

**FEDERATION OF ONTARIO PUBLIC LIBRARIES
MEETING OF THE BOARD OF DIRECTORS**

**FRIDAY, FEBRUARY 3, 2023
7:30AM, OAKVILLE ROOM, INTERCONTINENTAL HOTEL
OLA SUPERCONFERENCE
[JOIN VIRTUALLY VIA ZOOM](#)**

1. CALL TO ORDER AND ROLL CALL

2. LAND ACKNOWLEDGEMENT DOC 1

3. REGRETS

4. DECLARATIONS OF CONFLICT OF INTEREST

5. APPROVAL OF THE MINUTES OF THE NOVEMBER 18TH, 2022 MINUTES DOC 2

6. APPROVAL OF AGENDA

THAT this Board approve as circulated the FOPL Board Agenda of February 3, 2023.

7. TREASURER'S REPORT W. GRECO DOC 3

THAT this Board receive this report as information for the period ending December 31, 2022.

8. EXECUTIVE DIRECTOR'S REPORT D. STEVENS DOC 4
a. ANNUAL WORKPLAN DOC 5

THAT this Board receive the Executive Director's report as information.

9. WORKING GROUPS – REPORTS AND UPDATES

a. RESEARCH AND DEVELOPMENT WORKING GROUP D. STEVENS

THAT this Board receive the Research and Development Working Group Report as information.

b. INDIGENOUS LIBRARY PARTNERSHIPS WORKING GROUP F. MARACLE DOC 6

THAT this Board receive the Indigenous Library Partnerships Working Group Report as information.

10. NEW BUSINESS

a. ONCA COMPLIANT BYLAWS

S. SAUNDERS

11. NEXT MEETING:

MARCH 17TH, 2023 AT 10:00AM

VIRTUAL ONLY – AUDIT APPROVAL MEETING

12. ADJOURNMENT

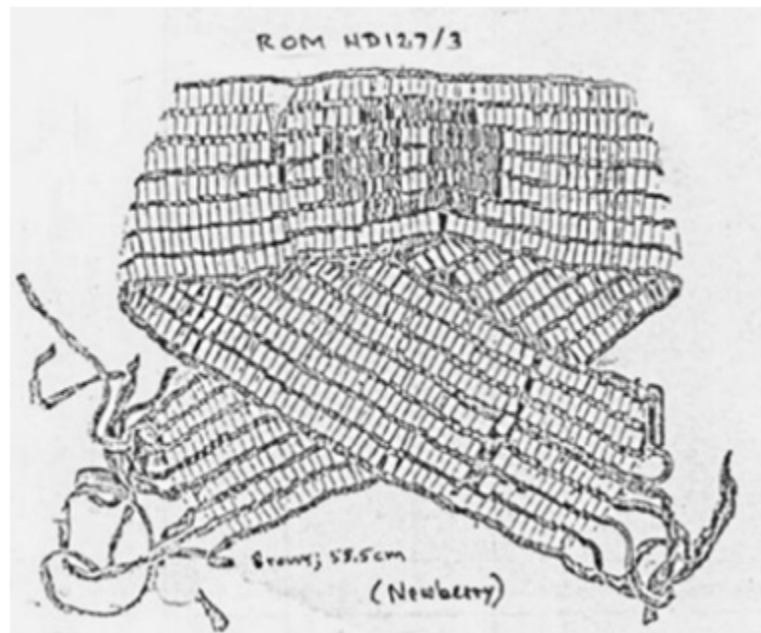
Land Acknowledgement used for 2019 AGM at the OLA Superconference:

As we, public libraries from across Ontario, gather together, we acknowledge this sacred land on which we operate. It has been a site of human activity for 15,000 years starting with the traditional custodians of this land, the indigenous people, known and unknown, ceded and unceded. We'd also like to remind and reaffirm, as Canadians, our accountability to these Indigenous nations, and to all Indigenous peoples and communities living in Ontario.

This land we stand on is also part of the Dish with One Spoon territory, a treaty between the Haudenosaunee (ho-den-oh-sho-nee) Confederacy (aka. The Six Nations Confederacy), the Anishinaabek (Ah-nish-nah-bek) and allied nations, to peaceably share and care for this land, its waters, and all of the biodiversity in the Great Lakes region. All those who come to live and work here are responsible for honouring this treaty in the spirit of peace, friendship, and respect.

The "Dish" or sometimes it is called the "Bowl" represents what is now southern Ontario. We all eat out of the Dish – all of us that share this territory – with only one spoon. That means we have to share the responsibility of ensuring the dish is never empty; which includes, taking care of the land and the people and creatures we share it with. Importantly, there are no knives at the table, representing that we must keep the peace. The dish is graphically represented by the wampum pictured. The use of the metaphor also predates the arrival of Europeans and was used by the [Great Peacemaker](#) and referenced in the [Great Law of Peace](#).

We are grateful to have the opportunity to work in the community, on this territory. FOPL acknowledges the indigenous lands and treaties upon which our public libraries across Ontario prosper.



Federation of Ontario Public Libraries

Meeting Date: November 18, 2022

Meeting Time: 10:00 a.m.

Location: Hybrid via Zoom & Toronto Reference Library

Secretary: Dina Stevens, Executive Director/Secretary of the Board

In Attendance: **First Nations Caucus:** Feather Maracle
Francophone Caucus: N/A
Large Urban Caucus: Mary Chevreau, Wayne Greco, Alicia Subnaik-Kilgour,
Margaret MacLean, Margie Singleton, Kathy Fisher
Small & Medium Caucus: Julia Merritt, Sabrina Saunders, Nadine Williams
Northern Caucus: Rebecca Hunt, Sue Melcher
Rural Caucus: N/A
Toronto Caucus: Paul Ainslie, Anand Date

Regrets: Vickery Bowles, Jacques Heroux, Jennifer LaChapelle, Catherina Rouse

Absent: Kathleen Copegog, Alim Remtulla

FOPL Team: Dina Stevens, Executive Director
Hannah Saunders, Administrative Assistant

Prepared By: Hannah Saunders, Administrative Assistant

1. Call to Order & Roll Call

The Board meeting was called to order at 10:17 a.m. by the Chair.

2. Land Acknowledgement

3. Regrets

As noted above.

4. Declarations of Conflict of Interest

None.

5. Approval of the Minutes – AGM June 10, 2022

[FOPL-Resolution 2022-076](#)

Moved by Wayne Greco and seconded by Alicia Subnaik-Kilgour, THAT this Board receive as circulated, the FOPL AGM Minutes of June 10, 2022. CARRIED.

6. Approval of the Minutes – Post AGM June 10, 2022

FOPL-Resolution 2022-077

Moved by Margie Singleton and seconded by Anand Dante, THAT this Board approve as circulated, the FOPL Post AGM Board Minutes of June 10, 2022. CARRIED.

7. Approval of the Minutes – September 9, 2022

FOPL-Resolution 2022-078

Moved by Paul Ainslie and seconded by Julia Merritt, THAT this Board approve as circulated, the FOPL Board Minutes of September 9, 2022. CARRIED.

8. Approval of the Minutes – October 3, 2022

FOPL-Resolution 2022-079

Moved by Margaret MacLean and seconded by Sabrina Saunders, THAT this Board approve as circulated, the FOPL Board Minutes of October 3, 2022. CARRIED.

9. Approval of Agenda

Item number 13.B. was removed for an In-Camera Session before New Business.

FOPL-Resolution 2022-080

Moved by Margaret MacLean and seconded by Alicia Subnaik-Kilgour, THAT this Board approve as circulated, the FOPL Board Agenda of November 18, 2022. CARRIED.

10. Treasurer's Report

The Treasurer provided a summary of the distributed report. There will be two audit payments this year for the stub year. The GIC interest from the Savings account will be tracked in Sage. Membership gained and lost. Declines made up by gains. The new fiscal will mean tracking in the same year. Invoices were sent in 2021, so they aren't being reflected in 2022. This will be fixed in the next fiscal.

FOPL-Resolution 2022-081

Moved by Wayne Greco and seconded by Kathy Fisher, THAT this Board receive the Treasurer's Report as information for the period ending October 31, 2022. CARRIED.

11. Executive Director's Report

a. Annual Work Plan

The Executive Director provided a summary of the distributed report. The *Strong Mayor's Act* will be spreading to other municipalities. FOPL has withheld at the advice of Council Public Affairs and is waiting to see if our asks are heard by the government. The OLA Super Conference starts February 1, 2023. FOPL will be attending and is participating in two sessions. One will focus on the Research and Development Working Group's creation of the Data Dashboard called "Advocacy with Attitude" while the other is in partnership with Counsel Public Affairs, called "An Advocacy Primer".

FOPL-Resolution 2022-082

Moved by Sabrina Saunders and seconded by Feather Maracle, THAT this Board receive the Executive Director's Report as information. CARRIED.

12. Working Group Reports

a. Marketing & Communications Working Group

Sabrina Saunders, Chair of the Working Group, provided a summary of the distributed report. Public Library CEOs were asked to please volunteer one of their staff members to join the Working Group. These are valuable volunteers that maintain FOPL's social media. A template email with information to share with CEO's will be sent to the Board Members for recruitment purposes. Due to low Working Group members, the Executive Director will be adding website maintenance to the Administrative Assistant position.

FOPL-Resolution 2022-083

Moved by Sabrina Saunders and seconded by Feather Maracle, THAT this Board receive the Marketing & Communications Working Group Report as information. CARRIED.

b. Research & Development Working Group

The Executive Director provided a summary of the distributed report. The Data Dashboard is now live and will be added to our website for FOPL Members to begin using. Members are instructed to send any feedback to the Executive Director to be forwarded to the Working Group for ongoing maintenance.

FOPL-Resolution 2022-084

Moved by Margie Singleton and seconded by Wayne Greco, THAT this Board receive the Research & Development Working Group Report as information. CARRIED.

c. Government Relations Working Group

The Executive Director provided a summary of the distributed report. The Working Group suggested a survey for variants in Library Board terms but ultimately concluded this was not in the best interest of the sector. Training for libraries in mental health and addictions was discussed. This training would educate library employees and volunteers on how to deescalate potentially violent situations. Toronto Public Library (TPL) identified the provincial advocacy priority the growing concerns of security and a mental health crisis and as a result, has created their own defence team. FOPL will look at

developing advocacy and programming for this. The Working Group proposed that the Board adopt a similar priority for advocacy.

FOPL-Resolution 2022-085

Moved by Kathy Fisher and seconded by Sabrina Saunders, THAT this Board receive the Government Relations Working Group Report as information. CARRIED.

FOPL-Resolution 2022-086

THAT this Board adopt as an advocacy priority the growing concerns of security and mental health crisis affecting our Ontario Public Libraries. CARRIED.

d. French Translation Working Group

The Executive Director provided a summary of the distributed report.

FOPL-Resolution 2022-087

Moved by Kathy Fisher and seconded by Anand Date, THAT this Board receive the French Translation Working Group Report as information. CARRIED.

e. Strategic Plan Working Group

Julia Merritt, Chair of the Working Group, provided a summary of the distributed report. A new set of strategic goals were identified for 2023. Moving into 2023 the national mandate will focus on “bringing the Ontario Public Library voice to the table”. FOPL will continue to promote annual advocacy initiatives.

FOPL-Resolution 2022-088

Moved by Alicia Subnaik-Kilgour and seconded by Julia Merritt, THAT this Board receive the Strategic Plan Working Group Report as information. CARRIED.

f. Indigenous Library Partnership Working Group

Feather Maracle, Chair of the Working Group, provided a verbal update. FOPL’s very first Info Session focused on how our member libraries can develop partnerships with First Nations Public Libraries. The session is also available on our website for those who could not attend.

FOPL-Resolution 2022-090

Moved by Wayne Greco and seconded by Margie Singleton, THAT this Board receive the Indigenous Library Partnership Working Group Verbal Report as information. CARRIED.

13. Closed Session

FOPL-Resolution 2022-091

Moved by Feather Maracle and seconded by Kathy Fisher, THAT this Board go into Closed Session at 11:57 a.m. CARRIED.

[Dina Stevens and Hannah Saunders left the meeting]

FOPL-Resolution 2022-093

Moved by Margie Singleton and seconded by Wayne Greco, THAT this Board return to Open Session at 12:38 p.m. CARRIED.

[Dina Stevens and Hannah Saunders rejoined the meeting]

14. New Business

a. FOPL x Spotlight by Environics Update

The Executive Director provided a summary of the distributed report. The Board made the decision to not move forward with Environics.

FOPL-Resolution 2022-094

Moved by Wayne Greco and seconded by Feather Maracle, THAT this Board receive the Environics Update as information. CARRIED.

b. Proposed Budget for 2023

The Executive Director provided a summary of the distributed report. Approximately \$155,000 has been spent to-date. The Board Travel budget line will be increased to \$9,000 and the Board Meeting line will be increased to \$3,000 to accommodate more in person meetings. An amendment was made to the budget to includes an addition of \$3,000 in Marketing and Promotion for Indigenous Language Translation. An addition of a French Translation line with \$1,000 allocated for future large projects was made.

FOPL-Resolution 2022-095

Moved by Sabrina Saunders and seconded by Kathy Fisher, THAT this Board approve the proposed budget for 2023 as amended. CARRIED.

c. Board Terms and Recruitment Update

The Executive Director provided a summary of the distributed report. FOPL will be losing 3 members this term:

- Julia Merritt, Small & Medium Caucus
- Anand Date, Toronto Caucus
- Margaret MacLean, Large Urban Caucus

3 Members expressed interest in returning:

- Margie Singleton, Large Urban Caucus
- Kathleen Copegog, First Nations Caucus
- Rebecca Hunt, Northern Caucus

A new Board member will be onboarded, Mathew Corbett, CEO of Bradford Public Library for the Small Medium Caucus after an election the previous month. Elections will be held for Large Urban, Small Medium, and Rural Caucus vacancies. This will be a mix of CEO's and Board members for representation. The Board agreed that it is best practice to not duplicate libraries represented.

FOPL-Resolution 2022-096

Moved by Mary Chevreau and seconded by Margaret MacLean, THAT this Board receive this update as information. CARRIED.

d. Working Group Terms

The Executive Director provided a summary of the distributed report. Working Group Terms ended on September 29, 2022. Working Group Members will be asked if they want to continue. Board members were asked if they would continue working with their assigned Working Groups. All agreed.

FOPL-Resolution 2022-097

Moved by Margie Singleton and seconded by Mary Chevreau, THAT this Board receive this report as information. CARRIED.

15. Schedule of Meetings for 2023

It was proposed to have all meetings be hybrid as the proposed 2023 budget will allow. The Board discussed travel during the winter months and how it would effect attendance. It was agreed that those who could not travel in due to weather, could join virtually. The meetings in Quarters 1, 2 and 3 will be made hybrid. The Quarter 4 meeting will remain virtual.

FOPL-Resolution 2022-098

Moved by Margaret MacLean and seconded by Julia Merritt, THAT this Board approve the Schedule of Meetings for 2023. CARRIED.

16. Student Access of Website

The Executive Director provided a summary of the distributed report. The Board agreed to supply school membership to participating universities and colleges with a library program. This would be a \$500 annual fee to the institution and would give students access to the resources FOPL provides. The institutions can reach out for access and would be associate members.

FOPL-Resolution 2022-099

Moved by Wayne Greco and seconded by Sabrina Saunders, THAT this Board approve the creation of student access by institution affiliate membership for \$500 annually to access membership only resources on our website. CARRIED.

17. Simcoe County Resolution Recommending Changes to the PLA

The Executive Director provided a summary of the distributed report.

FOPL-Resolution 2022-100

Moved by Anand Date and seconded by Rebecca Hunt, THAT this Board receive this report as information. CARRIED.

18. Next Meeting

- February 2, 2023 – Board Meeting (hybrid, OLA Super Conference)

19. Adjournment

The Board meeting was called to adjourn by the Chair at 3:03 p.m.

FOPL-Resolution 2022-101

Moved by Paul Ainslie THAT this Board does now adjourn. CARRIED.

Paul Ainslie, Board Chair

Dina Stevens, Board Secretary

Federation of Ontario Public Libraries

Meeting Date: November 18, 2022

Meeting Time: 10:00 a.m.

Location: Hybrid via Zoom & Toronto Reference Library

Secretary: Dina Stevens, Executive Director/Secretary of the Board

In Attendance: **First Nations Caucus:** Feather Maracle
Francophone Caucus: N/A
Large Urban Caucus: Mary Chevreau, Wayne Greco, Alicia Subnaik-Kilgour, Margaret MacLean, Margie Singleton, Kathy Fisher
Small Medium Caucus: Julia Merritt, Sabrina Saunders, Nadine Williams
Northern Caucus: Rebecca Hunt, Sue Melcher
Rural Caucus: N/A
Toronto Caucus: Paul Ainslie, Anand Date

Regrets: Vickery Bowles, Jacques Heroux, Jennifer LaChapelle, Catherina Rouse

Absent: Kathleen Copegog, Alim Remtulla

FOPL Team: Dina Stevens, Executive Director
Hannah Saunders, Administrative Assistant

Prepared By: Hannah Saunders, Administrative Assistant

10. Closed Session

FOPL-Resolution 2022-091

Moved by Feather Maracle and seconded by Kathy Fisher, THAT this Board go into Closed Session at 11:57 a.m. CARRIED.

[Dina Stevens and Hannah Saunders left the meeting]

a. ED Professional Development Opportunity

FOPL-Resolution 2022-092

Moved by Margie Singleton and seconded by Wayne Greco, THAT this Board approves an increase to the "Annual Professional Development" line to \$2,000 annum to be used at the Executive Director's discretion. Hours spent on any professional development are not qualified as billable hours. Original receipts must be submitted for any reimbursement. CARRIED.

FOPL-Resolution 2022-093

Moved by Margie Singleton and seconded by Wayne Greco, THAT this Board return to Open Session at 12:38 p.m. CARRIED.

Treasurer's Report

Report To: The FOPL Board
Prepared by: Dina Stevens on behalf of Wayne Greco
Prepared on: January 24, 2023

RECOMMENDATION

THAT the FOPL Board receive this report as information for the period ending December 31, 2022.

BACKGROUND

The last report was for the period ending November 9, 2022. This report covers the period January 1, 2022 to December 31, 2022 to present finances to date within the fiscal year.

This report provides an unaudited status of our finances.

REPORT

Financial Reports (attached):

- Comparative Income Statement: Provides FOPL's operating revenue and expenditures from January 1, 2022 to December 31, 2023.
- Balance Sheet: Provides information on FOPL's full financial situation as of December 31, 2023 including accounts and investments.

Revenue to Note:

- \$188 in interest income from high interest savings account.

Expenditures to Note:

- \$2338 in Board Travel expenses.
- \$1451.77 in Board Appreciation expenses.
- \$9204.30 in Public Relations expenses.

Total Assets as of November 9, 2022:

- Total Cash (chequing account): \$27,700.85
- Total Savings: \$93481.41
- Total Receivable: \$-25

FINANCIAL UPDATES

1. The audit process for the December 31 2022 year end has already begun with BDCA.
2. All unpaid invoices from members who declined to pay in 2022 have been adjusted. Seguin Township PL and Sables-Spanish River PL remain outstanding.
3. We have gained two new members for 2023: Hearst PL and Norfolk County PL. Gananoque PL has declined membership for 2023.
4. As per request at the last board meeting, an RFP will be released shortly for a new auditor for the 2023 fiscal year end.
5. All invoices for the 2023 membership year have been sent out. We have invoiced \$288,475 in membership dues for this membership year.
6. The Comparative Income Balance reports \$32,691.40 of net income for the December 31, 2023 fiscal year end. 50% of net income will be moved to the savings account after the official audit is completed to confirm the amount.

Federation of Ontario Public Libraries

Comparative Income Statement

	Budget 2022-01-01 to 2022-12-31	Actual 2022-01-01 to 2022-12-31
REVENUE		
Revenue		
Sponsorships	0.00	0.00
Gifts & Donations	0.00	0.00
Membership Fees	239,400.00	233,400.00
Grants	0.00	0.00
Sale of Material	0.00	0.00
Other Revenues	0.00	0.00
Special Peer Comparisons Fees	3,000.00	2,150.00
Library Training & Development ...	0.00	17.81
Interest Income	0.00	586.32
Misc.	0.00	0.00
Total Revenue	242,400.00	236,154.13
TOTAL REVENUE	242,400.00	236,154.13
EXPENSE		
Payroll Expenses		
Part-Time Permanent Salaries	0.00	68.53
Contract & Temporary Staff	0.00	0.00
EI Expense	0.00	0.00
CPP Expense	0.00	0.00
Total Payroll Expense	0.00	68.53
Office Consultants		
Executive Director	107,000.00	87,104.79
Administrative Assistant	23,400.00	21,390.00
Marketing & Social Media	9,000.00	186.04
Total Office Consultants	139,400.00	108,680.83
Administrative Expenses		
Admin Meeting	200.00	0.00
Admin Travel	2,500.00	2,451.63
Admin Professional Development	1,000.00	0.00
Total Administrative Expenses	3,700.00	2,451.63
Board Expenses		
Board Travel	4,000.00	3,718.05
Board Meeting	500.00	807.35
Board Professional Development	0.00	0.00
Board Recruitment	0.00	0.00
Annual General Meeting	0.00	0.00
Legal	0.00	0.00
Board Appreciation	0.00	1,547.82
Total Board Expenses	4,500.00	6,073.22
Committee Work		
CELUPL	500.00	477.48
Working Groups	0.00	0.00
Total Committee Work	500.00	477.48
Operational Expenses		
General Office Supplies	1,000.00	37.77
Postage & Courier	200.00	431.57
Photocopying Supplies	150.00	0.00
Printing	200.00	85.00
Telephone	1,300.00	2,126.27
Telecommunication	200.00	0.00

Federation of Ontario Public Libraries

Comparative Income Statement

	Budget 2022-01-01 to 2022-12-31	Actual 2022-01-01 to 2022-12-31
Insurance	1,700.00	1,704.24
FOPL Memberships	3,250.00	3,391.25
Subscriptions	0.00	0.00
Total Operational Expenses	8,000.00	7,776.10
Furniture & Equipment		
Furniture	0.00	0.00
Equipment	400.00	0.00
Information Technology Hardware	0.00	0.00
Information Technology Software	1,500.00	317.53
Total Furniture & Equipment	1,900.00	317.53
Finance		
Bank Charges & Interest	1,000.00	568.15
Credit Card Charges	0.00	187.50
Audit	6,800.00	12,942.50
Services & Consultants	0.00	572.91
Total Finance	7,800.00	14,271.06
Marketing & Promotion		
Conferences & Exhibitions	8,500.00	11,898.77
Advertising & Promotions	250.00	0.00
Special Events	0.00	0.00
Publications & Printing	1,000.00	328.50
Presentation Supplies	1,000.00	1,739.65
Translation	0.00	0.00
Website	500.00	648.95
Total Marketing & Promotion	11,250.00	14,615.87
Programs & Projects		
Contract Services	0.00	3,890.00
Research & Development	0.00	0.00
Statistician Fees	4,000.00	1,900.00
Library Member Training	0.00	0.00
Working Groups	0.00	0.00
Legal Opinions	0.00	0.00
Public Relations Services	35,000.00	42,940.48
Total Programs & Projects	39,000.00	48,730.48
Miscellaneous Expense		
UNKOWN EXPENSE	0.00	0.00
Write-off	0.00	0.00
Total Miscellaneous Expense	0.00	0.00
TOTAL EXPENSE	216,050.00	203,462.73
NET INCOME	26,350.00	32,691.40

Federation of Ontario Public Libraries

Balance Sheet As at 2022-12-31

ASSET

Current Assets

Scotia Chequing Account	27,700.85	
Cash Investment Account Scotia	0.00	
Scotia Savings Account	83,481.41	
Payroll Clearing	0.00	
Total Cash		111,182.26
Investments	9,427.68	
Total Investments		9,427.68
Accounts Receivable	-25.00	
Accounts Receivable Adjustments	-128,915.00	
Interest Receivable	191.26	
Total Receivable		-128,748.74
Prepaid Expenses	2,187.52	
Total Prepays		2,187.52
Total Current Assets		-5,951.28

Other Assets

Due from OLA	0.00	
Total Due From		0.00
Organizational Costs		0.00
Total Other Assets		0.00

TOTAL ASSET -5,951.28

LIABILITY

Current Liabilities

Accounts Payable		616.26
Accounts Payable Adjustments		500.00
Accrued Liabilities		19,284.74
Visa Payable	10,004.17	
Credit Card Accrued Liabilities	0.00	
Total Credit Card Payable		10,004.17
EI Payable	-76.26	
CPP Payable	76.26	
Federal Income Tax Payable	0.15	
Federal Tax 2016 Adjustment	-291.98	
Total Rec General Source Deduc...		-291.83
Vacation Payable		-2,118.41
PST Payable		0.00
PST Paid on Purchases		0.00
GST Paid on Purchases		-5,218.43
Total Current Liabilities		22,776.50

Deferred Revenue

Deferred Revenue		-128,915.00
Total Deferred Revenue		-128,915.00

TOTAL LIABILITY -106,138.50

EQUITY

Equity

Net Assets		0.00
Contributed Surplus		0.00
Reserve / Project Fund		0.00
Project Fund		0.00
Retained Earnings - Previous Year		67,495.82
Current Earnings		32,691.40

Federation of Ontario Public Libraries

Balance Sheet As at 2022-12-31

Total Owners Equity	<u>100,187.22</u>
TOTAL EQUITY	<u>100,187.22</u>
LIABILITIES AND EQUITY	<u><u>-5,951.28</u></u>

Executive Director's Report

Report to: The FOPL Board
Prepared by: Dina Stevens, Executive Director
Prepared on: January 26, 2023

Recommendation

1. THAT the FOPL board receive this report as information.

Report

December and January have been exceptionally busy months for advocacy and there is much to discuss! We have kept in touch with Hannah Andersen, Policy Advisor for the MTCS, and she feels that the Ontario Public Library Week event in October has had a very positive effect with Minister Lumsden. She has since had conversations with the Minister about how libraries fit into the larger picture at the ministry and has said, off the record, that's she is very confident that we can make the Ontario Digital Public Library (ODPL) work for the 2024 fiscal year. At the same time, FOPL and OLA continue to have conversations with Ministry staff and answer any questions they may have about the ODPL and the funding issues with public libraries on reserve, which have also been of great interest. We hope to meet again formally next month with a concrete plan. Our next step in this venture will be to reach out to the Ministry of Indigenous Affairs to try to work together to immediately increase the First Nations Salary Supplement.

We have also continued to monitor developments with *Bill 3, Strong Mayors, Building Homes Act, 2022* and have sent a letter to the Toronto and Ottawa municipalities as the province proposes to expand the bill to other regions. These letters, sent as correspondence to the municipal Clerks, will hopefully make it to council agenda for review. I have attached these letters for you to read as well.

The Minister of Finance and The Standing Committee of Economic Affairs and Finance have convened in January to accept deputations. FOPL has rallied a variety of public libraries CEOs across the province to apply for deputations to both. I was fortunate enough to be accepted to speak to the Minister of Finance during his budget consultation session in Brampton on January 11th. I spoke to our provincial priorities, emphasizing the frozen Public Libraries Operating Grant, the serious concern for public libraries on reserves and the province-wide benefits of creating the Ontario Digital Public Library. Kitty Pope from Windsor Public Library and Monika



Machacek from Clarington Public Library also gave deputations to Minister Bethlenfalvy as the committee moved across the province, strengthening our message. Deputations for the Standing Committee on Economic Affairs and Finance are coming up and we have heard back from at least two CEOs that they have been accepted for deputations; Brian Harding from Sudbury Public Library and Christina Blazecka from Cochrane Public Library. We wait to hear back regarding applications to speak to the committee in Sault St. Marie, Timmins, Ottawa, Kingston, Barrie and Queen's Park. Our membership has certainly come together to champion our public libraries these past couple months! We have also submitted our formal 2023 Pre-Budget Consultation document to the Ministry of Finance just two weeks ago (also attached).

FOPL also attended the Rural Ontario Municipal Association (ROMA) Conference at the Sheraton Centre in Toronto from January 22-24. I was able to engage with over 250 councilors, mayors and CAOs from across the province about a variety of issues. Many of the councilors I spoke to indicated that they were newly appointed to the library board and were interested in learning more about our sector, our priorities, and any foreseeable problems I could share with them. This was a fantastic opportunity to lay the foundation for library champions across the province! Another hot topic was the Public Libraries Operating Grant and why the provincial funding has been frozen for so long. I'm very happy with the discussions at the conference and have a lot of follow up with councilors, board chairs and otherwise interested persons as a result.

Just before the conference, I was contacted by CBC Sudbury for a very brief interview in response to Sudbury Public Library asking for a 7.4% increase to their budget. The interview was featured as part of a larger web story by CBC about library funding and the impact of our provincial grants. FOPL is mentioned in two small snippets of the story and focuses on the frozen PLOG and the lessened impact of those funds due to inflation. You can read the [web story here](#).

Lastly, I would like to welcome Mark Pagliaroli who we have contracted to be our Digital Marketer. Mark will be taking care of our social media accounts and other digital marketing needs to be sure to follow us on Twitter, Instagram, Facebook and LinkedIn. Welcome Mark!

As always, I'm happy to discuss any of the above (or anything not mentioned above) in more detail. Please feel free to call or email.



Kind Regards,

Dina Stevens, MLIS
Executive Director

Federation of Ontario Public Libraries
c/o Toronto Reference Library
789 Yonge Street
Toronto, ON M4W 2G8
Cell: 416-873-8139
Email: dinastevens@fopl.ca

January 6, 2023

Wendy Stephanson
Chief Administrative Officer
City of Ottawa
110 Laurier Avenue West
Ottawa, ON K1P 1J1

Submitted via email to: Wendy.Stephanson@ottawa.ca

RE: Strong Mayors, Building Homes Act, 2022 and Ottawa Public Library

On behalf of the Ontario Library Association (OLA) and the Federation of Ontario Public Libraries (FOPL), we are submitting the following correspondence to the attention of the City of Ottawa.

It is our understanding that the Ontario Government has extended to Ottawa a series of expanded Head of Council authorities as set out in the *Strong Mayors, Building Homes Act*, which enacted corresponding legislative and regulatory-making authorities to the *Municipal Act* and the *City of Toronto Act*. This correspondence is intended to bring to your attention important information about the relationship between the exercise of these authorities and the broader statutory framework governing Ontario's public libraries.

The changes introduced through the *Strong Mayors, Building Homes Act* permit the Head of Council (mayor) of designated municipalities to "hire, dismiss or exercise any other employment powers with respect to the head of any division." The legislation also includes a list of specific persons to whom this power does not apply, including a general provision that this includes any "other officers or heads of divisions required to be appointed under this or any other Act."

Public libraries in Ontario are administered under the legislative and regulatory framework set out in the *Public Libraries Act*. Under this Act, public libraries are established through municipal by-law and governed by an independent public library board.

Per statute, the public library board is solely responsible for the operation of the public library system, according to the legislative mandate and responsibilities set out in the *Public Libraries Act*. As such, it is not a board/committee under the direction of the municipal government, and there are statutory limitations on the number of municipal council representatives permitted to serve on a public library board.

In addition, the *Public Libraries Act* states the public library board is also solely responsible for the appointment of a CEO, "who shall have general supervision over and direction of the operations of the public library and its staff." The Ministry of Tourism, Culture and Sport, in its

document "Understanding the Public Libraries Act" (enclosed with this correspondence), furthermore states:

"The CEO is a library board employee and not a municipal employee. The CEO reports to the board and not to the municipality. The CEO does not report in a dual relationship to both the board and the municipality."

We are providing this information as clear reference to the fact that per the legislation, neither the public library board nor the public library CEO fall within the definition of a "head of division" as articulated by the changes to the *Municipal Act* and the *City of Toronto Act*.

Above all, we recognize the critical role that the public library fulfills for residents of all ages and backgrounds in Ottawa. We strongly believe that effective public library governance is best achieved when the municipal government and public library boards work in cooperation to achieve common goals and shared objectives. It is our understanding that the Ottawa Public Library Board has built a highly effective relationship with the City of Ottawa, as expressed through the service of Councillor Matthew Luloff, Councillor Riley Brockington, Councillor Rawlson King, and Councillor Catherine Kitts as serving members of the public library board.

We look forward to supporting the continued relationship between the Ottawa Public Library Board and the City of Ottawa and are available at your discretion to address any further questions or clarifications you may require.

Sincerely,



Shelagh Paterson
Executive Director, Ontario Library
Association
spaterson@accessola.com
416-363-3388 ext. 224



Dina-Marie Stevens
Executive Director, Federation
of Ontario Libraries
dinastevens@fopl.ca
416-873-8139

Cc: Rick O'Connor, Clerk, City of Ottawa, rick.oconnor@ottawa.ca

Attachment: "Understanding the Public Libraries Act", Ontario Ministry of Tourism, Culture and Sport

January 6, 2023

Paul Johnson
Chief Administrative Officer
City of Toronto
4th Floor, East Tower, City Hall
100 Queen Street West
Toronto, ON M5H 2N2

Submitted via email to: Paul.R.Johnson@toronto.ca

RE: Strong Mayors, Building Homes Act, 2022 and Toronto Public Libraries

On behalf of the Ontario Library Association (OLA) and the Federation of Ontario Public Libraries (FOPL), we are submitting the following correspondence to the attention of the City of Toronto.

It is our understanding that the Ontario Government has extended to Toronto a series of expanded Head of Council authorities as set out in the *Strong Mayors, Building Homes Act*, which enacted corresponding legislative and regulatory-making authorities to the *Municipal Act* and the *City of Toronto Act*. This correspondence is intended to bring to your attention important information about the relationship between the exercise of these authorities and the broader statutory framework governing Ontario's public libraries.

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Above all, we recognize the critical role that the public library fulfills for residents of all ages and backgrounds in Toronto. We strongly believe that effective public library governance is best achieved when the municipal government and public library boards work in cooperation to achieve common goals and shared objectives. It is our understanding that Toronto Public Library Board has built a highly effective relationship with the City of Toronto, as expressed through the service of Councillors Paul Ainslie and Amber Morely as serving members of the public library board.

We look forward to supporting the continued relationship between Toronto Public Library Board and the City of Toronto and are available at your discretion to address any further questions or clarifications you may require.

Sincerely,



Shelagh Paterson
Executive Director, Ontario Library
Association
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Dina-Marie Stevens
Executive Director, Federation
of Ontario Libraries
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416-873-8139

Cc: John Elvidge, Clerk, City of Toronto
John.Elvidge@toronto.ca

Attachment: “Understanding the Public Libraries Act”, Ontario Ministry of Tourism, Culture and Sport

Protecting Local Public Libraries Across Ontario

2023 Pre-Budget Submission

Public libraries are an essential part of communities across Ontario – but many who depend on them are still falling through the gaps.

- Public libraries are Ontario's farthest-reaching, most cost-effective public resource and community hubs.
- Millions of Ontarians rely on local public libraries in their communities: to work, to learn, to connect to community and government services, and to find or train for a job.
- Public libraries continue to provide access to important digital and in-person resources, including:
 - **Job training** – and re-training – programs and resources
 - **Small business support** and community economic development
 - **Equitable, reliable access to broadband** internet in underserved areas
 - **Frontline access and support for digital government services** through ServiceOntario
 - **Affordable, high-quality children's programs** for young families
 - **Community and residence-based** seniors programming
 - **Direct supports and partnerships with service agencies** to support vulnerable populations, including connecting to support services, food banks, and space for group programs
- Despite these essential supports, many individuals and families across the province are struggling and unable to access the local public library resources they need.
- Many of these challenges existed prior to the pandemic, but the impact of the pandemic health emergency brought them to a critical point for many communities across Ontario.
- The situation for public libraries located on First Nations Reserves in Ontario is even more challenging, as these libraries do not receive funding from municipal taxes. This has overburdened an unsustainable local funding model that has left many public libraries on reserve closed or with severely reduced access.

Investing in public libraries will directly support people, their communities and local economy.

Through carefully targeted investments, the Ontario Government can make sure that all Ontarians – no matter where they live or learn – will continue to have access to modern, cost-effective resources and services through their local public libraries.

- Maintain critical provincial funding for Ontario's public libraries at current levels and work with municipalities and the Federal government to prevent unsustainable cuts to public library funding.
- Working alongside First Nations Public Library leaders, rapidly implement a sustainable funding model for public libraries on reserve to ensure that these important local hubs are fully-funded and viable. This includes enhancing the existing direct provincial funding support for public libraries on reserve to sustainably fund library operations and ensure a living income for frontline library staff in these communities.
- Provide critical e-learning support and fair access to modern, digital resources for all Ontario public libraries through the creation of an Ontario Digital Public Library, thereby leveraging the province's significant purchasing power to give all Ontarians access to a common core of high-quality e-learning & online resources and more e-books.

Priorities

1. Maintain critical provincial funding for Ontario's public libraries at current levels and work with municipalities and the Federal government to prevent unsustainable cuts to public library funding.

- Unlike most sectors in Ontario, provincial funding for public libraries has been frozen for over 25 years.
- Despite no net increase in provincial or municipal funding over this period, public libraries have effectively managed their resources, evolved to meet the needs of their communities and embraced major leaps in technology.
- The Ontario government's 2022/23 Budget maintained funding support for Ontario's public libraries sector at \$25.2 million.
- While the majority of public library budgets are municipally supported, the provincial portion (the Public Library Operating Grant) of funding is critical to support operations, shared resources, broadband connectivity and pay equity.
- Continuing to maintain this critical provincial funding at existing levels is vital to supporting the sustainability of local public libraries and the services they provide.
- OLA and FOPL strongly urge the Ontario government to work with the Federal government and municipalities to ensure that our communities have the funding they need to protect jobs and the vital importance of local public libraries.
- *Projected cost:* no change to present annual provincial funding.

2. Working alongside First Nations Public Library leaders, rapidly implement a sustainable funding model for public libraries on reserve to ensure that these important local hubs are fully-funded and viable. This includes enhancing the existing direct provincial funding support for public libraries on reserve to sustainably fund library operations and ensure a living income for frontline library staff in these communities.

- Public libraries on reserve serve as an accessible gathering place and information sharing resource for First Nations communities. They are deeply important to maintaining a sense of community and to minimizing social isolation in these communities, many of which are remote or face systemic social and economic challenges.
- Furthermore, public libraries on reserve perform a unique role in the preservation of their communities' memory, archiving community photos and historical information, and in revitalizing First Nations languages through cultural resources, language learning programming, storytelling events, and craft groups.
- Public libraries on reserve are chronically under-funded. The municipal tax revenue used to support most public libraries does not exist for public libraries in First Nation communities. Provincial funding through the Public Library Operating Grant (PLOG) and the First Nation Salary Supplement Grant (FNSS) provides on average \$15,000/year to each of the existing public libraries on reserve. Band Councils must therefore allocate essential funding support such as rent, hydro, internet, fax and telephone services.
- There is little to no funding available for collections, programming and technology resources.
- Librarians rely on one-time grants or donations to develop their collections, and many librarians contribute personally to purchase programming supplies and food.
- Many public libraries on reserve operate with only one staff person who is expected to perform many functions – librarian, archivist, community liaison, fundraiser, administrator, tech support, and more. Public libraries on reserve need additional funding to provide staff with a living wage and to increase staffing levels so that they can meet their communities' needs for library programs and services.
- Of the 133 First Nations communities in Ontario, only 39 have public libraries. The number has steadily dropped in recent years and the pandemic has only made this situation worse, with four public libraries on reserve closing their doors due to inadequate funding over the past 20 months.

Recommended Priority:

- As an immediate first step, the First Nations Salary Supplement must be increased to ensure that all existing staff of public libraries on reserve are fairly compensated for the work they perform.
- *Projected cost:* \$2 million / annually (First Nation Salary Supplement increase for existing public libraries on reserve).

3. Provide critical e-learning support and fair access to modern, digital resources for all Ontario public libraries through the creation of an Ontario Digital Public Library, thereby leveraging the province's significant purchasing power to give all Ontarians access to a common core of high-quality e-learning & online resources and more e-books.

- Ontario's Public Libraries are essential to equitable, reliable access to broadband internet and computers. They are especially vital for many First Nation, rural and Northern communities where at home connectivity is limited, and for hundreds of thousands of Ontarians that cannot afford in-home internet services.
- The Ontario Government has recognized the crucial importance of public libraries to broadband internet access, making a \$4.8 million investment to install or upgrade broadband connectivity at over 100 public libraries across the province.
- In particular, people rely on local public libraries for access to digital and online resources, which contribute to student success and life-long learning, as well as towards entrepreneurship and job readiness.
- However, these resources are expensive, especially when purchased on a patchwork, library-by-library basis.
- Many public libraries in Ontario, particularly in smaller and First Nation communities, struggle to pay for or are unable to afford these high-quality resources.
- People living in communities of less than 5,000 have access to less than half the e-books and less than a third of the online databases as those living in Toronto – despite accessing them twice as often per capita as people in large urban communities.
- Creating an Ontario Digital Public Library through a targeted provincial investment would leverage the province's significant purchasing power to give all Ontarians – no matter where they live – access to a common set of high-quality digital resources and more e-books through their public library.
- *Projected cost: \$9.4 million / annually.*

Ontario Library Association / Federation of Ontario Public Libraries

The **Ontario Library Association (OLA)** is the oldest continually-operating non-profit library association in Canada, with over 5,000 members comprised of library staff and supporters from public, school, academic, and special libraries.

The **Federation of Ontario Public Libraries (FOPL)** represents 237 public library systems in Ontario, including 39 Public Libraries on Reserves.

Together, OLA & FOPL are committed to ensuring that libraries can continue to play a critical role in the social, education, cultural and economic success of our communities and schools.

Strategic Objectives and Initiatives for 2021 - 2023

Advocacy & Influence

Positively influence legislation and government initiatives impacting Ontario Public Libraries, especially surrounding the global pandemic and its impact periods.

1. Build relationships with provincial elected officials and civil service to influence government policy and practices.
2. Collaborate with other library associations, organizations, and agencies to lobby for public libraries in provincial political arena such as Library Day at Queen's Park.
3. Support members' libraries efforts in municipal government advocacy.
4. Support First Nations libraries with national and provincial advocacy.
5. Remain agile to enable timely response to emerging issues and opportunities.
6. Act as a conduit for government to supply information to Public Libraries.

Objective	Method	Timeline	Result
Collaborate with other library associations, organizations, and agencies to lobby for public libraries in provincial political arena and speak with a united voice.	Participate in 2023 Standing Committee of Finance and Economic Affairs and Minister of Finance budget consultations.	Q1	FOPL deputation to the Minister of Finance on January 11 th . Two other member libraries granted deputations as well. Nine library CEOs and FOPL requested to attend deputations to the Standing Committee.
Ensure that libraries are at the table and considered as integral social institutions that require provincial support and attention.	Submit Official 2023 Budget Request for Ontario's Public Libraries.	Q1	Official 2023 Pre-Budget Submission to the Ministry of Finance submitted January 13 th .
Respond to emerging issues and opportunities.	Monitor upcoming bills and potential municipal level changes that can affect library governance.	Ongoing	Letter send to Toronto and Ottawa CAOs/Clerks re: Bill 3
Build relationships with provincial elected officials and civil servants to influence government policy and practices.	Engage with cabinet members, Ministry staff, and other officials.	Ongoing	Members engaged to reach out to selected members of elected PC Caucus

Support members' libraries efforts in municipal government advocacy. Participate in the education of new board and new councils across the province.	Available to member libraries to provide advocacy specific board orientation and training.	Q1/Q2	Booked with Niagara PL to provide a presentation.
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Marketing Public Library Value and Impact

Coordinate and assist in the implementation of strategic marketing for Ontario Public Libraries.

1. Be recognized as the trusted voice of Ontario Public Libraries.
2. Inspire and mobilize the library community.
3. Develop and provide research to inform marketing initiatives.
4. Develop province-wide social media marketing campaign tools.
5. Pursue partnerships beyond traditional library partners such as AMO, school boards, vendors and media.
6. Collaborate to create consistent promotional messaging for use by Public Libraries.

Objective	Method	Timeline	Result
Produce resources for libraries to advocate for themselves and create community awareness of social impact.	Provide letter templates, social media graphics and offer consultation to board and CEOs.	Ongoing	
Inspire and mobilize the library community. Develop and provide research to inform marketing initiatives.	Provide the Data Dashboard to member libraries so they might better market their own success and impacts.	Ongoing	
Be recognized as the trusted, authoritative voice of Ontario Public Libraries. Raise the public profile of FOPL within the library sector.	Produce social media that will market FOPL as well as be in a format that member libraries can easily edit for local impact.	Ongoing	Digital Marketer contracted to provide professional content

Be recognized as the trusted, authoritative voice of Ontario Public Libraries. Raise the public profile of FOPL within the library sector.	Attend municipal conferences to promote the value impact of Ontario's public libraries on their local communities.	Ongoing	Jan 22-24 – ROMA, 250+ people

Training & Development

Provide Ontario's Public Libraries with professional training and development.

1. Coordinate training opportunities such as seminars, workshops, symposia, and webinars.
2. Collaborate in creation of trustee training tools.
3. Share expertise at professional conferences and events such as OLA Super Conference and Marketing Think Tank.
4. Build consensus in the Ontario Public Library community.

Objective	Method	Timeline	Result
Increase added value for member libraries. Establish training opportunities related to advocacy and library promotion.	Continue the FOPL Annual Info Series	Q3/Q4	
Share expertise at professional conferences and events.	OLA SuperConference 2023	Q1	Tradeshow booth Session "Advocacy with Attitive" Session "Advocacy Primer"
Increase awareness of grant and subsidy opportunities. Offer resources for educational and sector awareness purposes.	Ongoing addition of resources and blogs shared with our members via email and the website.	Ongoing	
Develop and provide advocacy resources for our members. Provide research to aid in advocacy initiatives.	Create an Advocacy Primer video for our members to use with their boards and councils. Collaborate	Q1	Shared with Members on January 27 th .

	with OLBA and OLS and contribute to their board training efforts.		

Organizational Resilience

Increase organizational resiliency.

1. Seek alternate sources of funding to ensure fiscal stability.
2. Grow and retain membership through increased member engagement.
3. More effectively and more frequently communicate with individual members and FOPL caucuses.
4. Increase involvement and contribution of FOPL Working Groups.
5. Overcome challenges of diversity and geography.
6. Develop a succession plan for Executive Director and Administrative Assistant.

Objective	Method	Timeline	Result
Overcome challenges of diversity and geography. Grow and retain membership through increased engagement.	Host AGM virtually. Offer hybrid board meetings.	Q2	
Seek alternate sources of funding to ensure fiscal stability.	Create Former Library Leaders Caucus. Promote MLS/LT student access to FOPL resources.	Q1	All MLS and LT schools emailed – will follow up in February. Three new members for FLL.
More effectively and more frequently communicate with individual members and FOPL caucuses.	Virtual Annual Caucus Meetings to engage with all members.	Q1	Meetings booked for March.
Overcome challenges of diversity and geography. Increase involvement and contribution of FOPL Working Groups.	Provide portions of the website, our resources, and the opportunity to request items in French Translation. Work with the ILPWG	Ongoing	

	to create resources in First Nations languages.		
Grow and retain membership through increased member engagement.	Non-Member Campaign	Q4	

FOPL Truth & Reconciliation Plan

FOPL, as a provincial federation made up of Ontario library system members, has the opportunity to be a leader in Truth and Reconciliation work within our province. This document outlines areas where FOPL can be a catalyst for change and disruptor of current mores. Additionally, this document will provide a shortlist of efforts our library members may wish to address in their own systems.

FOPL Reconciliation Actions

	Action	Status
1	Prepare a Strategic Plan and Annual Workplans with a focus on Indigenous librarianship needs.	
2	Establish a FOPL Indigenous Acknowledgement Statement and open all meetings with the statement. FOPL's Land Acknowledgement.docx	Complete <DATE> Updates and Use ongoing
3	Establish the Indigenous Library Partners Working Group who will continue to address ongoing needs which support public libraries on-reserve, Indigenous librarians, and public library systems work around Indigenous matters and truth and reconciliation.	Established <Sept. 22/21> Work ongoing
4	Through partnership and sponsorship, invite all FNPLs to be active members of FOPL at no charge including membership and training.	Established <DATE> Annual partnerships
5	Hold member caucus meetings where FNPL CEOs can express the needs and concerns, informing the advocacy initiatives of FOPL.	Semi-Annually
6	Advocate for the provincial government to properly fund our current public libraries on reserve so each CEO receives a full-time living wage through provincial funding.	

7	Advocate for Indigenous communities to have equal access to libraries in Ontario.	
8	When developing materials for reserve communities, use Indigenous languages where appropriate. [Calls 13, 14]	
9	Provide an in-service for member libraries on UNDRIP and how the best practices and principles can be incorporated in public libraries. [Call 43]	
10	Provide in-servicing for member libraries on reconciliation activities. [Call 57]	
11	Provide member libraries with resources on reconciliation activities including info graphics, Book reviews, etc. [Calls 63, 80].	
12	Be an active member of National Indigenous Knowledge & Language Alliance (NIKLA).	Joined December 2022, membership is ongoing
13	Endorse the CFLA Truth & Reconciliation Committee Report	Complete <DATE>
14	Read - out loud - foundational documents, including: a. 94 Calls to Action b. CFLA-FCAB Truth and Reconciliation Report and Recommendations c. UNDRIP	

Recommended Activities Based on the Calls to Action

Call to Action 10

We call on the federal government to draft new Aboriginal education legislation with the full participation and informed consent of Aboriginal peoples. The new legislation would include a commitment to sufficient funding and would incorporate the following principles:

i. Providing sufficient funding to close identified educational achievement gaps within one generation. ii. Improving education attainment levels and success rates. iii. Developing culturally appropriate curricula. iv. Protecting the right to Aboriginal languages, including the teaching of Aboriginal languages as credit courses. v. Enabling parental and community responsibility, control, and accountability, similar to what parents enjoy in public school systems. vi. Enabling parents to fully participate in the education of their children. vii. Respecting and honouring Treaty relationships.

Member Libraries: support local community education with resources and curriculum materials available in the public library.

Call to Action 13.

We call upon the federal government to acknowledge that Aboriginal rights include Aboriginal language rights.

FOPL: When developing materials for reserve communities, use Indigenous languages where appropriate.

Member Libraries: 1. Provide multi-language collections. 2. Support community entities to provide Indigenous language programs onsite.

Call to Action 14.

We call upon the federal government to enact an Aboriginal Languages Act that incorporates the following principles:

i. Aboriginal languages are a fundamental and valued element of Canadian culture and society, and there is an urgency to preserve them. ii. Aboriginal language rights are reinforced by the Treaties. iii. The federal government has a responsibility to provide sufficient funds for Aboriginal-language revitalization and preservation. iv. The preservation, revitalization, and strengthening of Aboriginal languages and cultures are best managed by Aboriginal people and communities. v. Funding for Aboriginal language initiatives must reflect the diversity of Aboriginal languages.

Member Libraries: 1. Provide multi-language collections. 2. Support community entities to provide Indigenous language programs onsite. 3. Provide information to the community on UNDRIP and treaties, with a focus on local communities.

Call to Action 43.

We call upon federal, provincial, territorial, and municipal governments to fully adopt and implement the United Nations Declaration on the Rights of Indigenous Peoples as the framework for reconciliation.

FOPL: Provide an in-service in 2023 on UNDRIP and how the best practices and principles can be incorporated in public libraries.

Member Libraries: 1. Include UNDRIP best practices and principles in library planning and programming. 2. Adopt an Indigenous Acknowledgement Statement which addresses treaty, ceded/unceded and traditional territory where the library is located.

Call to Action 57.

We call upon federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

FOPL: Provide in-servicing for member libraries on reconciliation activities.

Member Libraries: 1. Train staff on Reconciliation activities, awareness and knowledge. 2. Provide specialized training to all staff pertaining to Indigenous library services.

Call to Action 63.

We call upon the Council of Ministers of Education, Canada to maintain an annual commitment to Aboriginal education issues, including: i. Developing and implementing Kindergarten to Grade Twelve curriculum and learning resources on Aboriginal peoples in Canadian history, and the history and legacy of residential schools. ii. Sharing information and best practices on teaching curriculum related to residential schools and Aboriginal history. iii. Building student capacity for intercultural understanding, empathy, and mutual respect. iv. Identifying teacher-training needs relating to the above.

FOPL: Provide in-servicing for member libraries on reconciliation activities.

Member Libraries: 1. Provide accurate collections which can support curriculum and personal education and awareness of contemporary and historical Indigenous communities and legacy issues. 2. Provide curriculum supports. 3. Provide programs that support for intercultural understanding, empathy, mutual respect, and understanding of historical issues. 4. Invite

Indigenous speakers, elders, storytellers, authors, etc to hold events, workshops or speaker series.

Call to Action 67.

We call upon the federal government to provide funding to the Canadian Museums Association to undertake, in collaboration with Aboriginal peoples, a national review of museum policies and best practices to determine the level of compliance with the United Nations Declaration on the Rights of Indigenous Peoples and to make recommendations.

Member Libraries: 1. For GLAM sites, work with museum associations to advance museum practices surrounding Indigenous content.

Call to Action 77.

We call upon provincial, territorial, municipal, and community archives to work collaboratively with the National Centre for Truth and Reconciliation to identify and collect copies of all records relevant to the history and legacy of the residential school system, and to provide these to the National Centre for Truth and Reconciliation.

Member Libraries: As a public sector representing our local community histories, collect, make available, and support the local research needs of those participating in personal research pertaining to residential school systems and truth and reconciliation.

Call to Action 80.

We call upon the federal government, in collaboration with Aboriginal peoples, to establish, as a statutory holiday, a National Day for Truth and Reconciliation to honour Survivors, their families, and communities, and ensure that public commemoration of the history and legacy of residential schools remains a vital component of the reconciliation process.

FOPL: Provide resources to libraries for Reconciliation Day including info graphics, Book reviews, etc.

Member Libraries: Commemorate, celebrate, program, and conduct programs pertaining to truth and reconciliation, both on the National Day of Reconciliation and throughout the year.

Call to Action 93.

We call upon the federal government, in collaboration with the national Aboriginal organizations, to revise the information kit for newcomers to Canada and its citizenship test to reflect a more inclusive history of the diverse Aboriginal peoples of Canada, including information about the Treaties and the history of residential schools.