

**Poudre River Public Library District**

**September 2022 Report  
from the Executive Director**

**2022 ORGANIZATIONAL GOALS: Progress Report**

**1. CREATE A NEW STRATEGIC PLAN**

- Library Board and Leadership participated in a Strategic Planning Workshop on September 14
- Staff created an initial report from the data collected during the Community Conversations to inform the Strategic Planning process
- Four Staff Strategy Sessions have been scheduled in October to engage staff in developing work plans for 2023

**2. BEGIN IMPLEMENTING EDI RECOMMENDATIONS**

- EDI committee has expanded and brought on new members
- EDI training and development plans in development including creating employee resource groups (ERGs) and staff affinity groups

**3. STRENGTHEN INTERNAL CULTURE AND STAFF ENGAGEMENT**

- The Outreach department had an all-day workshop on September 12 at Tamasag with the objective of strengthening internal culture and staff engagement. At this event, Outreach staff were able to provide input to define the van's internal color-schemes.
- Generated staff engagement around the new mobile services, through the 'Name That Van' contest, by inviting all staff to contribute to the image conceptualization, and by designating available times in which all staff can request visit from EVIE (the book van) at branch programming.
- Staff from across the district attended the annual CAL Conference and were involved in multiple program presentations and had the opportunity to engage with other library professionals from across the state. Ann Million was awarded the Jean Maio Award for Excellence in Adult Literacy for her work with the ESL Mentoring Program.

**4. TURN OUTWARD AND ENGAGE IN COMMUNITY CONVERSATIONS**

- In a new collaboration with the City of Fort Collins, the Office of the County Commissioners, and Elevation Credit Union, the Library's Outreach Department led the efforts to create a Hispanic/Latinx Heritage Month Celebration at Northside Aztlan Center on September 18. This was also an important opportunity to demonstrate and apply our programming know-how so the City can take the lead in the future for this event. Over 300 people were in attendance in addition to eight community agencies that hosted resource booths.
- In response to a proposal from Art in Public Places, Outreach painted a mural at Northside Aztlan, with collaboration from the community who enjoyed being part of the process from start to finish. The design is from local Mexican artist Carla Gamboa with community input. The mural is titled: 'From LATAM to FoCo' and honors the rich contributions of Latin Americans in our community. This mural is a donation from the Library to the City.
- On Saturday, September 17, the Colorado Public Defender's Office and the 8<sup>th</sup> Judicial District Court of Colorado, including the District Attorney's office, held a Warrant Clearance & Community Resource Fair event at Old Town Library. (see below for details)

## 5. BECOME A HIGH-PERFORMING ORGANIZATION

- Outreach carried out an extensive needs assessment for older adults and people living with disabilities. The results were presented to the Public Services Managers, and the recommendations are in process of being implemented with new services to facilities housing this population.
- In an effort to improve safety and security practices, the library will be shifting from using a contract security firm to provide guards at the Old Town Library, to directly hiring security staff. In addition to dealing with daily incidents at Old Town, security staff will be recommending best practices for the safety and security of our staff, buildings, and customers, including more consistent plans for trainings, drills, and supplies.
- Electrification of Evie the Outreach Van has been completed. The van is on its way to Ohio for upfitting.

### POUDRE RIVER PUBLIC LIBRARY DISTRICT in the News

“Dolly Parton’s Imagination Library Available in Larimer County,” *9NEWS*,  
<https://www.9news.com/video/news/education/dolly-partons-imagination-library-available-in-larimer-county/73-a1f08a09-c4e6-44d6-ba69-1adb8c352a78>

“Trying to finish strong:’ North College URA has \$20 million to spend and big to-do list,” *Coloradoan*,  
<https://www.coloradoan.com/story/money/2022/09/15/north-college-urban-renewal-authority-has-20m-for-improvements/65462423007/>

“Book ban efforts in Colorado see little success amid national uptick,” *Colorado Newsline*,  
<https://coloradonewsline.com/2022/09/30/book-ban-efforts-in-colorado-see-little-success-amid-national-uptick/>

#### Other News to Know:

Pour Brothers Community Tavern (220 Linden St, Fort Collins) will feature Poudre Libraries at their October 19 Community Night. All tips received between 5:00 – 7:00pm will be donated to the Library to support 2023 book festival events.

## PROGRAMMING HIGHLIGHTS

### Warrant Clearance Event at Old Town Library

On Saturday, September 17, representatives from the Office of the Colorado State Public Defender helped 71 people clear more than 125 low level warrants that had been hanging over their heads - sometimes for years.

Participants included a young mother with a warrant from 2017 and no other criminal history. She and her partner showed up with her adorable baby and waited to clear a warrant that had worried her and threatened to disrupt her ability to continuing breastfeeding her child. Another client flew down from North Dakota to clear a warrant so that she could accept a job as a treatment provider herself after

successfully completing Drug Court. At the other end of the spectrum, the event provided two elderly women, one of whom had to have been in her 80's or 90's, the opportunity to clear warrants that were clearly worrying them and the young family members that provided transportation and support.

Many, many of the participants commented on the fact that with clear records they would now be able to get housing and jobs. One young man who had a 180-day work release sentence on a DF-4 from several years back travelled down from Wyoming. Now sober and managing a McDonald's, he was able to get reinstated without the futility and disruption caused by arrest and incarceration. In all, there were over 100 volunteers with the DAs, court staff, probation, pre-trial, ASD, judges, etc. The library staff was extremely supportive and the community fair enrolled participants in housing and food stamps and handed out everything from Chapstick and candy to COVID shots and naloxone. This event was truly transformative and there were immediate comments that this should be a regular event.

In the end, we had wonderful success and I hope we will all have a chance to volunteer in the future and keep this initiative rolling. (Comments from Kathryn Hay, Colorado State Public Defender Office Head)

### **Imagination Library Colorado Kick-Off at Council Tree**



Council Tree Library hosted the Imagination Library Colorado Kick-Off party on Saturday, September 24, attracting about 50 people. People enjoyed Dolly Parton and *Little Engine That Could* themed activities (including selfies with her life-sized cardboard cut-out). United Way of Larimer County reports over 4,000 registrations since the program launched in August – already hitting the target set for the first year!