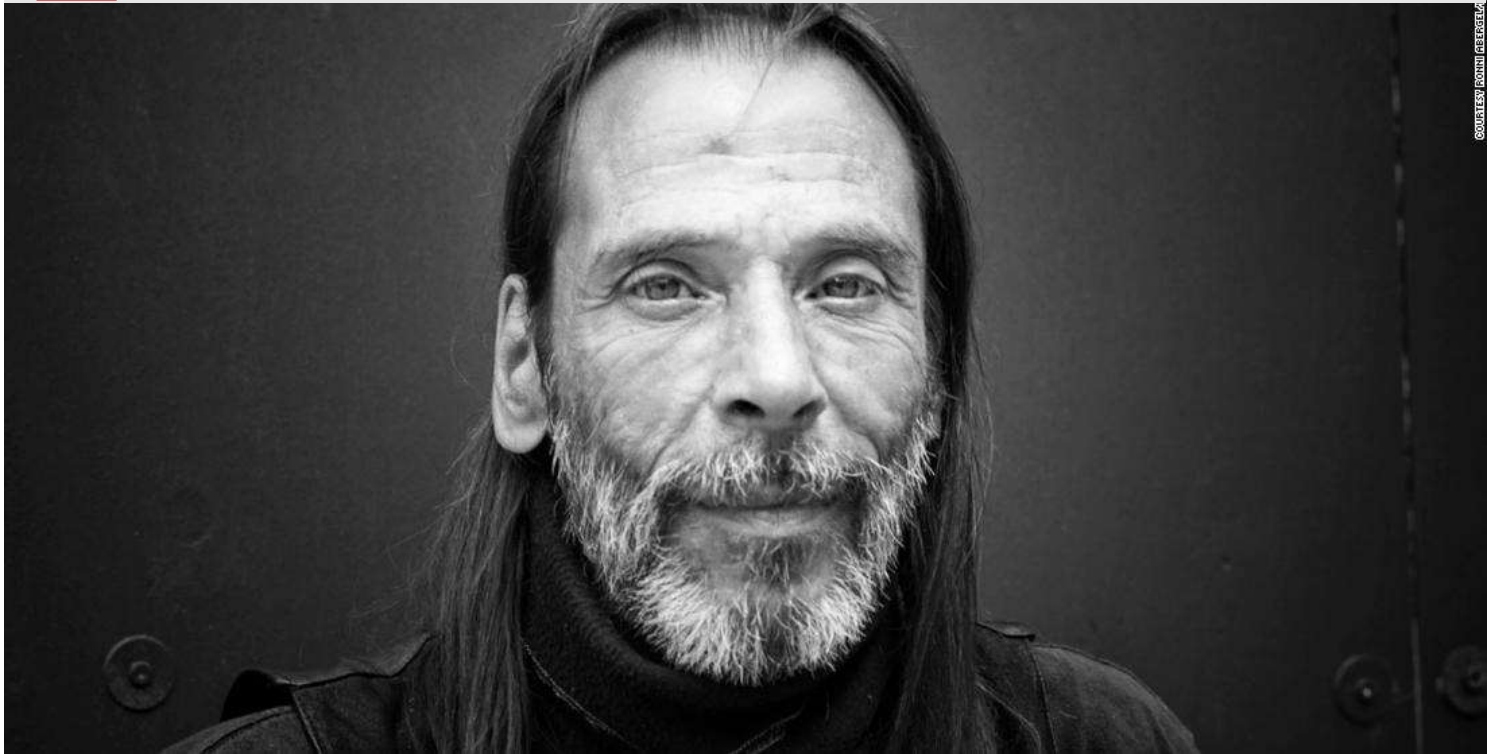
The man answered them all. He said being a wheelchair user is hard work. Taking a subway to see friends requires up to three hours of planning. Just making sure you're near a bathroom that's designed for a wheelchair user is a huge hassle, he said.

"Disabled people can't be spontaneous," he said. "I just can't go for lunch today."

Next up was a young woman, identified as "Eating Disorder." She waved her long, slender hands expressively as she explained in wrenching detail how she dropped from 400 pounds to 100 pounds, triggered by an uncle's cruel remark about her weight when she was a girl.

"It reinforced the idea that nothing is more important than being thin," the woman said, her voice breaking with emotion."

And so it went -- person after person, opening the pages to some of the most intimate details of their lives. The session included about eight "books" in all, with titles ranging from autism, Black activist, transgender, ethnic minority and Muslim.



This man has been homeless and serves as a Human Library "book" to answer questions about that issue.

The emotional tenor of the conversations created an unexpected sense of closeness. Listeners nodded their heads in agreement or offered smiles of encouragement as the books flipped the pages of their lives.

Here was a case of the internet bringing people together, not driving them apart.

"It's been lovely," one human book said before signing off. "Stay safe and well wherever you are in the world."

The conversations flowed with a professional smoothness, but much of that comes through training. Abergel, the Human Library founder, says books are vetted and trained to engage with others. He says that people who apply to become books but want to engage in political debates or have other agendas aren't accepted.

"We're completely neutral, as neutral as Switzerland," he says. "As long as you're not preaching hate or intolerance, you have potential on our bookshelf."

The library helped bring together two neighbors

The nonpartisan nature of the Human Library has made it attractive to corporations interested in diversity training. The library has staged "reading hall" events where a company's employees meet with books for 30-minute sessions at rotating tables. The library also has provided an internal "human bookshelf" for such companies as Microsoft, Heineken and Procter & Gamble.

There are now plans to create a Human Library app that would allow a reader to use a smartphone to search for a desired topic and set up a reading.

A UK packaging company enlisted the Human Library for a conference for its employees in 2019.

One of the library's biggest supporters is Masco, a Michigan-based company that manufactures home improvement and building products. Keith Allman, Masco's CEO, recalls a Human Library conversation he had with a Muslim woman in a hijab, a head covering some Muslim women wear to show modesty in the presence of men outside their immediate family.

Allman says he was raised in a "lily-white, middle class background" on a farm in Western Michigan, so talking to her expanded his perspective.

"I'm raised Catholic, and I thought that (the hijab) was a control mechanism of men over women," he says. "She had me thinking it's not different than praying a rosary."

Allman says his company partners with the Human Library because he doesn't think it's enough for companies to have employees from different races, genders and socio-economic backgrounds. Those employees must also feel like they're being listened to, he says.

"The folks on the team don't feel like they belong, or that their team member has their back, or that they can bring their whole self to work," he says.

A Human Library session hit close to home for one Masco employee. Sue Sabo was talking to a Muslim book when she mentioned that she had a neighbor who was also Muslim, but she never asked her about her faith.

Maybe this is a good time to start, the book suggested.

A Human Library volunteer, right, discusses his life as a gay man at a recent gathering.

So Sabo decided to do just that. She noticed her neighbor had some Islamic iconography on her front porch and asked what it represented. A conversation ensued. It was the first time Sabo had even talked to her neighbor about her faith. More conversations followed.

"Now she says wherever you have a question, please don't hesitate," Sabo says. "I can Google and learn a lot about the Muslim faith, but I can't understand it as much as when I hear it from a person."

After years of hiding her true self, she's happy to answer questions

That personal interaction was what Jamieson, the transgender woman, sought when she decided to become a book at the Human Library.

Jamieson spent 30 years in retail and IT management, hiding who she was from the world. She had a wife and three children, but she thought she would lose everything if she came out as a woman.

That denial led to a dual existence, where she would dress in women's clothes when nobody else was around. Once, she ordered pizza and forgot to change out of her dress when the deliveryman showed up.

"He didn't even blink when I opened the door," she says. "He's probably seen it all."

When Jamieson finally came out, she says her wife and kids supported her. When her son said, "I got your back," Jamieson says, "it was like a thousand pounds came off my shoulder."

She's still married to her wife. And now, after years of hiding, she's become an open book. She's sharing her story with others, who may find their attitudes changed by the simple act of listening.

But at a time when our political and cultural divisions have turned so hateful, listening to the story of a person with whom we disagree might be the most radical thing anyone can do.

- US
- World
- Politics
- Business
- Opinion
- Health
- Entertainment
- Tech
- Style
- Travel
- Sports
- Videos
- Audio
- Coupons
- Weather
- More



FOLLOW CNN



- [Terms of Use](#)
- [Privacy Policy](#)
- [Do Not Sell My Personal Information](#)
- [Ad Choices](#)
- [About Us](#)
- [CNN Store](#)
- [Newsletters](#)
- [Transcripts](#)
- [License Footage](#)
- [CNN Newsource](#)
- [Sitemap](#)

© 2022 Cable News Network. A Warner Media Company. All Rights Reserved.
CNN Sans™ & © 2016 Cable News Network.