



## COUNCIL STUDY SESSION

City Hall Council Chambers, 10722 SE Main Street  
& Zoom Video Conference ([www.milwaukieoregon.gov](http://www.milwaukieoregon.gov))

## MINUTES

June 14, 2022

**Council Present:** Councilors Lisa Batey, Adam Khosroabadi, Desi Nicodemus, Council President Kathy Hyzy, and Mayor Mark Gamba

**Staff Present:** Kelly Brooks, Assistant City Manager  
Jana Hoffman, Supervising Librarian  
Brandi Leos, Human Resources Director  
Nicole Madigan, Deputy City Recorder  
Katie Newell, Library Director

Ann Ober, City Manager  
Sara O'Donnell, Children's Librarian  
Scott Stauffer, City Recorder  
Peter Passarelli,

**Mayor Gamba** called the meeting to order at 5:18 p.m.

### Introduction of New Human Resources (HR) Director

**Ober** introduced the city's new Human Resources Director, Brandi Leos. **Leos** expressed excitement in joining the city. **Mayor Gamba** welcomed Leos.

### 1. Library Diversity Audit – Discussion

**Newell** introduced Hoffman, O'Donnell, and the idea behind the Ledding Library (LL) diversity audit. **Hoffman** presented the premise of the audit, and why there was a need for an audit. This was the LL's first diversity audit. **O'Donnell** shared that the audit occurred from March to October 2021, that the LL audit committee was comprised of nine LL staff, and 2,799 (about 4% of the LL's collection) books were audited from three collections as well as an additional 258 books for a pilot study of new children's books.

**O'Donnell** specified which three parts of the LL's collection were included in the audit and that they were selected because they are highly visible and high circulating collections. Not all books within the three collections were able to be reviewed. **O'Donnell** covered the criteria used to evaluate the diversity of a book and stated the simplified list was compiled by referencing what other libraries have used such as the Lake Oswego library, who shared their young adult diversity audit with the LL. **Mayor Gamba** asked if race and ethnicity applied toward the characters within the books or the author of the book. **O'Donnell** and **Hoffman** explained that within the LL audit team there was consensus to use either the main or supporting character.

**O'Donnell** reviewed the tools used during the audit. **Mayor Gamba**, **O'Donnell**, and **Hoffman** discussed why reviews and the LL catalog were used to determine if a book was diverse instead of reading the book itself.

**O'Donnell** presented the results for the audited collection's overall diversity and noted a positive trend for children's new picture books – the children's books were 16% more diverse than the overall picture book collection. **O'Donnell** detailed what race and ethnicities were found using the census categories plus Middle Eastern and North African, **Councilor Khosroabadi** thanked LL staff for including those ethnicities. **O'Donnell** continued with the overall results and noted about 7% of the collection reflected characters who identified as LGBTQIA+, and about 6% were religious. The results also covered economic welfare and health. The Google forms used in the audit did not combine written responses that did not match exactly.

**O'Donnell** explained how a comparison between the audit and the 2020 census was used to determine where the collection failed to reflect the community it served. **Hoffman** presented how the data could be used to build out lacking areas of the collection and thoughts on conducting other diversity audits in the future. The results of the audit are also being used to evaluate other aspects of the library such as book lists, displays, and the LL's collection development policy. **Hoffman** shared which LL staff were on the diversity audit committee.

**Councilor Batey, O'Donnell, and Hoffman** discussed what range of readers children's graphic novels are for and how popular the collection is. **Batey** suggested the LL host book groups that coincide with Council's goals. **Ober** advised that equity and sustainability staff were in the process of planning a meeting with LL staff soon.

**Councilor Nicodemus** acknowledged LL staff for having recognized gaps in the collection's diversity and suggested LL staff replace the word diversity for culturally authentic. **Hoffman** agreed with Nicodemus' comment and noted a connection had been established with the Confederated Tribes of the Grande Ronde's librarian who donated a collection of books to the LL that were written by members of the Tribe. **Mayor Gamba, Hoffman, and O'Donnell** discussed the LL focusing on acquiring books written by an authentic voice.

**Council President Hyzy, Hoffman, and Councilor Nicodemus** discussed what tools and resources are available to produce a diversity audit, why the current tools fall short, and resources for obtaining new books. **Nicodemus** pointed out that not all authors write stories that are culturally authentic and so books should not be procured based solely on the diversity of the author. **O'Donnell** agreed and noted an important aspect of the audit was for LL patron's to be able to see themselves reflected within a book.

The group thanked the LL staff involved in the audit.

**Council President Hyzy** asked if the results from the audit would be made public. **Hoffman** replied that the audit was in the city budget document and was posted online.

**Ober** announced that the study session would be Newell's last public meeting due to retirement and thanked Newell for their years of service. **Mayor Gamba** expressed appreciation for all Newell has done. **Newell** shared the honor with the LL staff.

### **Council Committee Assignments – Discussion**

**Ober** explained there was a need for a new Council representative on the Housing Capacity Technical Committee (HCTC). **Mayor Gamba** asked how long the committee would be meeting for, **Ober** responded 18 months. The group discussed what the HCTC is, and Council came to a consensus to nominate Councilor Khosroahbadi as the representative with Councilor Nicodemus as the alternate.

### **5. Adjourn**

**Mayor Gamba** announced that after the meeting Council would hold an executive session pursuant to Oregon Revised Statute (ORS) 192.660 (2)(h) to consult with counsel concerning the legal rights and duties of a public body with regard to current litigation or litigation likely to be filed. **Mayor Gamba** adjourned the meeting at 6:03 p.m.

Respectfully submitted,



Nicole Madigan, Deputy City Recorder