

**Ramsey County Library Advisory Board Meeting  
November 20, 2024  
Maplewood Library  
3025 Southlawn Drive  
Maplewood, MN 55109**

**LIBRARY ADVISORY BOARD PRESENT:** Sandy Doubek, Marissa Kirby-Stofferahn, Alex Kovarik, Kami Miller, and Andrea West.

**STAFF PRESENT:** Pang Yang, Library Director; Ray Lockman, Library Deputy Director; Marcus Lowry, Shoreview Branch Manager; Monica Stratton, Maplewood Branch Manager; Lola Ryan, Incoming Library Board Coordinator; Maggie Soukup, Outgoing Library Board Coordinator.

**CALL TO ORDER**

Kirby-Stofferahn called the meeting to order at 6:36 p.m.

**INTRODUCTIONS**

Yang introduced both Library Deputy Director, Ray Lockman and Office Manager and Library Board Coordinator, Lola Ryan. Lockman joined Ramsey County Libraries the last week in October while Ryan is set to start the first week in December.

**ACTIONS ITEMS**

**Approval of the September Meeting Agenda**

West made a motion to approve the agenda as presented. Doubek seconded the motion, which passed unanimously.

**Approval of the August 21 Meeting Minutes**

West made a motion to approve the August 21 meeting minutes as written. Doubek seconded the motion, which passed unanimously.

**Acknowledgment of the October Donations**

Doubek made a motion to acknowledge the two donations made to the Ramsey County Libraries during the month of October. West seconded the motion, which passed unanimously.

**DISCUSSION ITEMS**

**Culture Transformation Update**

Marcus Lowry and Monica Stratton, members of the Culture Transformation Core Team, gave an update on the work that has been happening over the last year. Stratton shared that the Culture Transformation work began in 2022 by collecting data, both qualitative and quantitative, to create an action plan to strengthen the library's anti-racist culture. In early 2024, after compiling and reviewing the data, the team came up with two major goals to help move forward culture transformation.

They shared that to meet the goals, 4 workgroups were created to focus on specific areas. The 4 areas that the workgroups are focusing on are mentorship, racialized incidents, programming, and Human Resources/Union/Library staff. All workgroups have various representation from across all 7 branches.

The workgroups will continue their work into 2025 with guidance from the core team and library leadership.

### **2024 Library Advisory Board Evaluations**

Yang shared the results of the 2024 evaluations with the board members. All 7 board members were represented in the evaluation feedback. After giving the board members time to review the document, Yang facilitated a conversation about the results. Board members reflected on responses.

### **Library Advisory Board Elections**

Yang reminded the board that during the January meeting, the board will need to elect a Chair and Vice Chair. She added that if any of the board members had questions about either role, they could reach out to her or the current board chair and vice chair.

### **Library Director Updates**

Yang shared the following updates:

- The kindergarten card party is scheduled for February 8, 2025! If you'd like to volunteer at the event, please email Pang.
- The libraries will be closed November 28, 2024, December 26, 2024 and January 1, 2025. All branches will close at 5:00pm on December 31, 2024.

### **ADJOURN**

Doubek made a motion to adjourn the meeting at 8:0pm. Kovarik seconded the motion, which passed unanimously.