



Agenda: Board of Trustees
December 1, 2022, at 4 pm
Community Room, Ladd Library

Literacy, Access, & Inclusion

Library Board President – Clint Twedt-Ball

- A. Call to Order
- B. Consent Agenda – **Action**
 - o Minutes: November 3, 2022
 - o Special Event Application
- C. Public Comments and Communications
- D. Foundation Report – Charity Tyler
- E. Friends of the Library Report – Libby Slappey
- F. Board Education: Urban Libraries Council Annual Forum Recap – Amber McNamara
- G. Library Board Committee Reports
 - o Advocacy Committee – Rafael Jacobo, Committee Chair
 - No Action
 - o Finance Committee – Monica Challenger, Committee Chair
 - No Action
 - o Personnel and Policy Committee – Susie McDermott, Committee Chair
 - **Action:** Policy Review:
 - 4.06 The Use of Security Cameras
 - 4.07 Philanthropic and Recognition Naming
 - o Westside Project Committee – Jade Hart, Committee Chair
 - **Action:** Inspiring Big Dreams Campaign Naming and Recognition Opportunities
- H. Library Director's Report
- I. Old Business
- J. New Business
- K. Adjournment

The next Board of Trustees meeting is **January 5, 2023 at 4 pm**, in the Conference Room, Downtown Library.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a City program, service, or activity, should contact Jessica Musil, Library Administrative Assistant, at 319.261.7323 or email musilj@crlibrary.org as soon as possible but no later than 48 hours before the meeting.

**DRAFT Meeting Minutes
Cedar Rapids Public Library
Board of Trustees
November 3, 2022**

Board members in attendance: [President] Clint Twedt-Ball, Susan McDermott, Jade Hart, Chris Casey, Jeremy Elges, Elisabeth Hepworth (all in person); [Vice President] Monica Challenger, Rafael Jacobo, (all via Zoom)

Unable to attend: Hassan Selim

Staff in attendance: Dara Schmidt, Erin Horst, Jessica Musil (in person); Patrick Duggan, Todd Simonson, Jessica Link (all via Zoom)

Others: Charity Tyler, Executive Director, Cedar Rapids Public Library Foundation

- A. Call to Order
 - Mr. Twedt-Ball called the meeting to order at 4 pm.
- B. Consent Agenda – **Action**
 - Minutes: October 6, 2022

Ms. Hart moved to accept the consent agenda. Ms. McDermott seconded. The action carried with unanimous approval.
- C. Public Comments and Communications
 - There being none, the meeting continued
- D. Foundation Report – Charity Tyler
 - Ms. Tyler thanked the City of Cedar Rapids and Linn County for their support of the westside library project. The government agencies approved \$6 million and \$4 million respectively in ARPA funding.

Ms. Casey joined the meeting at 4:02 pm.

- The westside library project has been in development with Ms. Schmidt and key library stakeholders since 2018 with the unexpected estate gift from Nadine Sandberg.
 - The Foundation released its fall newsletter that is shared with the Friends.
 - This year’s holiday gift box fundraiser has officially launched. Evelyn Zerzanek secured black ink drawings from Maurice Sendak and The Sendak Foundation has allowed limited release of a drawing for the fundraiser. The drawing has been reproduced on notecards, and will be accompanied with a metal bookmark and stone coaster for \$40.
 - Local store Raygun invited the Library Foundation to print and fulfill on demand merchandise with a portion of proceeds going to the Foundation. Items can include shirts, stickers, notebooks, mugs, and more. These will be available for purchase online by the end of the month on Raygun’s website. Raygun does a similar program with the Des Moines Public Library. Ms. Tyler hopes to refresh the available merchandise every quarter.
 - Mr. Twedt-Ball asked Ms. Sandberg gifted the library. The library was the sole beneficiary of her will, amounting to \$1.8 million. A general discussion was held on donor and name recognition for Marilyn Ladd and Nadine Sandberg, as well as naming opportunities.
- E. Friends of the Library Report – Libby Slappey
 - Ms. Tyler reported for Ms. Slappey. The Friends are actively setting up for the fall book sale. It will be hosted this Friday-Sunday during open library hours.
 - F. Board Education: Fine Free Update – Erin Horst
 - In 2019, a staff group reviewed access as a part of the strategic plan; this group specifically looked at how overdue fees impact access to patrons. Later that year, Ms.

Horst presented the final report to the board and fines were eliminated along with MLN partners.

- At that time, a plan to establish a data baseline in February 2020 derailed due to the pandemic. The following month, the library closed for an extended time and the libraries decided to start going fine free then. For the first time, we could view trends and report consistent data though it was impacted due to COVID closures, the derecho, and the downtown fire.
- Ms. Horst showed data that demonstrated the rate of returned materials did not change after fines were eliminated and loss of materials has not increased. Prior to the policy change, we had about 16,000 blocked cards every month, or \$35,000 with a fee regardless of blocked status. With changes, we have approximately 6,000 blocked cards in a given month, and the cardholders are able to get out of blocked status quickly by returning the materials. Previously, mapped blocked cards showed clear divisions in neighborhoods based on invisible socioeconomic lines. Now, the mapped blocked cards are spread out and less densely clumped.
- Patrons who have not returned materials in 55 days are sent to a library specific collection agency. Charges are removed when the items are returned. We see a higher return of materials instead of making payments. Mr. Elges asked how many materials are returned as a result of the collection agency statements? Ms. Horst will look. She also noted that the collection agency is not punitive like debt collectors. Based on federal laws, the collections don't show on credit reporting.
- Mr. Twedt-Ball asked those with previously blocked cards have returned to the library. Unfortunately, we can't pull this as the pandemic created unreliable data as the pandemic made it difficult to communicate with patrons. He also asked if we can map to see library cards per neighborhood. This is possible.
- Ms. Hart asked if hold wait times are impacted by those who don't return materials on or before the due date. We have no concrete data for this yet, as data is not yet reliable from impacts to our service hours; antidotally, this does not appear to be an issue.
- Ms. Hepworth noted that forgoing annual revenue of \$100,000 in fines may seem like a lot but it may be made up in other ways. Ms. Horst said the initial report tried to quantify the staff time to discuss fines and handle fine transactions. In reality, staff time spent on those interactions was significant so when those interactions are eliminated and staff can focus on other things, we lost approximately \$10,000 a year. Staff and patron relationships benefitted greatly when those interactions stopped.
- Ultimately, assessing fines did not guarantee materials return but instead made materials inaccessible.

G. Library Board Committee Reports

- Advocacy Committee – Rafael Jacobo, Committee Chair
 - The committee recently discussed some opportunities for advocacy. Ms. Hepworth presented at the City Council meeting for the ARPA discussion and vote. Ms. Hepworth is grateful that the Westside Project has been brought to the front and appreciated the unanimous support of the City Council.
- Finance Committee – Monica Challenger, Committee Chair
 - Ms. Challenger reviewed the September Finance memo, which is a quarter of a way into the year. Revenue and expenditures are on target. Some of the billings were off schedule last month but have caught up. Drafts for FY24 budget are in process and will be presented to the board by January.
- Personnel and Policy Committee – Susie McDermott, Committee Chair
 - **Action:** Policy Review. Ms. McDermott reviewed the following policies.
 - 3.03 Fines and Fees. There are no recommended changes to the policy, which was updated to eliminate fines in 2019. Based on evidence, the board knows the policy works.

- 3.05 Internet and Computer Usage. The committee did not make any recommended changes. However, Ms. Schmidt felt it was important to highlight this policy as it speaks to an intellectual freedom issue. Public libraries operate differently than schools. Libraries do not have the power to act as a parent or guardian, as schools can. The policy notes it is up to the parents to monitor their kids' access to materials and computers at the library.

The committee recommendation to approve the above policies as in the board packet carried with unanimous approval.

- Westside Project Committee – Jade Hart, Committee Chair
 - **Action:** Foundation Capital Campaign Request.
 - The library needs to formally request the capital campaign amount from the Library Foundation in order to move forward with the Westside Library project. The Library would like to ask for a \$10 million capital campaign for a \$25 million project. Ms. Tyler notes that the Foundation Board and their financial feasibility study are supportive of the requested amount.
 - Ms. Casey asked if the project has a timeline yet. Upcoming meetings will better inform us of the timeline but we anticipate the campaign's quiet phase to possibly start in January.
 - Ms. Hepworth agreed that the \$10 million request feels appropriate and responsible with the planning and information available.

The committee recommendation to approve the \$10 million capital campaign request from the Library Foundation carried with unanimous approval.

H. Library Director's Report.

- It has been a huge month for the library with County and City ARPA allocations, and winning the Jerry Kline Community Impact Prize. Ms. Schmidt has received so many amazing compliments and kudos from the board, community partners, and national recognition from library affiliated organizations. To celebrate, we hosted a party at the Quarter Barrel with support from the Library Foundation. Ms. Schmidt and Mary Beth McGuire were invited to present at the Library Director's Summit in early December. The library will also be honored at the American Library Association's winter conference, LibLearnX. We will send 10 people to celebrate and learn.
- Ms. Schmidt showed two light replacement options for the downtown library following the fire. She'd like trustee feedback for the concepts and noted that price may be the deciding factor as we're still awaiting confirmation of how much insurance will pay. The former light has been discontinued. Ms. McDermott noted that the light was not just a fixture but a distinctive statement piece. The general consensus was that trustees are fine with either choice.

I. Old Business

- There being no old business, the meeting continued.

J. New Business

- There being no new business, the meeting continued.

K. Adjournment

- There being no further business, the meeting adjourned at 5:17 pm.

The next Board of Trustees meeting will be held on Thursday, December 1, 2022, at 4 pm in the Conference Room, Downtown Library



Special Event Application

This application must be submitted for special events requiring alcohol at least **60 days** prior to the date of the event. An approved certificate of liability (including additional documentation if required) must be received 30 days prior to the event date. Events requesting alcohol are subject to Board of Trustees approval and guidelines in the Board Policy 3.08 – Special Event Alcohol Use. Board meetings are held the first Thursday of each month at 4 p.m.

Please return the completed application to: Cedar Rapids Public Library, 450 Fifth Avenue SE, Cedar Rapids, Iowa 52401; email events@crlibrary.org.

Name of Contact Person: Tasha Lard

Name of Organization:

Address: 611 Southgate Ave Iowa City, IA 52240

Phone: (319) 777-3764

Email: Tlard@jbbeautysupply.org

Name of Event: Black Professionals of Johnson and Linn County

Date of Event: 12/17/2022

Location of Event: Cedar Rapids Main Library

Time of event start: 6:30 PM

End: 8:00PM

Setup start: 5:30

Cleanup end: 8:00 PM

What type of audience is this intended for: Professionals

Number of attendees/participants: 65

Will there be a fee to attend? No

Will you serve alcohol at the event? Yes

If selling alcohol, who holds the liquor license for your event? ~~No~~ Selina's Creations

Who holds all necessary special event insurance for the event?

Applicants Signature:

Date: 11/10/2022

Applicants Printed Name and Title/Organization: Tasha Lard, Black Professionals of Johnson & Linn Co.



EVERYONE AT THE TABLE

Cedar Rapids Public Library
is the winner of the 2022 Jerry Kline
Community Impact Prize

By Lisa Peet

When Cedar Rapids Public Library (CRPL) completed its previous strategic plan in June, library leaders, staff, and trustees took stock as they began to plan for the next four years. They'd built the 2018 strategic plan around three pillars: literacy, access, and inclusion. As they began to draft the new plan, all agreed: The institutional goals set four years ago will carry forward so the library, which serves a community of more than 130,000 in Cedar Rapids, IA, can build on its successes and continue to improve the community's quality of life.

Those overarching pillars may be ambitious, says Director Dara Schmidt, but CRPL has proved that ongoing progress is achievable. The board of trustees has confidence in leadership and staff, she notes, and the library is unafraid to think big.

What has made all the difference is that the library's ideas, large and small, are developed with input not only from leadership and the board but from staff, residents—both patrons and non-library-users—and partners. CRPL has worked hard to make sure it is included in citywide planning. In turn, the library invites community and civic partners to its own table to help shape its strategy, ensuring that CRPL deliberately incorporates what the community wants and needs. That conscious inclusiveness has earned CRPL the 2022 Jerry Kline Community Impact Prize, developed in partnership with the Gerald M. Kline Family Foundation.

Lisa Peet is Senior News Editor, LJ.

LAYING THE GROUNDWORK

CRPL's definition of literacy, access, and inclusion encompasses the needs of a changing community. Cedar Rapids is the second-largest city in Iowa and has seen steady growth, including a recent influx of immigrants and refugees; according to a 2019 study from national nonprofit New American Economy, the immigrant population of Linn County, of which Cedar Rapids is the seat, increased by 61.8 percent between 2012 and 2017. Between 2000 and 2018, the number of BIPOC Cedar Rapids residents nearly doubled, from 8 percent to 15 percent.

The early strategic planning process involved “deep dives with our community partners to understand not just where they see the library in the community, but: What are their great needs? And what are their biggest hopes and challenges?” says Community Relations Manager Amber McNamara. “If we can have those conversations at the beginning and build that into the development of the design of these initiatives, then we're going to achieve so much more.”

Framing conversations is critical; a message may not change, but each stakeholder needs to hear it in a way that resonates, says Schmidt—“being thoughtful about language and forms of communication and types of reaching out, and which are the right tools to work with the right audience.”

“The library acts both as a central community center, providing safe spaces for all, and a mobile force bringing library expertise and resources out to the people,” says Jas-



INPUT FROM EVERYONE Services are driven by leadership, staff, and community needs. Clockwise from far left: Kevin Delecki represented the library at the IowaWorks Open Air Job Fair, along with the Mobile Tech Lab (MTL); CRPL's Downtown Library; volunteers Rachel Weishman (l.) and Supy Patel clean up a rooftop green space; kids making the most of the Summer Dare Everywhere reading program; Patron Service Specialist Mark Reeves (l.) helps Julie Turner with a cover letter at the Ladd Library; CRPL's Meredith Crawford works the MTL Outreach program at a Hughes Park event; and Director Dara Schmidt

mine Almoayyed, Kirkwood Community College vice president of continuing education and training services. “When the library does strategic planning, they don’t do it alone. They reach out to us and organizations throughout the community, seeking to identify areas of opportunity and challenge that affect us all. We feel connected to their goals because we were a part of designing them.”

And while the planning process is inspired by conversations outside of the library, it is largely refined through staff input, Schmidt notes. “People have these great big ideas, but then practically, how can you actually turn that into an operational, functional, achievable goal? That’s where our staff really shine.”

Whether refining organization-wide goals or imagining how they might be implemented, employees are involved at every step, “connected to the goals that were developed, so that it isn’t just something that is handed over to them at the end,” says McNamara.

PARTNERSHIPS FOR SUCCESS

CRPL has become a sought-after partner for civic initiatives, and a champion—and driver—of many of Cedar Rapids’ municipal objectives. When the city updated its comprehensive plan in 2021, Schmidt was asked to be on the steering committee. To help update goals around neighborhood planning and growth, transportation, green spaces and sustainability, economic development, and safety, city government leaders held community open houses at CRPL,

enlisting the library’s outreach and social media channels to reach community members.

Schmidt has served as director for eight years, through three mayors, and notes that while elected officials and their politics may change, they have all supported the library. Because the nine-person board of trustees is appointed by the mayor, city allegiance strengthens the board as well. “That is essential work, to make sure that your community leadership really do like the library,” says Schmidt. “At their core, they believe in the work. That’s why we’ve been able to do so much.”

Those accomplishments include the Opportunity Center at CRPL’s west side Ladd Library branch, a partnership with the United Way of East Central Iowa, Kirkwood Community College, Hawkeye Area Community Action Program, the city, Urban Dreams—a nonprofit working to remove barriers for underrepresented and underserved people—IowaWORKS, and several social service providers in the area. Partner staff members help patrons navigate services and connect with opportunities, offering guidance on everything from resume building and job searches to signing up for social services, finding affordable housing, and registering for classes.

TOP LEFT AND BOTTOM RIGHT PHOTOS THIS PAGE BY SAVANNAH BLAKE. ALL OTHER PHOTOS COURTESY OF CEDAR RAPIDS PUBLIC LIBRARY



In fall 2021, CRPL collaborated with Collins Aerospace to hold the Girls in STEM Day. More than 100 eighth grade girls from area schools attended the full-day event, trying out the 3-D printer and laser cutter in the Maker Room to build a prosthetic arm for a child in need, discover how circuits work, fly a drone, and learn how to defend a system from cyberattacks. At the day's end, some 80 percent of the participants said they would consider a job in engineering.

CRPL was one of 22 libraries across the country selected to participate in the Urban Library Council's Building Equity: Amplify Summer Learning program funded by the Institute of Museum and Library Service (IMLS). Partnering with the Parks and Recreation Department, the library presented three weeklong middle school STEM camps in underserved areas of the city.

The library reaches out to local instructors as well as students, partnering with the Cedar Rapids Community School District to train teachers to use technology in new ways. This spring, almost 40 teachers from McKinley STEAM Academy, a local middle school designated as in need of improvement, participated in a professional development day at the library where they learned to use 3-D printers, green screen video technology, and Cricut cutting machines already in their school. "Students can use the technology to make engaging presentations," English Language Arts teacher Dominique Brown says of the green screens, "putting themselves into historic scenes, books, or their own art projects."

A RANGE OF LITERACIES

Childhood literacy needs begin early, and the library has identified organizations across the community, including Eastern Iowa Health Centers, Head Start, the Department of Human Services, WIC clinics, and local hospital birthing centers, to act as enrollment partners for Dolly Parton's Imagination Library. These organizations enroll children on site, and the CRPL picks up and inputs the applications; as of June, 5,669 children—about 67 percent of the eligible population—were enrolled, and more than 4,300 have graduated from the program.

The community's digital, functional, and technological literacy needs are top of mind as well. Cedar Rapids' adult population struggled in the wake of the 2020 pandemic shutdown; unemployment was relatively low, but underemployment was pervasive, and many residents needed to improve their job prospects to stay afloat. Even before the

HELP IN HARD TIMES Library employees worked alongside other city staff to distribute supplies—diapers, paper goods, food, and more—at Neighborhood Resource Centers after the derecho

pandemic, according to 2019 city data, 16.5 percent of city residents lived below the poverty level. The library saw an opportunity to step up workforce development efforts and address related needs. After studying data to pinpoint specific areas of need, CRPL realized that services had to meet patrons where they were.

The Mobile Technology Lab (MTL) was the result of an access-focused strategic plan committee of staff from across the organization. "I would not have come up with that on my own," says Schmidt, who had envisioned tech classes in the library. "I thought they were going to go small, and they didn't. They went big in a really different way."

Funding for a mobile lab, including a vehicle and new staffing model, required a major ask—\$155,000 over three years from the Foundation in community support, and another \$25,000 from IMLS American Rescue Plan Act (ARPA) funds to expand the work into the workforce development realm—and Schmidt grilled her staff team on the details before approaching the board. They had answers for everything, and their enthusiasm was contagious. "Every time I asked a question, they made me believe in it even more," she recalls. "It is so much better than I could have ever imagined. That's the beauty of letting go a little bit and letting other people shine."

The goal was to introduce community members to technology, whether that meant learning to use e-readers, designing and printing a logo on a Cricut vinyl cutter, or recording a podcast. The Giacoletto Foundation, a local organization dedicated to funding education and lifelong learning, helped purchase the van, shelving, and modifications. Additional support came from Collins Aerospace, the Alliant Energy Foundation, ITC Midwest, and individual donations to the CRPL Foundation.

The MTL launched in May 2021, with tech tools and toys including laptops, e-readers, and Makey Makey kits and Ozobots for kids to explore. The technology on board is designed to roll into classrooms and community spaces, with programming provided by a grant-funded workforce support staff.

During the pandemic, because staff were unable to take it to schools and senior centers as originally planned, the lab instead collaborated with the city's Parks and Recreation Department to visit six parks in low-income neigh-

borhoods weekly throughout the summer. During the winter months the lab brought laptops and printers to larger-scale facilities such as rec center job fairs to help participants with job applications. MTL staff work with patrons one-on-one in partner locations such as the Willis Dady Homeless Shelter, providing resume assistance and job search help. In its first year of operations the lab reached 5,756 users at 128 different events in both branches, online, and nearly 20 locations around Cedar Rapids.

In the 2022–23 school year, the library will take the MTL to four elementary and middle schools ranked by the U.S. Department of Education as Needs Improvement or Priority, working to build relationships within the schools and then provide curriculum-based enrichment for students.

The MTL also serves as a pathway to the Maker Room in the Downtown Library. Starting in February, CRPL began offering one-on-one appointments for patrons to use the tools there, which include a laser cutter, 3-D printer, Cricut cutter, podcasting equipment, and other technology; more than 50 people have taken advantage of bookings.

“LITERACY IS SUSTAINABILITY”

Environmental sustainability is an explicit part of the library’s value statements and policies, but community sustainability is emphasized as well. Schmidt served on the Community Climate Leadership Team that developed Cedar Rapids’ Community Climate Action Plan, approved by city council in 2021. This plan and its objectives align with library goals to support community equity, and the library’s community literacy initiatives have been incorporated into the city’s action steps. This means that “literacy is sustainability” is a phrase heard spoken by city management, and also that city gardens now have easily readable signage, virtual tours of local sustainability features include conversation starters for adults and children, and elementary schools have developed sustainability partnerships to include STEAM programming, literature connections, and story walks.

In 2022 the Downtown Library hosted the first Sustainable Economy and Transportation Conference, presented by Alliant Energy, the City of Cedar Rapids, and the Cedar Rapids Metro Economic Alliance. CRPL provided physical and virtual presentation space as well as an exhibit hall for the two-day event, highlighting the building’s LEED Platinum design. In thanks, Alliant Energy donated a vehicle charging station for the Downtown Library parking lot.

On a smaller scale, CRPL offers green resources to those who need them—during sustainability days, patrons can come by the library for reusable water bottles, LED light-bulbs, reusable flatware, and more. When the city called for reduced trash and consumption initiatives, the library led the way in 2019: Staff offices and seating areas have larger recycling cans but only small “tiny trash” bins for nonrecyclable garbage, a visible reminder to reduce waste.

EQUITABLE ACCESS

While putting together the 2018 strategic plan, the board chose to remove the word “equality” and replace it with “equity,” to guide the library toward redressing unbalanced systems. That shift in focus, says Schmidt, means that “every time we make a decision about how to implement a literacy, access, or inclusion strategy, we go back to equity and say,



THE JERRY KLINE COMMUNITY Impact PRIZE

From the Gerald M. Kline Family Foundation and *Library Journal*

The Jerry Kline Community Impact Prize recognizes the public library as a vital community asset. The prize seeks to honor a library that has achieved this

recognition to the highest degree through a strong reciprocal relationship with its civic stakeholders and community.

To honor its exemplary record, Cedar Rapids Public Library will be presented with \$250,000 from the Gerald M. Kline Family Foundation. A gala celebration is planned for the LibLearnX conference, Jan. 27–30, 2023, in New Orleans.

We thank the following external judges who helped inform the final decision:

NATE COULTER | Executive Director, Central Arkansas Library System, 2021 Jerry Kline Community Impact Prize winner

ED GARCIA | Director, Cranston Public Library, RI, 2020 Jerry Kline Community Impact Prize winner, 2010 *LJ* Mover & Shaker

MARC A. OTT | Executive Director, International City/County Management Association

RIVKAH SASS | Former Director, Sacramento Public Library, inaugural Jerry Kline Community Impact Prize winner, 2002 *LJ* Mover & Shaker and 2006 Librarian of the Year

Also serving as judges were: Leslie Straus, Library Grants Director, Gerald M. Kline Family Foundation and Meredith Schwartz, Editor-in-Chief, *LJ*.

For more information, see libraryjournal.com/communityimpact

“Have we met this need? Have we looked at where there are parts of our community that have been left out before? And have we concentrated on it?”

Library research revealed that many residents depended on CRPL for access to informational and technological resources but had trouble accessing physical branch locations; nearly one third of respondents to a 2018 telephone survey said that they hadn’t used the library in the previous year. This information drives decisions from outreach planning to choosing where to take the Mobile Tech Lab, and services to homebound patrons and seniors have been expanded. It also helped convince the board to go fine-free in May 2021, restoring library access to more than 16,000 residents.

WELCOMING NEW AMERICANS

The city has become a destination for immigrants and refugees via both primary and secondary migration (when residents relocate from the U.S. state where they first settled within the first nine months), with an influx of arrivals from Afghanistan, Burundi, Rwanda, and the Democratic Republic of Congo. The library has worked with the city to add welcoming resources online, including links to community resources for housing, utilities, and immigration services—but CRPL’s in-person inclusion work has flourished outside its walls as well.

In 2018 Cedar Rapids, in conjunction with the Cedar Rapids Metro Economic Alliance, was invited to participate in Gateways for Growth, which offers cities the opportunity to receive support from the American Immigration Council and Welcoming America to improve immigrant inclusion in

their communities. Thanks to this program, the city began participating in Welcoming Week, a national initiative that encourages local support and efforts to engage new Americans, with the library leading language and programming.

Eventually, local government opted to create a plan with the group Inclusive ICR to grow diversity and inclusion in the region's workforce. As part of this initiative, CRPL led the city's 2022 Welcoming Week campaign, Welcome Is Our Language, which offers resources from recreational and cultural institutions and information for entrepreneurs.

The annual Community Cultural Celebration and Expo at CRPL's Downtown Library, presented in partnership with the Cedar Rapids Civil Rights Commission, has grown in response to community needs in the five years since the city first asked the library to help develop it. With a planning committee of representatives from community groups such as Legion Arts, Refugee and Immigrant Association, United We March Forward, Tanager Place, and others, the event brings residents together for a day of music, dance, art, and an exhibit hall for local cultural and service organizations.

EMPOWERING THE INCARCERATED

CRPL partners with Linn County and the Iowa Department of Corrections on several programs.

Staff deliver a diverse selection of books to teens at the Juvenile Detention Center and facilitate weekly book discussions. These have been recorded and shared virtually as an audio program developed by Programming Librarian Meredith Crawford called "Be Heard," available to the public (with all identifiers removed to protect participants).

Programs centering youth experiencing incarceration lets them see themselves as integrated into larger systems, the programmers feel—at school, at home, and within the community—offering empowerment and validation.

Another partnership with the county, city, and Iowa Legal Aid has produced Expungement Clinics and Resource Fairs, which help people remove criminal case records that can pose barriers to housing, employment, or education, and provide information on assistance programs and resources.

CENTERING STAFF VOICES

Inclusion, in the library's playbook, also means consistent communication at all levels. "Dara cares about people, and she cares about the relationships that she has with people," says Programming Specialist Mary Beth McGuire.

All staff, no matter what their position, job description, or hourly status, are given the opportunity to participate in groups that implement library strategies. The only qualification necessary is a passion for the work involved—because

"you know things that I don't know, and you care about things that I don't care about," says Schmidt. This ensures that as many departments as possible are represented, and encourages employees across all roles to grow and develop leadership skills.

"We say to staff, 'Here's what we want to do, here's the big picture, here's the strategy,'" Schmidt explains. "Is it something that you've done any work with outside of the library, maybe volunteering through your church or through a food pantry? Or is it just something that you really care about, because your kid or your uncle or your best friend has struggled with this? It doesn't matter the reason, and it doesn't matter what your position is, or how many hours you work at the library—if this is something you care about, you get to be on that strategic team, you have a voice in this process, because your passion gets to drive it." The Mobile

Tech Lab was one such idea.

"We have in our contract that people can apply to go to training twice a year, and those applications come from every department, from every job description," says McGuire. "It's not just management and a couple of librarians that go to trainings. Anyone can go, they just have to ask and have a good reason."

Empowered staff can then go out into the community and represent the library in a wider range of scenarios than leadership could accomplish alone. And engaged employees stay and rise through the ranks; over the past three years, 90 percent of leadership roles have been filled by internal candidates.

Schmidt has been outspoken in her support of the staff union, Communication Workers of America, and McGuire,

the library's chief union steward, no longer refers to the longstanding labor agreement as the union contract. "I say it's our contract, because it's a contract that I signed and Dara signed and the president of the board signed. We all work together on it and it's a real negotiation."

Communication lines with trustees are also clear, prioritizing what the board needs to know to make good decisions—from the section of the monthly board packet titled "Great Stories," highlighting meaningful interactions between staff and patrons, to the detailed numbers backing up proposed initiatives. "When our board listens to us, they're always going to have a lot of questions, but they appreciate the fact that we come with that really fully formed plan," says McNamara. "So much of what we do is data-driven."

"It starts with a high high level of trust," says board President Clint Twedt-Ball. "We are, as a board, able to operate at that strategic level and set priorities in place in collaboration with the staff, and we have a lot of trust in Dara. So we know that once a plan is created, she's going to go out there



IMAGINATION TEAM Dolly Parton's Imagination Library partners collaborate for early childhood literacy. Top row, l.-r.: Schmidt, Young Parents Network Director Alejandro Pino, Greater Cedar Rapids Community Foundation Senior VP Karla Twedt-Ball. Bottom row, l.-r.: CRPL Programming Manager Kevin Delecki, Foundation Director Charity Tyler

The Patchogue-Medford Library serves 51,903 residents through an emphasis on community engagement. Employees meet weekly to share what events they attended, what they learned, and what the library can do with that information to connect local resources.

To serve the growing local Latinx population—46 percent of students in local schools—the library recruited Spanish speaking staff at all levels, including leadership, and prioritized helping recent immigrants with daunting governmental bureaucracy such as applying for a driver’s license. Local village, county, and school district elected officials rely on the library for advice on effectively meeting the needs of Latinx constituents.

When a hate crime was committed against an Ecuadorian immigrant in 2008, local officials wanted to do more to combat racism and discrimination. They turned to the library to take the lead on initiatives to create a safer and more inclusive community, such as the Language Café, where local teens from English- and Spanish-speaking backgrounds come together weekly to practice language skills. More than 10 years ago, a local Spanish-speaking parent approached the library seeking a sense of belonging. The library worked



with her to develop Madres Latinas, to help Spanish-speaking moms navigate and tap into resources in the community.

The Jovenes teen group is run by the Spanish Outreach and Teen Services Departments. Library staffer Lizbeth Zichay, who immigrated in her teens, knew the challenges many face in learning not only English but the culture and expectations of U.S. high school, often while working in family businesses or childcare. Zichay recommended a social group for newly arrived immigrant teenagers, incorporating outdoor play, soccer, and foods from members’ cultures.

The library partners with the Stony Brook Small Business Development Center to provide bilingual help. Other

services include English classes, citizenship instruction, bilingual one-on-one financial aid and college application assistance, and bilingual programming for all ages.

In “Everybody Eats,” people from all walks of life share a meal at the library. Indeed, food drives many of the library’s successful outreach efforts. The library worked with the village to host food drives, coordinating local food pantries and assistance agencies with a bi-weekly Zoom that turned into a non-perishable food shelf at the library both stocked and used by patrons. The



local Special Education PTA provides fruits, vegetables, and dairy weekly, and donated a refrigerator. The library hosts programming at restaurants and provides children’s activity placemats. With non-profit Harmony Cafe, the library offers workshops on nutrition, cooking and healthy eating on a budget for low-income families and seniors.

Not resting on its laurels, the library’s next steps include further staff training on equity, and diversity audits of collections and services.—

Meredith Schwartz

and implement it. We trust that her values align with the trustees’ values, and she’s going to make good decisions.”

And while CRPL hasn’t weathered the intense book challenges that some libraries in the region have seen, the board’s stance is clear, says Twedt-Ball: “We believe that there should be a wide diversity of opinions and views expressed by the library, and we’re supportive of that. If you want to keep your kids away from it, that’s up to you as a parent, but we’re not going to stop offering those kinds of things.”

COPING WITH DISASTER

The library team was used to thinking on its feet, moving quickly to support students who needed internet access during the pandemic, shifting the Mobile Tech Lab’s access model to conform to safety mandates—and making sure not a single employee lost their job during the COVID shutdown.

But nothing prepared the community for the devastating derecho—a storm that causes hurricane-force winds, tornadoes, heavy rains, and flash floods—that struck Cedar Rapids in August 2020, bringing wind speeds of 140 mph and causing extensive damage throughout the city. Homes and businesses were torn apart, and 70 percent of the area’s tree canopy was obliterated in less than 30 minutes. Many were without power for weeks and had no internet access for longer.

In the first hours after the derecho passed, despite the lack of any way to communicate with each other, people began showing up outside the Ladd branch. “The library is a place you can get access to resources during normal times,” notes McNamara. “So when there’s nowhere else to go, and you don’t know what to do, that’s the kind of place you’re going to go.” With no power and a damaged roof, the building was unable to open its doors, but the parking lot became an ad hoc disaster response service point and was designated a Neighborhood Resource Center.

In the following days, staff set up charging stations outside the library as soon as power was restored. Despite having emergencies of their own at home, employees showed up; they were dispatched to Resource Centers around Cedar Rapids, handing out supplies and helping at the tree debris drop off site as the city began cleanup efforts.

Staff gave out food, water, diapers, personal care items, and cleaning supplies. “People were coming who were living in tents,” recalls CRPL Administrative Assistant Jessica Musil. Two local hospitals purchased a generator to set up in the library parking lot so residents could charge medical equipment. When three high school buildings were so damaged that they could not open, library meeting rooms served as a school location for the entire semester for students who didn’t have home internet service.

HONORABLE
MENTION

RICHLAND LIBRARY | COLUMBIA, SOUTH CAROLINA

MELANIE HUGGINS | Executive Director

Richland Library's (RL) community engagement is deep and strategic. When COVID more than tripled local unemployment, 29 staff members became certified career coaches and assisted 3,400 job seekers, promoted by Bank of America grants. Google and the American Library Association funded Entrepreneurial LaunchPad, featuring an Entrepreneur-in-Residence, equipment library, and targeted programming. Three full-time social workers, supported by local foundations, have helped 16,554 patrons access resources and benefits. A partnership with the county sheriff led to gun safety programs and free gun locks. RL's HomeSpot Initiative provided hotspots to over 700 households in partnership with T-Mobile, as well as public housing and recreational commissions.

Beyond its service area, RL led the fight against a state budget amendment that would have denied public libraries funding if they refused to certify they had no materials appealing to "prurient" interest in children's sections. RL is also embedded in statewide efforts to improve literacy, creating and hosting an annual symposium to train 350 leaders for Read to Succeed camps.

The library's Let's Talk Race team,



featured in the June 2022 issue of *LJ*, has facilitated conversations for more than 2,000 attendees so far; RL is creating an open-sourced curriculum and toolkit for other libraries.

RL's Chief Equity and Engagement Officer drives internal and external equity, diversity, and inclusion (EDI) initiatives, including staff training and the Una Voz team, dedicated to Spanish-speaking customers. RL raised its minimum wage to \$15, instituted eight weeks of paid Family Medical Leave, and offers Project Play, in which staff can spend up to an hour a week playing. A nine-month leadership development program has 106 graduates, 43 percent of whom have been promoted. The EDI Council, created in 2020, mentors BIPOC staff,

examines programs and processes through an EDI lens, and more. Intentional recruiting and removing the MLIS requirement for management has increased BIPOC staff from 30 percent in 2013 to 42 percent, and from 17 percent of managers to 40 percent.

RL used human-centered design to develop its Library as Studio model, and continues to apply it in the community. A 2017 IMLS grant let RL develop Fresh Food Fresh Thinking: Staff worked with high school students, architects, and teachers to envision a hybrid space housing a library



and farmer's market, and developed recommendations for emulators. In 2017, RL created Do Good Columbia to share the methodology to solve community problems. In 2020, the library partnered with the Midlands Business Leadership Group and EngenuitySC on a human-centered design study of barriers to recruitment and growth of BIPOC employees. In 2023, Do Good Columbia 2023 will focus on vulnerable citizens and how the community coordinates to help those in crisis.—**Meredith Schwartz**

That difficult time, says McNamara, deepened the library's connection with community partners, largely owing to staff's willingness to step up and CRPL's preparedness for times of crisis. "If we didn't have those skills before the derecho, it would have been a very different experience," she says. "But we had built teams that knew how to communicate with each other, that had worked a lot on intentionally being there for each other."

While employees were responding to community needs, the library continued to be mindful of its staff. "We had to, because everybody was *broken*. People were just so tired, so hot, and so miserable," says Schmidt. "We've learned to be even more trauma-informed in our internal communications and how we work with each other."

That internal resilience was put to the test again this July, when a fire broke out in a light fixture above the Downtown Library's Commons area. The sprinkler system activated and the fire was quickly extinguished, with no injuries, but the library was forced to close until September 1 for cleaning and repairs. Once again, says McNamara, "our staff were amazing," relocating to alternate locations and stepping up outreach until they could return to the building.

Yet despite this string of challenges, CRPL has been reliably present for its community when it was needed—

and Cedar Rapids has returned the favor, over and over.

After the derecho, in recognition of the library's place at the center of vulnerable neighborhoods, the city and county allocated \$8–10 million in ARPA funds toward a new, permanent facility in Cedar Rapids' Westdale neighborhood. Located a few blocks from the existing Ladd Branch—currently housed in a rental space—the new library will also be a regional service center, designed to support resiliency, welcome new immigrants, and serve as a neighborhood anchor.

In addition to federal support, the new facility will be helped along with some local love. In 2020, a Cedar Rapids woman, Nadine Sandberg, died just short of her 103rd birthday. She told her lawyer that she wanted to give her estate—more than \$1 million—to the library because it was a place that would "do good things with it." Thanks to Sandberg's gift, what would have been a 10-year capital project is scheduled to be completed in four.

"That really doesn't happen in most places and most professions," marvels Schmidt. "But it does happen in libraries, and that is incredibly moving, incredibly humbling. Also, what an absolutely astounding possibility—to be able to have that opportunity to do something for your community because somebody else believed in you." ■

COMMUNITY



THINGS TO DO TODAY

POWERED BY HOOPLA:
WWW.HOOPLANOW.COM

FUNDRAISER/BENEFIT

Holiday Craft and Food Fair

Come shop and dine with us. There will be a craft boutique featuring hundreds of handmade crafts, a country store offering baked goods and more, and a cookie walk. All proceeds will go to support United Women in Faith local, national and international missions.

- **When:** 10 a.m. to 7:30 p.m.
- **Where:** St. Paul's United Methodist Church, 1340 Third Ave. SE, Cedar Rapids
- **Cost:** Free

HOBBY

Dungeons and Dragons After-school Club

Adventurers from all over seek fame and riches by taking a portal to new and exciting locations, finding magical artifacts, and battling terrible monsters. Need help making a Fifth Edition character? Never played and want to learn? Longtime player who can't get your regular group to meet? Or just want to drop in and see what the fuss is about? All are welcome.

- **When:** 4:30 to 6:30 p.m.
- **Where:** Cedar Rapids Public Library, 450 Fifth St. SE, Cedar Rapids
- **Cost:** Free

ART

Art Bites: The Collector's Eye

Join Curator Kate Kunau for a discussion of the museum's newest exhibition featuring the private collection of Cedar Rapids residents Thomas C. Jackson and Joanne Stevens. They have amassed a collection of prints featuring some of the biggest names in contemporary American art, such as Kara Walker, Romare Bearden, Roger Shimomura, Jim Dine, Wayne Thiebaud, Luis Jimenez and Enrique Chagoya.

- **When:** 12:15 p.m.
- **Where:** Cedar Rapids Museum of Art, 410 Third St. SE, Cedar Rapids
- **Cost:** Free

HEALTH

GeriFit Exercise Class

Geri-Fit classes improve strength, balance and arthritic conditions for people 60 and over.

- **When:** 8 to 9 a.m.
- **Where:** Ely Public Library, 1595 Dows St., Ely
- **Cost:** Free

LITERATURE

Knit-Lit

Join this knitting-themed book club. This month the club is reading "Things I Learned from Knitting: Whether I Wanted to or Not" by Stephanie Pearl-McPhee. Bring your works-in-progress.

- **When:** 6:30 p.m.
- **Where:** Solon Public Library, 320 W. Main St., Solon
- **Cost:** Free

'Find your passion and get involved'

Community fundraiser Julie Kraft uses her energy to help build bridge to new places

By Kacie Long, correspondent

CEDAR RAPIDS — Julie Kraft wears many hats. Whether she's crafting a new communication plan for a client, attending an Ed Sheeran concert with friends, spending quality time with her family, or coordinating the latest community project in Cedar Rapids — it's safe to say she stays busy. But Kraft has a different way of describing her day-to-day.

"My brain is kind of like a computer screen where you have a hundred tabs open all the time," she said recently with a laugh.



Julie Kraft

Kraft, 58, has been using her energy as a self-professed "community cheerleader." She runs her own communications business while serving on various local committees and boards such as ConnectCR and the Revival Theatre Company.

Kraft is passionate about helping make the community a better place.

"I naturally like people who ask, 'What can I do to



Officials hold a celebratory ground-breaking in October 2021 at the future site of Cedar Lake in Cedar Rapids. (Submitted photo)

make this even better?" Kraft said.

One big community project she's currently a part of is ConnectCR; the largest public/private partnership in Cedar Rapids' history.

The project will transform Cedar Lake by adding accessible canoe launches, a challenge/obstacle course, kayak launches and fishing piers, among other new amenities.

Part of this project includes restoring a washed-out railroad bridge, destroyed during the historic 2008 flood, with a new, LED light-up, pedestrian-bike bridge. It will connect both sides of the city — more specifically the NewBo and Czech Village neighbor-

hoods.

"It's going to really open up more free outdoor recreational opportunities," Kraft said. "It opens it up for everyone. Four people can walk and bike it — if someone has a disability, it's going to be so much easier for them to get to Cedar Lake and around Cedar Lake."

The new bridge will be named the Alliant Energy LightLine, reflecting the lights on the bridge's rails powered by Alliant Energy, which donated \$1 million to ConnectCR last year.

"That was a huge moment," Kraft said.

She said what fills her with pride and happiness is seeing such a wide array

of the community come together to accomplish these initiatives.

"It's people from all walks," Kraft said.

Kraft may lead a busy life, but she said the rewards that come from making lasting, positive impacts on the community, and on people, make it all worthwhile.

"I've really done a lot, already, in my life," she said. "When I look back at my time doing all this, my greatest pride comes from seeing the people I worked with and coached succeed."

Getting involved in the community is essential for everyone, Kraft says.

"Find your passion and get involved," she said. "Everyone should be involved in some way; (our community) is dependent on that. We need people to do that."

"Looking forward, my hopes are just two things: One, to make wherever I am be better than it was; and two, inspire others to also be better.

Do you know someone using their energy to make our communities better? The Gazette is partnering with Alliant Energy to spotlight and share stories of people who are using their energy to make our communities better. Specific focus areas include: hunger; housing; workforce readiness; education; literacy; environmental stewardship and diversity; safety and well-being. Nominations can be made by completing the form at www.alliantenergy.com/poweringbeyond

Cedar Rapids library wins Impact Prize

Award comes with \$250,000 check

The Gazette

The Cedar Rapids Public Library was named the fourth annual winner of the Jerry Kline Community Impact Prize.

The award, developed in partnership between the Gerald M. Kline Family Foundation and Library Journal, recognizes the powerful synergy that results when a library works closely with both its local government and its community.

The award carries with it a \$250,000 check from the Gerald M. Kline Family Foundation and the library also is showcased in LJ's November 2022 issue, available in print and online.

"Cedar Rapids Public Library has made a huge impact through its close connections with civic leadership and community — exactly what this prize seeks to spotlight and honor," said Ger-



The Cedar Rapids Public Library's Mobile Technology Lab visits areas around the city. It started carrying books and other library materials this summer, too. (Cedar Rapids Public Library)

ald (Jerry) Kline, CEO of the Gerald M. Kline Family Foundation.

Whether holding a STEM Day for more than 100 eighth-grade girls, building a mobile lab to introduce community members to technology, or providing a physical and virtual presentation space that also serves as an exhibit hall for the city's first Sustainable Economy and

Transportation Conference, it is clear the Cedar Rapids library is there for its community, according to the news release.

"That is essential work, to make sure that your community leadership really do like the library," Cedar Rapids library director Dara Schmidt said in the news release. "At their core, they believe in the work. That's why we've been able to do so much."

What Cedar Rapids Public Library has accomplished in the four years since the setting of its 2018 goals is nothing short of remarkable. The strategic plan based on the three pillars of literacy, access and inclusion will no doubt continue to improve the community.

The Patchogue-Medford Library in New York and Richmond Library in Columbia, S.C., were named as honorable mentions, and are also profiled in the November issue of Library Journal.

EASTERN IOWA BRIEFS

IOWA CITY

Children's museum to host 'Grow A Good Citizen' on Election Day

The Iowa Children's Museum will host an Election Day event Nov. 8 to introduce kids to the role citizens play in a democracy.

Non-partisan activities include a just-for-kids election to pick their favorite museum character, a museum-wide scavenger hunt, crafts and story time.

In partnership with the University of Iowa's Event Management class, the "Grow A Good Citizen" event will start at 10 a.m. and last until 5 p.m. Tuesday.

All activities are included with museum admission, which is \$10 or \$9 for seniors.

CEDAR RAPIDS

Veridian's 'Spark the Spirit' election for nonprofits begins

Veridian Credit Union is soliciting votes for nonprofit organizations across Iowa and eastern Nebraska to receive \$38,000 in celebration of Giving Tuesday on Nov. 29, including five organizations in the Cedar Rapids-Iowa City Corridor.

Veridian's annual Spark the Spirit campaign is a reminder that Giving Tuesday is approaching and an invita-

tion for public input on where a portion of the credit union's giving should be directed. This year, votes are accepted through Nov. 11 at veridiancu.org/sparkthespirit.

"The holidays are often a time of increased need, and many in our communities are facing an additional, unique set of challenges," said Renee Christoffer, Veridian's president and CEO, in a news release. "Spark the Spirit is one way to make a difference and a reminder for all of us of the importance of giving locally."

Twenty organizations across Iowa and eastern Nebraska have been nominated for Spark the Spirit by Veridian employees, including five in the Cedar Rapids-Iowa City Corridor.

Local organizations accepting votes are Deafinitely Dogs!, Four Oaks, Freedom Foundation, Trees Forever and Willis Dady Homeless Services.

The top vote-getting organization in each region, including Waterloo/Cedar Falls, Cedar Rapids/Iowa City, the Des Moines Metro and Omaha/Council Bluffs, will receive \$5,000 each.

Organizations receiving the second- and third-most votes in each region will receive \$2,500 and \$1,000, respectively.

Organizations receiving the least votes will receive \$500. Details also are available at veridiancu.org/sparkthespirit.

CEDAR RAPIDS

Downtown buildings to turn teal to raise Alzheimer's awareness

Two Cedar Rapids landmarks will join other Iowa landmarks and those across the nation in lighting up in teal on Thursday for the Alzheimer's Foundation of America's Light the World in Teal Alzheimer's Awareness program.

Alliant Energy Tower and Cedar River Tower will be lit up in teal to shine a spotlight on Alzheimer's disease and show support for the millions of people affected by it. Teal is Alzheimer's Foundation of America's awareness color.

"Having these Iowa landmarks all 'go teal' on the same day is a powerful and incredible way to raise awareness and show support for the millions of families who are affected by Alzheimer's disease," said Charles Fuschillo Jr., AFA's president and CEO. "AFA thanks each of them for helping to light the world in teal for Alzheimer's awareness and literally shining a light on the issue of Alzheimer's disease."

Individuals also can participate by "going teal" on their own. Wear teal or turn your social media profile/cover photo teal or share graphics on social media to raise awareness.

About 66,000 Iowans are living with Alzheimer's disease.

KIDS GAZETTE



How do clouds work?

By Jen Eilers, Programming Librarian at the Cedar Rapids Public Library

Experiments at home are a great way to have fun and do a little science at the same time without it feeling too much like school. A favorite experiment the library conducts at its STEAM programs demonstrates how clouds store water droplets until the droplets become too heavy and it rains.

Clouds form when the sun heats up water and the water turns from a liquid into a vapor. Water vapor collects around dust, pollen, and other particles in the air and becomes tiny water droplets. This collection of particles and water droplets is a cloud. As clouds fill with more and more water droplets, those droplets eventually become too heavy and fall from the cloud, making rain clouds.

This colorful and easy experiment demonstrates this natural phenomenon.

This experiment needs:

- 1 medium/large clear glass or jar
- Shaving cream
- Eye dropper or syringe
- Food coloring (red, yellow, blue)
- 6 smaller jars or cups
- Cold water

1. Fill a clear glass or jar with cold water, leaving room at the top.
2. Fill three of the smaller cups or jars with water. Add a few drops of red food coloring into one of the full cups. Repeat this step, creating cups of yellow and blue water.
3. Create each color of the rainbow in the remaining cups by combining two of the primary colors. (Red and yellow make orange, yellow and blue make green, and blue and red make purple.)
4. Shake and then evenly spray the shaving cream into the larger, clear glass of water. This is your cloud!



1. Fill a clear glass or jar with cold water, leaving room at the top. (Cedar Rapids Public Library photos)



2. Fill three of the smaller cups or jars with water. Add a few drops of red food coloring into one of the full cups. Repeat this step, creating cups of yellow and blue water.



3. Create each color of the rainbow in the remaining cups by combining two of the primary colors. (Red and yellow make orange, yellow and blue make green, and blue and red make purple.)



4. Shake and evenly spray shaving cream into the larger, clear glass of water. This is your cloud!



5. Fill up the eyedropper with one color of water and empty it into the shaving cream. Continue to do this, changing the color with each refill of the dropper.



6. Add eyedroppers full of colored water until colored water starts to leak out below the shaving cream into the bottom of the glass.

5. Fill up the eyedropper with one color of water and empty it into the shaving cream. Continue to do this, changing the color with each refill of the dropper.
6. Add eyedroppers full of colored water until colored water starts to

7. Make predictions about which color or will fall out of the clouds first.

leak out below the shaving cream into the bottom of the glass. For more STEAM fun with the library, visit events.crlibrary.org/ to register for the Habitats and Hibernation Mini Camp for kids in kindergarten through second grade on Dec. 28-30 from 9:30 to 11 a.m. or Maker Mini Camp for kids in third through

fifth grade on Dec. 28-30 from 1 to 3 p.m. at the Downtown Library in Cedar Rapids.

Kids Cooking: Learn to make Walking Tacos

Once a month, The Gazette presents an easy-to-follow recipe

By Grace King, The Gazette

CEDAR RAPIDS — Kids Gazette Cooking Series is a great way to cook as a family.

Once a month, our host and guest chefs prepare and present an easy-to-follow recipe. This program will encourage skill-building and activity as a family — all around the theme of food and food preparation. New shows are posted about once a month.

This month, our guest chefs made walking tacos. When people think November, they always think Thanksgiving. But did you know it's also National Family Literacy Month? To honor that, our guest chefs were executive director of the Cedar Rapids Public Library Foundation Charity Tyler and her daughters, Sam and Calli.

Reading recipes can help with reading comprehension and fluency and math, Charity said. While cooking at Edgewood Road Hy-Vee in Cedar Rapids, Charity and her daughters talked about the fantastic things reading can do to bring families together and their favorite recipes.

Sam talked about her favorite book — “My Otter Half” — about a dog and an otter that go on adventures together. Calli's talked about her favorite things to bake at home — cake and edible cookie dough.



Charity Tyler and her daughter, Calli. (The Gazette)

The girls also talked about Dolly Parton's Imagination Library, of which the Cedar Rapids Public Library Foundation is an affiliate. In the background, a cardboard cutout of Dolly Parton joins the chefs as a “sidekick,” Charity said.

Kids can be enrolled in Dolly Parton's Imagination Library through the Cedar Rapids Public Library from birth through age 5 and receive up to 60 free books.

“You need to learn to read to learn. Something the library and school system is focused on is third grade reading level, because that is when the content becomes such that you're reading now to learn,” Charity said.

WALKING TACOS

- 1 lb. 90 percent lean ground beef
- Taco seasoning
- Shredded lettuce

- Shredded cheese
- Tomato
- Onion
- Salsa
- Sour cream
- Variety bag of chips

Directions:

- Brown the beef.
- Dice the vegetables.
- Drain the fat from the browned beef using a colander.

Put the meat back in the pan and add taco seasoning. Follow the directions on the back of the taco seasoning packet.

Set up an assembly line. Open your bags of chips and crunch them gently before adding meat.

Add your toppings of tomato, onion, lettuce, cheese, salsa, sour cream and whatever other toppings you want. And enjoy!

To view the full tutorial published Nov. 4, visit tinyurl.com/GazetteKidsCookingwalkingtacos.

Comments: (319) 398-8411; grace.king@thegazette.com

Instead of ears, some spiders can use their webs to hear

Washington Post

Imagine a tasty bug landing on the web of a hungry spider. How does the spider detect its prey? Spiders don't have ears like we do, and many have poor eyesight. But they can sense vibrations, like those that happen when an unlucky insect touches their webs. And instead of eardrums, spiders hear using tiny, sensitive hairs that move in response to sounds.

Scientists recently learned that spiders can pick up sounds in another way: through their webs. “It's basically using the web as the ear,” said Ron Miles, a professor of mechanical engineering at Binghamton University who researches acoustics (the study of sound) and vibrations. In a new study, Miles and his co-authors found that spiders responded to sounds played near their webs.

Previously, researchers had measured how a single strand of spider silk moved in response to sounds in the air. They found that “the web silk itself is really good at detecting sound,” Miles said. That discovery prompted the question: Could spiders use their webs to hear?

To study hearing in animals, scientists normally insert electrodes into the animals' nerves and look for “spikes” that show a nervous system response, Miles said. That's tough to do in a spider. So instead of using electrodes, researchers placed orb-weaving spiders (the type that spin wheel-shaped webs) in a specially designed quiet room. They tracked how the spiders reacted to different sounds played on a loudspeaker.

“We had to show that the sound was getting to the spider only because of the airborne path and it wasn't coming through some vibration,” Miles said. “And sure enough, the spider responded.” Depending on how loud the sound was, spiders crouched, stretched, turned or raised their forelegs. Researchers noticed that the spiders turned their bodies toward the sound, suggesting the arachnids knew where the noise originated.

The ability to use a web like a giant extended ear could help spiders



An orb-weaving spider on its web. Researchers watched how the spiders responded to different sounds.



Ron Miles, a professor at Binghamton University, stands in the school's anechoic chamber, a specially designed quiet room where much of the spider research took place. (Binghamton University photos)

detect prey. If an insect is flying nearby, for instance, “that's going to cause the web to vibrate because of the sound,” Miles said. “That kind of gets the spider's attention.”

Spiders might even use their webs to tune in to a variety of sounds. “We suspect that the spider is actually able to sort of adjust the tension in the web in order to pick up certain frequencies,” Miles said.

Miles hopes the research on spiders will help us find better ways to detect sound. Most microphones today work by sensing pressure and turning it into an electronic signal. But in the natural world, “spiders aren't sensing pressure,” Miles said. “Most animals don't hear that way; they sense the motion of the air.” Future microphones, like those used in hearing aids, could be designed with this in mind.

The next time you see a spider, Miles suggested, watch how it reacts to sounds, like your footsteps or a buzzing insect — though what those noises mean to the spider remains somewhat of a mystery.

[HOME](#)

[NEWS](#)

[SPORTS](#)

[AFFILIATES](#)

[CONTACT US](#)

YOU ARE HERE: [HOME](#) / [HUMAN INTEREST](#) / SEMINAR TO FOCUS ON HOW IOWA LIBRARIES PLAN FOR, RESPOND TO DISASTERS

Seminar to focus on how Iowa libraries plan for, respond to disasters

NOVEMBER 28, 2022 BY [O. KAY HENDERSON](#)

A half dozen Iowans who've led their public libraries through disasters will be featured in an online discussion tomorrow morning.

"The hope is that people watching or listening to the webinar can learn from our disasters instead of having to have their own before they learn those lessons," says Cedar Rapids Public Library director Dara Schmidt, who'll be one of the panelists.

Like the city it serves, the Cedar Rapids Public Library has had a recent run of emergencies, starting with flooding in 2016.

"(That flood) was smaller than predicted and so we ended up not sustaining damage even though we were closed because we were in the inundation zone and then we had, just like everybody else, the pandemic and then the derecho," Schmidt says, "and then a couple of months ago we had a fire."

The fire started in late July in a large light fixture in the lobby of the library in downtown Cedar Rapids. The 200 people inside the library were safely evacuated and the fire was doused in a matter of minutes, but the library was closed for a month — to deal with smoke damage. Schmidt says given that history, she and her staff have developed plans that not only focus on responding the moment a disaster might strike, but how to restore services as quickly as possible.

"With everything that we've been through, what we understand is our community needs us and in times of great challenge our community needs us even more," Schmidt says. "...Maybe our building does have to close, but how can we continue to provide service, even when those terrible things are happening to us?"

For example, Schmidt says this summer the library set up a computer lab in a vacant space across the street from the temporarily closed downtown library. Librarians from Bettendorf, Clinton, Marion, Sioux City and West Des Moines will join Schmidt in tomorrow's panel discussion about disaster planning.

FILED UNDER: [HUMAN INTEREST](#), [NEWS](#)

Category	Platform	Metrics	Oct 2021	Oct 2022	% Change
Program Attendance	In Person and Virtual	Attendance at Library Programs and Videos	563	2,563	78%
Digital Collection Use	OverDrive	eBook Circulation	5,956	5,701	-4%
		eAudiobook Circulation	5,461	5,965	8%
		New Users	222	228	3%
	cloudLibrary	eBook Circulation	1,131	1,597	29%
		eAudiobook Circulation	1,012	1,056	4%
		New Users	37	70	47%
	Hoopla	eBook Circulation	852	996	14%
		eAudiobook Circulation	1,125	1,685	33%
		eMusic Circulation	89	142	37%
		eVideo Circulation	420	475	12%
	Freegal	New Users	46	85	46%
		eMusic Downloads	1,183	1,134	-4%
		eMusic Streaming	3,141	2,986	-5%
Kanopy	New Users	5	3	-67%	
	eVideo Circulation	1,274	1,438	11%	
Total	Total Digital Circulation	21,644	23,175	5%	
Other Online Use	Databases	Visits	19,049	20,052	5%
	CRLibrary.org	Visits	12,927	12,327	-5%
	WiFi	Logins	8,203	9,905	17%
Social Media	Facebook	Followers	10,491	11,178	6%
	Instagram	Followers	3,670	3,923	6%
	YouTube	Views	6,566	14,079	53%
Meeting Room Use	Downtown	Number of Reservations	259	343	24%
	Downtown	Number of People	3466	3586	3%
	Ladd	Number of Reservations	84	68	-24%
	Ladd	Number of People	639	615	-4%
Number of Visitors	Downtown	Door Count - Downtown	19,421	21,429	9%
	Ladd	Door Count - Ladd	7,263	9,409	23%
	Total	Door Count - Total	26,684	30,838	13%
Curbside Holds	Total	Curbside Holds - Number of Patrons	154	107	-44%
*Number of items was not possible after Polaris transition					
Materials Circulation	Circulation	Print Circulation	39,090	40,509	4%
		Total Circulation	55,498	57,160	-27%
		MLN Circulation (Print only)	63,359	66,624	5%

To: Monica Challenger, Finance Committee Chair
From: Dara Schmidt
Date: 11/29/2022
Subject: **October 2022** Financial Report

Library Operations 151XXX: When reviewing budget to actual, we assume:

- At least 1/12 of revenue will be received per month (33.3% thru October). Actual revenues are currently 40% and expected to meet or exceed budgeted amounts. Having revenue in excess of budget or having a fund balance does not mean a department can spend more than their expenditure budget.
- No more than 1/12 of discretionary, fleet, facilities, fuel budget is spent per month (remember due to processing times, expenses have a 1 month lag so 25% thru October).
- For all other expenses, no more than 1/12 of budget are spent per month (33.3% thru October).
- Regardless of funds/cash available, total actual expenses, excluding transfer out, may not exceed total budgeted expenses.
- Here are concerns and highlights that you should be aware of, or that need addressed:
 - **Total actual revenue (less transfer in) is 40% or \$321K of budgeted \$799K. Right on track with budget.**
 - If you are short revenues at yearend, unspent expenditure budget will have to cover.
 - Transfer in of \$25K amended to cover 50% of CE purchase. This will come from fund 7010 once CE is purchased.
 - **Total actual expenditures are 33.9% or \$2.5M of \$7.4M budgeted. Right on track with budget.**
 - Personal Services is tracking at **32% or \$1.8M of \$5.55M budget.**
 - Refresh savings budget of \$135K was removed in September
 - 6 employees had flex leave pay outs / pay offs so Other Special Pays is already at 86% or 17K of 20K budget.
 - Discretionary is trending over budget thru October. Total incurred is **\$414K of \$810K budget or 51%.**
 - Timing of IT & Materials purchases, as well as Training/Conferences & books are impacting this.
 - Rent of Land & Buildings has incurred 6 months of Lease & Cam \$16,387.67 for Ladd library or \$98K. Parking actuals thru October is \$12K.
 - Electricity is on track with budget thru October but we are missing October expense. 32% spent or \$68K of \$213.8K budget. – *will watch as months go on to compare to last year costs, possible budget concern.*
 - Natural Gas is under budget thru October – will start to report in couple months.
 - Facilities Maintenance has posted EMS costs thru Oct - \$5.1K and Maint billing for July/August is \$49.6K. (September is billed but not yet posted for \$20.5K) on track to fully spend down this budget.
 - Fleet Services is billed thru July for work order billing. Currently at 17% or \$244 of \$1.4K budget. – no change
 - Capital Equipment had budget reallocated from discretionary accounts in FY23. (See Capital Equipment File)
 - FY 2023 purchase budgeted for \$50K – VMWare Server (50% transfer to come from fund 7010)

CIP & Special Revenue will only have commentary for the next few months, if any issues arise.

City of Cedar Rapids
 151 General Fund - Library
 2022-10-31

Account Name	Account	Prior Fiscal Year 2022 YTD Actuals	Current Fiscal Year 2023 Adjusted Budget	Current Fiscal Year 2023 YTD Actuals	Favorable (Unfavorable) Variance	Percent of Budget Received Spent	Current Month 2023 Actuals
Revenue							
Taxes							
Total Taxes		-	-	-	-	0%	-
Intergovernmental Revenue							
Federal Operating	421001	-	-	10,800.86	10,800.86	0%	10,800.86
State Operating	422001	30,674.29	115,000.00	-	(115,000.00)	0%	-
Local Govt Grants and Reimb	423000	6,594.63	125,000.00	6,594.63	(118,405.37)	5%	-
Total Intergovernmental Revenue		37,268.92	240,000.00	17,395.49	(222,604.51)	7%	10,800.86
Other Revenue							
Printing & Duplicating of Form	431006	1,537.25	25,000.00	1,386.15	(23,613.85)	6%	389.50
Dept Charges-External to City	431012	133,812.13	409,792.00	243,644.00	(166,148.00)	59%	27,895.91
Library User Fees - Not Fines	431201	3,862.89	5,600.00	2,758.97	(2,841.03)	49%	749.95
Vending Sales	431301	32.04	-	20.27	20.27	0%	20.27
Other Fines & Forfeits	441002	(6.25)	-	-	-	0%	-
Building Rental	461001	11,998.80	43,455.00	11,995.30	(31,459.70)	28%	2,837.70
Contributions & Donations	471002	28,500.00	70,000.00	43,255.00	(26,745.00)	62%	1,250.00
Sale of Inventory	471003	537.00	2,000.00	541.85	(1,458.15)	27%	78.00
Other Miscellaneous Revenue	471005	-	3,500.00	-	(3,500.00)	0%	-
Total Other Revenue		180,273.86	559,347.00	303,601.54	(255,745.46)	54%	33,221.33
Proceeds of Long Term Liabilities							
Total Proceeds of Long Term Liabilities		-	-	-	-	0%	-
Transfers In							
Operating Transfer In - Inter	483001	14,000.00	36,000.00	11,000.00	(25,000.00)	31%	-
Total Transfers In		14,000.00	36,000.00	11,000.00	(25,000.00)	31%	-
Total Revenue		231,542.78	835,347.00	331,997.03	(503,349.97)	40%	44,022.19
			799,347.00	320,997.03		40%	
Expenditures							
Personal Services							
Regular Employees	511100	1,229,603.45	3,986,814.00	1,302,064.68	2,684,749.32	33%	331,125.24
Temporary/Seasonal Employees	511200	-	34,694.40	4,053.00	30,641.40	12%	-
Overtime	511300	21,039.33	114,773.40	22,364.13	92,409.27	19%	6,596.45
Other Special Pays	511400	9,819.72	20,180.00	17,281.91	2,898.09	86%	10,784.58
Group Insurance	512100	140,270.84	513,159.00	162,568.80	350,590.20	32%	42,395.83
Social Security Contributions	512200	94,676.17	326,956.00	102,351.87	224,604.13	31%	23,551.21
Retirement Contribution	512300	119,344.76	404,672.00	127,186.92	277,485.08	31%	28,830.40
Workers' Compensation	512500	44,671.54	145,893.00	47,667.59	98,225.41	33%	10,621.96
Other Employee Benefits	512600	2,042.48	7,315.08	2,060.13	5,254.95	28%	564.84
Total Personal Services		1,661,468.29	5,554,456.88	1,787,599.03	3,766,857.85	32%	454,470.51
Discretionary Expenses							
Advertising & Marketing	521100	6,129.14	5,000.00	2,303.80	2,696.20	46%	214.80
Consulting & Technical Service	521104	-	10,000.00	-	10,000.00	0%	-
External Contracted Labor	521105	35,947.48	105,466.00	54,434.23	51,031.77	52%	4,288.85
Health Services	521106	106.20	-	109.15	(109.15)	0%	38.35
Other Professional Services	521108	581.00	10,523.63	4,687.00	5,836.63	45%	515.00
External Banking/Financial Fee	521109	3,744.45	15,700.00	5,972.18	9,727.82	38%	2,691.15
Security Services	521110	-	5,000.00	-	5,000.00	0%	-
Computer Hardware	522100	39,743.94	35,000.00	31,006.58	3,993.42	89%	-
Computer Software Maintenance	522101	144,661.32	222,220.00	144,354.15	77,865.85	65%	21,737.00
IT Services - External	522102	24,076.54	75,500.00	10,132.71	65,367.29	13%	50.08
Building & Grounds Services	522104	1,080.30	15,000.00	-	15,000.00	0%	-
Equip/Furniture/Fixtures Serv	522105	-	9,000.00	-	9,000.00	0%	-
Vehicles & Rolling Equip Serv	522106	-	-	29.95	(29.95)	0%	-
Phone Services	523107	10,255.56	26,500.00	10,001.30	16,498.70	38%	2,456.19
Rental of Equip & Vehicles	524101	-	500.00	-	500.00	0%	-
Printing, Binding, & Duplicate	525102	5,258.87	15,950.00	2,280.54	13,669.46	14%	321.73
Awards & Recognition	531102	15.00	250.00	8.50	241.50	3%	8.50
Books & Subscriptions	531103	71,791.34	109,171.80	90,620.99	18,550.81	83%	16,042.97
Cleaning & Janitorial Supplies	531105	21.98	1,250.00	-	1,250.00	0%	-
Computer Supplies	531106	978.04	5,000.00	288.78	4,711.22	6%	29.87
Equipment/Furniture/Fixtures	531109	1,784.65	11,500.00	11,735.54	(235.54)	102%	1,481.66
Photography Supplies	531110	-	300.00	-	300.00	0%	-
Miscellaneous Supplies	531114	314.34	2,000.00	-	2,000.00	0%	-
Office Supplies	531116	5,356.94	15,320.00	4,637.22	10,682.78	30%	1,906.63
Program Supplies	531118	9,424.92	37,000.00	7,575.44	29,424.56	20%	2,409.02
Shop Supplies	531119	11.89	250.00	-	250.00	0%	-
Sign & Signal Supplies	531120	235.13	-	975.00	(975.00)	0%	975.00
Uniforms	531123	-	694.00	-	694.00	0%	-
Personal Protective Gear	531124	1,967.09	-	1,747.65	(1,747.65)	0%	526.16
Building & Grounds Supplies	533100	245.75	21,748.15	3,954.79	17,793.36	18%	1,042.17
Equip/Furniture/Fixtures Parts	533101	-	-	570.00	(570.00)	0%	-

City of Cedar Rapids
 151 General Fund - Library
 2022-10-31

Account Name	Account	Prior Fiscal Year 2022 YTD Actuals	Current Fiscal Year 2023 Adjusted Budget	Current Fiscal Year 2023 YTD Actuals	Favorable (Unfavorable) Variance	Percent of Budget Received Spent	Current Month 2023 Actuals
Conferences, Training, Travel	542102	608.07	23,200.00	19,369.76	3,830.24	83%	9,765.40
Dues & Memberships	542103	5,343.55	10,000.00	4,806.00	5,194.00	48%	306.00
Licensing Fees	542106	-	-	30.00	(30.00)	0%	30.00
Postage & Freight	542108	953.38	17,500.00	1,683.23	15,816.77	10%	1,076.24
Mileage Reimbursement	542111	106.57	3,000.00	429.89	2,570.11	14%	128.33
Admin Charges - Inter Departments	521114	-	-	125.00	(125.00)	0%	-
Chemical Supplies - Non-Snow & Ice	531104	-	-	-	-	0%	-
Facility Services - Non-routine	522107	-	-	-	-	0%	-
Fleet Services - Abnormal Maintenance	522108	-	-	-	-	0%	-
Fleet Services - Non-Safety Modifications	522108	-	-	-	-	0%	-
Fleet Services - Accidents	522108	-	-	-	-	0%	-
Total Discretionary Expenses		370,743.44	809,543.58	413,869.38	395,674.20	51%	68,041.10
Other Expenses							
City Accounting Services	521113	25,000.00	77,500.00	25,833.32	51,666.68	33%	6,458.33
City Information Tech Services	522109	3,080.88	5,878.33	1,959.44	3,918.89	33%	489.86
Electricity	523100	60,254.75	213,800.00	68,318.78	145,481.22	32%	2,193.60
Natural Gas	523103	71.93	4,500.00	98.08	4,401.92	2%	16.65
Rental of Land & Buildings	524100	110,710.02	245,000.00	110,604.39	134,395.61	45%	3,027.25
Liability Insurance	525104	10,438.32	42,148.00	14,049.32	28,098.68	33%	3,512.33
Property Insurance	525107	29,607.00	100,110.00	33,370.00	66,740.00	33%	8,342.50
Vehicle Insurance	525108	582.00	1,200.00	400.00	800.00	33%	100.00
Gasoline Fuel	532101	40.31	498.58	88.31	410.27	18%	-
City Inter Department Charges	521114	-	-	-	-	0%	-
Chemical Supplies - Snow & Ice	531104	-	-	-	-	0%	-
Facility Services (Routine)	522107	27,330.16	313,107.55	54,701.24	258,406.31	17%	1,279.80
Fleet Services (Routine)	522108	137.60	1,400.00	243.91	1,156.09	17%	-
Total Other Expenses		267,252.97	1,005,142.46	309,666.79	695,475.67	31%	25,420.32
Capital Outlay							
Vehicles, Equipment, Software	554000	19,037.48	50,000.00	1,285.00	48,715.00	3%	-
Total Capital Outlay		19,037.48	50,000.00	1,285.00	48,715.00	3%	-
Debt Service							
Total Debt Service		-	-	-	-	0%	-
Transfers Out							
Total Transfers Out		-	-	-	-	0%	-
Total Expenditures		2,318,502.18	7,419,142.92	2,512,420.20	4,906,722.72	34%	547,931.93
Net Revenues over/(under) Expenditures		(2,086,959.40)	(6,583,795.92)	(2,180,423.17)	4,403,372.75		(503,909.74)

The Use of Security Cameras Policy

At the Cedar Rapids Public Library we value the health and safety of our patrons. We also strive toward effective and efficient library products and services. We balance these needs with our patron's right to privacy.

Security cameras will be used only for specific purposes:

1. To monitor the safety and security of staff and patrons,
2. To gather information about the effective use of our services and products,
3. To prevent, mitigate, or take action on property damage from vandalism, theft, or other illegal activities.

It is the intent of the Board of Trustees of the Cedar Rapids Public Library to empower the Library Director or designee, as the lawful custodian of library records, to release surveillance information that is otherwise confidential, if the purpose of that release is in accordance with the provisions of this policy.

Requests for the release of confidential patron information must be submitted in writing and accompanied by an order from the court as outlined in Chapter 22.7 of the Iowa Code.

The release of exterior footage not considered to be confidential or reveal information about a patron's use of the library or library services may be released by the Library Director or designee after a written request is provided.

Adopted: 2/2011

Revised: 11/2015, 01/02/2020

Reviewed: 2013, 12/1/2022



Philanthropic Naming and Recognition Policy

The naming of all library buildings and spaces associated with a construction, renovation or expansion project is the responsibility of the library Board of Trustees. Their consideration will be guided by the following criteria.

Cedar Rapids Public Library (CRPL) will consider naming part of the building, other property or interior space after an individual, foundation, organization or corporation in recognition of substantial financial gifts to the CRPL Foundation. Donors making such gifts may choose to memorialize someone other than themselves with the financial gift, subject to the library Board of Trustees' approval.

The CRPL Foundation will seek financial contributions commensurate with the honor sought and companionable with the mission of the library. Naming opportunities need not be cost reflective, rather they would provide prominent recognition of an entity's outstanding service contributions or generosity to the library.

Facilities subject to the guidelines include:

- Library building or major renovation
- Interior spaces or service areas
- Outdoor spaces - gardens, courtyards, walkways, or plazas
- Amenities such as a fireplace, artwork
- Primary or specialty collections

Generally library facilities are named in accordance with their geographical or functional designations. However, Naming a library building as a whole will be considered by the library Board of Trustees on a case-by-case basis under extraordinary circumstances. Consideration will be made if a major donor contributes no less than 51% of the total cost of the project or 51% of a major renovation plus endowment support for the library in an amount approved by the library Board of Trustees in collaboration with the Library Foundation.

Opportunities for recognition in interior and exterior spaces, collections, programs, amenities and fixtures may be offered to major donors contributing a substantial sum in response to a specific fundraising drive. Lists of potential recognition naming opportunities will be developed by trustees in collaboration with the Library Foundation prior to a fundraising campaign, and presented to the library Board of Trustees for advanced approval. Any naming opportunities associated with other collaborative city projects will be offered after consultation with the City Manager or assigned City Director.

Donor Recognition Versus Property Naming

Donations received for equipping or furnishing a library area, that do not include the cost of building or renovating the space, can be given recognition through an appropriate plaque or alternative means within or adjacent to the space. This shall not constitute the "naming" of the space. When the equipment or furnishing becomes outdated, dysfunctional or is retired, the recognition will be withdrawn.

- All naming recognition must be consistent with the nature and mission of the library. In this regard, due attention shall be given to both long-term and short-term appropriateness of naming.
- When a proposal involves the use of the name of any person, approval is contingent on the agreement of that person.
- When a proposal involves the use of the name of a deceased person, approval is contingent on the agreement of that person's next of kin.
- The library Board of Trustees reserves the right to change or remove the recognition should a significant change occur in the circumstances of the donor.

Visual Recognition

The Library Director, in consultation with the library design team, will be responsible for determining the manner in which the name is recognized (e.g. signage).

The Foundation will explain the library's naming policy to the donor, work with the donor to determine a suitable display based on policy guidelines and ask the donor to sign a naming agreement. Any commemoration technique must be consistent with the library's image and design requirements and is subject to review and approval by the library Board of Trustees.

Formatted: Font: Not Bold

Duration and Change of Use

When a change in the use of a previously named facility occurs because a program moves/ends or space is reassigned or demolished, some form of continuing recognition may be appropriate.

Property naming rights will remain in place for the useful life of the building or area, not to exceed a period of twenty-five (25) years. Renewal of naming right after the twenty-five year period will be reviewed and approved by the library Board of Trustees.

If a previously named facility or space within the facility must be replaced or substantially renovated during the twenty-five year period, the name will remain as set forth in any gift agreements related to the prior naming action.

If a previously named facility or property must be replaced or substantially renovated after the twenty-five year period, the library Board of Trustees will consider renewing the naming right either in a space similar or related to the original named area or in the creation of an alternative memorial, in order to preserve the history of commemoration.

If a named gift donor becomes embroiled in controversy that is inconsistent with library and Board of Trustees' behavior policies and/or ethical standards, the Board of Trustees may vote to remove said name without notice to the donor and prior to the end of the original twenty-five (25) year term.

Gift agreements related to naming actions will be kept by the Foundation.

Procedures

As a 501c3 non-profit, the Foundation is responsible for the planning and management of private fundraising drives in support of the library. If the Foundation wishes to offer naming opportunities as part of a capital campaign, the Foundation will work with the library director and building committee

Board Policy 4.07

to identify signature areas for inclusion in the list. Giving levels associated with each naming opportunity will be recommended by the Foundation based on the campaign goal and number of gifts being requested at each giving level.

The library Board of Trustees will be asked to approve a list of naming opportunities associated with a campaign. Approval will enable the Foundation to offer listed naming opportunities to potential donors at agreed upon giving levels during the course of the campaign.

In general, donors will be recognized based on the agreed upon naming opportunity only after at least 75% of the pledge is fulfilled. Failure to fulfill a pledge in full will nullify the naming agreement. Gift recognition associated with individual campaign efforts will be subject to the campaign-specific gift acceptance policy.

Adopted: 08/2010

Revised: 2/4/2016, 11/7/2019, ~~12/1/2022~~

Last review: 2013

Campaign Gift Recognition Policy

The Cedar Rapids Public Library and its Library Foundation wish to publicly recognize those making gifts to the fundraising campaign for a new Westside Library. The Library Trustees’ recognition policy establishes guidelines for philanthropic naming with the intent to inspire exceptional giving that will allow the campaign to attain its goal. Donors who wish to remain anonymous may indicate this preference when making their gift.

Westside Library Giving Levels

The following gift values have been identified for those interested in naming opportunities for the new Westside Library. Approximate levels of giving are outlined as follows:

\$100,000	\$1,000,000
\$250,000	\$2,000,000
\$500,000	\$3,000,000

Westside Library Recognition Opportunities

For purposes of this document, recognition opportunities have been identified as follows. Levels of giving for each opportunity listed have not yet been determined.

Adult Fiction Area	Opportunity Center
Adult Non-Fiction Area	Outdoor Plaza
Art Gallery	Public Computers Area
Children’s Section	Reading Corner
Community Rooms	Staff Spaces
Community Welcome Center	Sustainability Feature
Flexible Spaces/Meeting Rooms	Young Adult Area
Opportunity Center Classroom	Collaborative City Park

Donors will be recognized through signage in the space in a manner determined by the Library Director and the Library design team. Signage will complement the facility’s design and be consistent with the nature and mission of the Library. Using philanthropic names in general reference to the space will be left to the discretion of the Library staff.

As building design takes shape, more naming opportunities may be added to this list. Recognition opportunities are not cost reflective, rather they are intended to provide prominent acknowledgement of the donor’s generosity to the new Westside Library.



Director's Report
December 1, 2022

Department Updates

Community Relations has been very busy over the past month with special events and programs that have returned to in-person for the first time since pre-pandemic. We hosted several community organizations, such as the League of Women Voters, the African American Museum of Iowa, and the Greater Cedar Rapids Community Foundation. We also had the opportunity to be election precincts for the November 8 general election. Providing space for community to happen is at the core of our work, and we have definitely celebrated the variety of great examples of that happening in our library this past month.

We published the Winter issue of *OPEN+* which includes a celebration of the Jerry Kline Community Impact Prize. We also updated much of the signage over our shelves, in particular in the Downtown Children's Library. We are currently working on an overhaul and addition of signage at the Ladd Library this winter.

In November, the Library resumed onboarding new volunteers. Since March 2020, the onboarding of new volunteers had been limited to a few roles and short-term Library needs. Almost 100 volunteer applicants received communications about volunteer opportunities and next steps to becoming an active part of the Library's volunteer team. We look forward to welcoming new volunteers again to meet the growing needs of the Library. Volunteer Hours in October 2022: 337

The *Materials* department is working to inventory our collections to ensure the catalog is updated and accurate. Inventories are done regularly depending on the section. Winter is a quieter publishing season, which allows the selectors time to purchase replacements of worn materials and evaluate the currency of nonfiction sections. These processes are all done in conjunction with each other. Several months ago, the library introduced Vega, an updated public catalog. This has been tested and will be featured as the primary public catalog. Staff and patrons have enjoyed the content "roll-ups" that show multiple formats of the same title together rather than multiple different headings.

The *Technology Solutions* team has been busy installing new printing and copying hardware at both locations. These new kiosks are ADA accessible and have expanded scanning and faxing capabilities. Faxing services are still regularly used at the library for documents that require secure transmission like passports or other immigration documentation. The scanning options are currently running, and faxing capabilities will be available later this month. The team is also evaluating updates for meeting spaces, as budget allows.

Programming continues to find unique ways to reach the community while maintaining things that have proven successful. November wrapped up our first Artist in Residency with Harper Folsom, who spent the previous three months doing public programs and events all leading toward a final gallery showing in the Ladd Library. Her artwork explores the interplay between how we view ourselves and how we're viewed by others, and connected patrons of all ages. Outreach to CRCSD schools continued on a weekly basis, as well as outreach to Juvenile Detention and Diversion Services, Heart of Iowa, Head Starts and Preschools, and many others. Programming for teens in the Union has steadily increased in attendance, with a regular group attending both the Magic: The Gathering and Dungeons and Dragons Afterschool Clubs consistently. Maker Room reservations have begun to grow as well, with new people hearing about our technology access and wanting to use the space on a regular basis.

Public Service Congratulations to Downtown Branch Manager Heather Meyer-Boothby for graduating from the Lead CR Program. Heather collaborated leaders from other city departments to create recommendations for decrease in paper use.

The library is on track for all library employees to having certification from the Mandt Program. This training aligned with other trainings staff have received and focused on de-escalation skills in difficult interactions. Staff have embraced the training and done a fantastic job of using this in daily practices. Over the past few years, we have traditionally seen an increase in behavior issues with the weather change for winter, and thus far have had a lower level of behavior incidents compared to

the past. This highlights the tremendous work that is being done to create a safe and welcoming atmosphere for all library users.

Great Stories

I was helping a patron find several audiobooks and she told me she was getting them for her upcoming vacation. I asked her if she used the Libby app and when she replied no, I let her know she could download Libby and have dozens of audiobooks at her fingertips. She was absolutely thrilled and even more so when I told her she could Bluetooth them with her smartphone through her car's speakers. She told me "I always receive more than what I expected when I come to the library." - Elysha Holley, Patron Services Specialist

A woman approached the desk at close and thanked us for all the we do. She told us that she's on a fixed income and while she has housing she is unable to keep it as warm as she'd like to be comfortable. She's very glad she has a place to come that she can hang out and be warm. - Jessica Duffy, Patron Services Specialist

A patron came to the library today who said she hadn't been back in years. She remembers coming to see the downtown building at its opening, and again to help her mother during the derecho. She was full of nice things to say about the library during that time of crisis, since she's from out of town and wasn't sure what kind of services would be available during the disaster. She told me about what a life-saver the library was when they needed to charge cell phones, and really appreciated the library's service to the community.

She finds herself back in town as her mother recently passed away, and one of the first things she decided to do was to come back to the library. We got her a new library card, and I showed her some of the online resources she could use with it, which she was thrilled to see! The things we make available and services we offer really do make a difference. - Abby Cornelison, Patron Services Specialist

