

Agenda

Regular Meeting # 2020-03
Kingston Frontenac Public Library Board
Wednesday, March 18, 2020 – 4:30 PM
Meeting Room #2, Central Branch

She:kon, Aanii, Boozhoo, Waychaya, Kwey Kwey, Tawnshi. Let us bring our good minds and hearts together, to honour and celebrate these traditional lands as a gathering place of the Original Peoples and their Ancestors who were entrusted to care for Mother Earth since time immemorial. It is with deep humility, that we acknowledge and offer our gratitude for their contributions to this community, having respect for all as we share this space now and walk side-by-side into the future.

1. Call to Order / Regrets
2. Adoption of the Agenda (motion)
3. Disclosure of Conflict of Interest
4. Presentation: Kingston's Workforce Development and In-migration Strategy

Consent Agenda

5. Adoption of Minutes
 - 5.1. Regular KFPL Board Meeting #2020-02 of February 19, 2020 (attached)
6. Information Items
 - 6.1. Correspondence/Information Received and Sent (no correspondence to report on)
7. Monitoring Reports
 - 7.1. Communication and Counsel
 - 7.1.1. Chief Librarian's Report (report attached)
 - 7.2. Annual Report
8. Motion to accept consent agenda (motion)

Action Agenda

9. Business Arising from the Minutes

10. Items Removed from the Consent Agenda

10.1.

11. Action Items

11.1.

Items for Discussion / Exploration

12. Truth and Reconciliation Recommendations – KFPL Status Report (report attached)

13. Strategic Planning – Design Thinking

Other Business

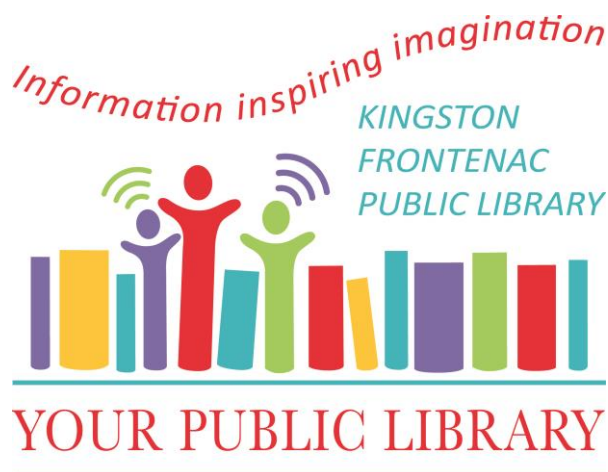
14. Central Branch Renovations Update

15. Carver Governance Training – Policy Sizes and Interpretation

Adjournment / Next Meeting

Regular Board Meeting: 4:30 PM, Wednesday, April 15, 2020, Meeting Room #2, Central Branch

The Kingston Frontenac Public Library exists to offer all people throughout our service area access to broadly based resources in support of personal enrichment, life long learning, and community interaction, in person or in virtual space. These services are provided by expending revenues in a fiscally responsible manner.



Minutes of Regular Meeting #2020-02 of the Kingston Frontenac Public Library Board

February 19, 2020 - 4:30 PM (unconfirmed)

Meeting Room #2, Central Branch

Present: Laura Carter (Chief Librarian / Chief Executive Officer), Dave Kerr, Councillor Robert Kiley, Louise Moody, Kayley Marsh, Natalie Nossal (Vice-Chair), Holly Platz, Councillor Alan Revill

Staff Present: Kimberly Sutherland Mills (Manager, Programming and Outreach), Andrew Morton (Manager, Facilities), Shelagh Quigley (Director, Human Resources), Chris Ridgley (Budget/HR Analyst), Alice Robinette-Woods (Librarian, Collections) (left at 4:52 PM), Amy Rundle (Recording Secretary), Lester Webb (Director, Outreach and Technology)

CUPE 2202 / 2202.01: Jennifer Goodfellow

Guests: Friends of the Library (left at 4:38 PM) – Heather Pardy (President), Sue Bates (Director-at-Large), Shirley Birks (Volunteer), Barbara Johnston (Secretary)

Regrets: Kate Betts-Wilmott, Mark Kerr, Monica Stewart (Chair)

1. Call to Order

N. Nossal assumed the position of Chair and called the meeting to order at 4:31 PM. Guests were introduced and welcomed to the meeting.

2. Adoption of the Agenda

Move Item 13 ahead in the agenda to take place following the Consent Agenda.

2020-07 Revill - Platz

That the agenda be approved as amended.

Carried

3. Disclosure of Conflict of Interest

There were no declarations of conflict of interest.

4. Presentation – Friends of the Kingston Frontenac Public Library

The FOL is a volunteer-led charitable organization that raises funds through community support and the sale of books, book bags and other merchandise. The FOL were proud to support many KFPL programs in 2019 and enjoyed watching the Friends of the Library Gather and Create Space come to life with sewing machines, scanners, 3D printers and other equipment purchased with their sponsorship donation. The Friends Bookshop, a new retail space at the Central Branch, is operated by a dedicated group of volunteers and is open 6 days a week. The FOL thanked the Board and staff for their ongoing support and presented N. Nossal with an acknowledgement cheque for \$38,448, representing the amount given in support of the Library in 2019. Members of the FOL were thanked for their outstanding donation and constant support of library services and left the meeting at this time (4:38 PM).

Consent Agenda

5. Adoption of Minutes

5.1. Regular KFPL Board Meeting #2020-01 of January 15, 2020

6. Information Items

6.1. Correspondence/Information Received and Sent

- 6.1.1. From N. Koenig, a letter of resignation from his position on the Board dated January 20, 2020.
- 6.1.2. To N. Koenig, a letter dated January 21, 2020, to express appreciation for his service on the Board.
- 6.1.3. To J. Freundorfer, a letter dated January 21, 2020 in response to her email regarding her concern about the Drag Queen Storytime program and to inform her of the Board's discussion at the January 15, 2020 Board meeting.
- 6.1.4. From J. Freundorfer, a letter received February 7, 2020, thanking M. Stewart for her response and offering further comment on programs at the library.

7. Monitoring Reports

7.1. Communication and Counsel

7.1.1. Chief Librarian's Report

7.2. Staff Relations and Volunteers

7.3. Statistical Report (4th Quarter 2019)

7.4. Financial Condition (Year End 2019)

7.5. KFPL Vision 2020 – Action Plans 2020 (brought forward from November 2019)

8. Motion to accept consent agenda

2020-08 Moody – Marsh

To accept the Consent Agenda, thereby accepting the materials on the consent agenda.

Carried

13. Requests for Reconsideration of Library Materials – 2019

A. Robinette-Woods was introduced and welcomed to the meeting. Ms. Robinette-Woods provided an overview of the reconsideration of library materials process and discussed the requests received in 2019.

A. Robinette-Woods was thanked for her presentation and left the meeting at this time. (4:52 PM)

Action Agenda

9. Business Arising from the Minutes

There was no business arising from the minutes.

10. Items Removed from the Consent Agenda

There were no items removed from the Consent Agenda.

11. Action Items

11.1. Agenda items brought forward from the cancelled Committee of the Whole meeting on January 29, 2019

11.1.1. Policy Review and Approval

11.1.1.1. Executive Limitations (L1-L10) (deferred to September 2020)

11.1.1.2. Collection Development

2020-09 Moody - Kerr

That the Board approve the Collection Development Policy.

Carried

11.1.1.3. Community Engagement

2020-10 Platz – Revill

That the Board approve the Community Engagement Policy and Toolkit.

Carried

11.1.1.4. Internet Access (Public)

2020-11 Nossal – Kerr

That the Board approve the Internet Access (Public) Policy.

Carried

11.1.1.5. KFPL Employee Online and Social Media

Discussion took place regarding the definition of political views. For the purposes of this policy it was agreed that political would mean the municipal, provincial or federal government. Staff will amend the policy with this clarification.

2020-12 Nossal – Moody

That the Board approve the KFPL Employee Online and Social Media Policy.

Carried

11.1.1.6. Public Use of KFPL Online Forums and Social Media

2020-13 Revill – Platz

That the Board approve the Public Use of KFPL Online Forums and Social Media Policy.

Carried

11.1.1.7. KFPL Board Constitution and By-Laws

2020-14 Kerr – Nossal

That the Board approve the KFPL Board By-Laws and the KFPL Board Constitution.

Carried

Items for Discussion / Exploration

12. Patron Code of Conduct – overview/discussion

L. Carter gave an overview of the Patron Code of Conduct review that took place in 2015, and the subsequent community reaction. As a result of the feedback received, the Board developed a Community Engagement Policy and a specific engagement plan for the Code of Conduct. A consultant was engaged to gather public feedback and summarize the data collected in a final report. This report is available on the KFPL website.

An exact timeline for the review process has not been determined, but Ms. Carter has recently reached out to local community organizations to discuss their conduct policies. Documents from other public libraries are also being reviewed. The intention is to have a staff committee propose revisions, followed by further community engagement and then Board approval. Ms. Carter requested direction from the Board to ensure the revised policy accurately reflects their organizational vision.

Discussion took place about loitering and sleeping in the library and how this is enforced. It was noted that vulnerable people often don't have access to safe sleeping environments and that the library is perceived as a safe space. Ms. Quigley noted that loitering is seldom addressed in the absence of other behavioural issues; however patrons who are sleeping in the library will be woken by staff for health and safety purposes. Sleeping patrons are vulnerable and aren't able to protect themselves or their belongings. Additionally, patrons could be unconscious due to a medical condition and need assistance. Ms. Quigley reported that staff are trained to engage with any patron who is not alert to properly assess the situation.

It was noted that the feedback compiled by MASS LBP was inconclusive in many areas and when looking at the report it is hard to know how to change the current Code of Conduct. It was suggested that the revised code should guide the patron experience and also empower staff. Some rules are not negotiable for health and safety reasons and patrons don't always have a clear understanding of what is being asked. Explanations, examples of desirable behaviour and a softer tone could be helpful.

Ms. Carter stated that the feedback received at today's meeting will be taken back to the staff committee for consideration.

Other Business

14. Central Branch Renovations Update

D. Kerr reported that deficiency phase continues. It is anticipated that the project will wrap up over the next few months and the Committee will continue to meet. The project budget has been spent and no additional expenditures are expected.

15. Report from Ontario Library Association (OLA) Superconference – January 29-February 1, 2020

R. Kiley, N. Nossal and L. Moody expressed appreciation for the opportunity to attend the conference and gave brief reports on the sessions attended.

Adjournment / Next Meeting

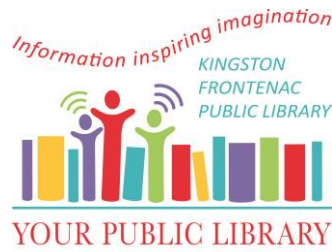
The next regular Board Meeting will be held at 4:30 PM, Wednesday, March 18, 2020, Meeting Room #2, Central Branch.

There being no further business, it was moved by A. Revill to adjourn at 6:18 PM.

Signatures:

Natalie Nossal, Vice-Chair

Amy Rundle, Recording Secretary



**Agenda Item 7.1.1.
Meeting 2020-03
Monitoring Report to the Board**

Executive Limitations L9: Communication and Counsel

With respect to providing information and counsel to the Board, the Chief Librarian may not permit the Board to be uninformed.

Accordingly, the Chief Librarian may not:

- 1. Neglect to submit monitoring data required by the Board (see policy on Monitoring Chief Librarian Performance) in a timely, accurate and understandable fashion, directly addressing provisions of the Board policies being monitored.**

According to the schedule for submission of monitoring data for Executive Limitations and Ends, the following report(s) are included:

- Annual Report 2019

- 2. Let the Board be unaware of relevant trends, significant changes in provincial or municipal policies, anticipated adverse media coverage, and/or public reaction, material external and internal changes, particularly changes in the assumptions upon which any Board policy has previously been established.**

Pittsburgh Branch Site Work and Third Crossing Tie-In

Following discussions with City of Kingston Facilities Management and Construction Services (FCMS) staff and with the City Treasurer, the budget for the Pittsburgh Branch site work and coordination with the Third Crossing project will be transferred to FMCS. Library staff will continue to be very involved in the project. Funds to undertake a community engagement process and to complete the library building program and any other related works to prepare for the design and construction process will be re-budgeted in the future as necessary.

Development Charges

Development charges (or DCs) have been a tool for public libraries to fund growth-related capital costs, including buildings, renovations, and collections. Previously, these costs were considered “soft services” by the *Development Charges Act*. Unlike essential or “hard” services, such as roads or fire services, these were eligible for up to 90% cost recovery through development charges, with libraries or municipalities required to cover the remainder.

In the spring of last year, the Ontario Government passed the *More Homes, More Choices Act*, which created a new structure. Going forward, a limited number of fully cost-recoverable services – primarily hard infrastructure like roads and water mains and essential services like fire, police and ambulance – would remain eligible for DCs. All other previously eligible services, including public libraries, would be shifted to a new Community Benefits Charge.

FOPL (and OLA) took part in consultations with the Ministry of Municipal Affairs & Housing to educate and explain the impact of the proposed changes and the risk to Ontario's public libraries. Their feedback was incorporated and public libraries are proposed to remain eligible for DC funding.

The Ministry of Municipal Affairs and Housing has posted for consultation its proposed next steps in launching the new Development Charge and Community Benefits Charge regime.

The full regulatory proposal can be found at the following link - <https://ero.ontario.ca/notice/019-1406>

The consultation is open until March 30th.

- 3. Fail to advise the Board if, in the Chief Librarian's opinion, the Board is not in compliance with its own policies on Governance Process and Board-Staff Relationship, particularly in the case of Board behaviour which is detrimental to the work relationship between the Board and the Chief Librarian.**

To my knowledge, the board is in compliance with its policies.

- 4. Fail to marshal for the Board as many staff and external points of view, issues and options as needed for fully informed Board choices.**

Staff and external points of view are provided as needed.

- 5. Present information in unnecessarily complex or lengthy form or in a form that fails to differentiate among information of three types; monitoring, decision-preparation or other.**

Every effort is made to keep reports brief and to the point.

- 6. Fail to provide a mechanism for official Board, officer or committee communications.**

Mechanisms are provided for these purposes, including the board portal.

- 7. Fail to deal with the Board as a whole except when (a) fulfilling individual requests for information or (b) responding to officers or committees duly charged by the Board.**

My dealings have either been with the Board as a whole or with the chair on matters within their jurisdiction.

8. Fail to report in a timely manner an actual or anticipated non-compliance with any policy of the Board.

Compliance is anticipated in all areas.

9. Fail to supply for the consent agenda all items delegated to the Chief Librarian, yet required by law or contract to be board-approved, along with the monitoring assurance pertaining thereto.

All such items appear on this month's agenda.

I hereby present my monitoring report on Executive Limitations L-9: Communication and Counsel according to the schedule set out. I certify that the information contained in this report is true and represents compliance with a reasonable interpretation of all aspects of the policy unless stated otherwise.

Signed: March 10, 2020

(Original signed copy on file)

Laura Carter, CEO/Chief Librarian

Meetings, conference, etc. attended by the CEO or delegate

Date	Meeting
February 19, 2019	Central Branch Renovation Committee
February 24 - March 1	Public Library Association Conference
March 4, 2019	Friends of the Library
March 5, 2020	D. Kennedy, City Treasurer
March 6, 2020	Central Branch Project Management Committee
March 6, 2020	Stefanie Mutheardy, KPMG (phone call)
March 10, 2019	City of Kingston Facility Management and Construction Services - Pittsburgh Branch
February 19, 2019	Central Branch Renovation Committee

Incident Reports (March 2020 Board Agenda)

Incident #	Title	Branch	Date
2020-099	Alcohol – drinking in library	CE	March 4, 2020
2020-082	Alcohol – empty containers found in library	IT	February 18, 2020
2020-090	Assistance – patron in distress, AMHS and police called	CE	February 27, 2020
2020-069	Assistance – camping on library grounds, asked to leave and informed of community supports	WI	February 13, 2020
2020-068	Assistance – child fell and bumped head	CE	February 13, 2020
2020-084	Assistance - distressed patron, AMHS called	CE	February 21, 2020
2020-086	Assistance - distressed patron, informed of community supports	CE	February 25, 2020
2020-092	Assistance – emotional distress, AMHS called	CE	February 29, 2020
2020-077	Assistance – extended time in accessible washroom, clothing and drug paraphernalia on floor, Street Outreach contacted	CE	February 18, 2020
2020-105	Assistance – impaired and sleeping patron – informed of community supports	CE	March 6, 2020
2020-098	Assistance - man lying on sidewalk	CE	March 3, 2020
2020-079	Assistance – patron asleep on floor, violation of previous ban	CE	February 19, 2020
2020-091	Assistance – patron in crisis, AMHS called	CE	February 28, 2020
2020-067	Assistance - Sleeping patron	CE	February 13, 2020
2020-101	Assistance – sleeping patron, difficult to wake	CE	March 5, 2020
2020-070	Assistance - sleeping patron, informed of community supports	CE	February 14, 2020
2020-076	Assistance – unconscious patron, emergency services called	CE	February 18, 2020
2020-063	Behaviour – accessing staff-only area, argumentative, police called	CE	February 12, 2020
2020-075	Behaviour – aggressive and threatening	CE	February 18, 2020

Incident #	Title	Branch	Date
2020-103	Behaviour – aggressive, violation of previous ban	CE	March 5, 2020
2020-106	Behaviour – disrespectful to staff (phone)	CP	March 5, 2020
2020-096	Behaviour – disruptive and impaired	CE	March 2, 2020
2020-062	Behaviour – disruptive interaction between parent and child	CE	February 11, 2020
2020-083	Behaviour – disruptive youth asked to leave	RH	February 21, 2020
2020-064	Behaviour – disruptive, swearing at staff	IT	February 12, 2020
2020-087	Behaviour – disturbance in parking garage, police called	CE	February 25, 2020
2020-072	Behaviour - large group of youth blocking front door	IT	February 18, 2020
2020-095	Behaviour – mental health	IT	March 2, 2020
2020-081	Behaviour – suspicious activity in parking garage	CE	February 18, 2020
2020-061	Behaviour - verbally abusive to other patrons	CE	February 11, 2020
2020-060	Behaviour – youth repeatedly smoking on library grounds	IT	February 10, 2020
2020-085	Drugs – joint found in Children's area	IT	February 22, 2020
2020-071	Drugs - teens with a bong	IT	February 14, 2020
2020-100	Facilities - alarm not set	CL	March 4, 2020
2020-088	Facilities - fire alarm	CE	February 27, 2020
2020-066	Facilities - fire alarm	CE	February 12, 2020
2020-078	Facilities - front door latch not working	CE	February 18, 2020
2020-104	Facilities - garbage and salt in book return	RH	March 6, 2020
2020-094	Facilities – Knox box open	IT	March 1, 2020
2020-074	Facilities - no heat	WI	February 18, 2020
2020-065	Facilities – patrons in branch before opening	CE	February 13, 2020

Incident #	Title	Branch	Date
2020-108	Facilities – salt in book return	RH	March 9, 2020
2020-093	Facilities - security alarm triggered	CE	February 29, 2020
2020-073	Facilities - walkway not cleared	MG	February 18, 2020
2020-107	Medical Assistance – seizure in library, emergency services called	IT	March 8, 2020
2020-102	Theft – attempt to steal library property	CE	March 4, 2020
2020-089	Theft - book jacket found in trash	IT	February 27, 2020
2020-097	Theft - stolen magazines	CE	March 2, 2020



March 2020

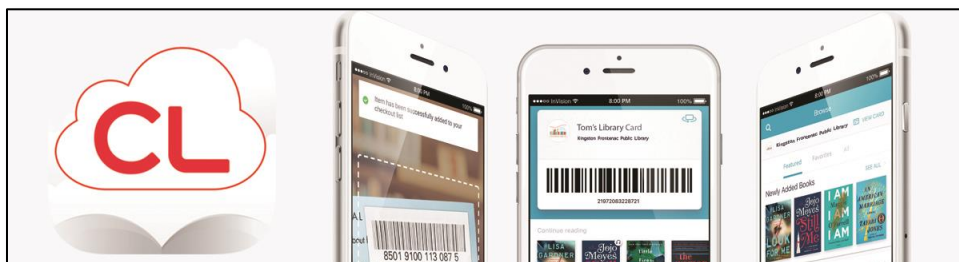
Programming & Outreach: In the Library

- ▶ **King Con returns to the Central Branch** this spring. Our annual festival of **comics, gaming, sci-fi and other fandoms** is offered in partnership with downtown businesses *Minotaur Games and Gifts* and *Kingston Nexus*. Join us from **Friday, April 3rd to Sunday April 5th** for demonstrations, tabletop gaming, speakers and more.



- ▶ Our weekly **Art Hive programs** have been enhanced by the addition of small, hands-on workshops that use our Create Space equipment or help patrons explore new art forms. Topics to date have included **sewing machine basics, knitting, photo editing, macramé, painting and Ukrainian Easter egg painting**.

Services and Collections



- ▶ **Our digital collection is about to get much bigger!** KFPL is switching our e-book and e-audiobook content from OverDrive (and Libby) to **cloudLibrary** effective May 27, 2020. Switching to cloudLibrary **allows us to join the cloudLink consortium** – a way for public libraries to pool together and share their digital collections. Currently the Ontario cloudLink group consists of **28 other public libraries with a shared collection of over 215,000 items**. By comparison, KFPL's current e-collection has about 10,000 items. This is **an amazing opportunity** for KFPL to connect and work with other public libraries and provide our patrons with **a larger, more diverse collection**. [More information about the transition to cloudLibrary](#) is available on our website.

- ▶ KFPL is supporting **Sustainable Kingston's** education initiatives in 2020 by **creating recommended resource lists** for each of their **lunch-time workshops**. Topics include **sustainable diets**, **home energy conservation**, **waste diversion** and more.
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Staff News

- ▶ KFPL welcomes **Nicole Charles** as our **new Director, Branch Experience**. Nicole comes to us from Port Elgin where she was the Director of Library Services for the Bruce County Public Library.
 - ▶ Laura Carter, Kimberly Sutherland Mills and Lester Webb attended the **Public Library Association (PLA) conference** in Nashville at the end of February.
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KFPL Report to the Board

Subject: KFPL Steps Toward Truth and Reconciliation

Date: March 10, 2020

Prepared by: K. Sutherland Mills

Background:

In 2015 the Truth and Reconciliation Commission of Canada released several reports based on their findings, including 94 calls to action. In response, the Canadian Federation of Library Associations (CFLA) formed a committee who reviewed these calls to action through a library lens. They released their *Truth and Reconciliation Report and Recommendations*¹ in 2017.

At the January 19, 2020 meeting, the KFPL Board requested that staff assess our progress to date on the recommendations laid out by CFLA.

The following summary captures all of the recommendations in the CFLA report and identifies actions taken by KFPL staff to date in the right hand column. Known community initiatives are also noted to assist us in identifying potential partnerships and service gaps.

Analysis:

We have made some early progress, most notably hiring a librarian whose portfolio includes Indigenous services, staff training, partnerships and collection development.

¹ <http://cfla-fcab.ca/wp-content/uploads/2018/10/Truth-and-Reconciliation-Committee-Report-and-Recommendations-ISBN1.pdf>

Truth and Reconciliation Recommendations – KFPL Status Report

Priority One Recommendations

Call to Action - #10	Recommendations
<p>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:</p> <ul style="list-style-type: none"> 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. 	<p>1. Provide support through Public Libraries and School Libraries;</p> <p>KFPL Actions: Grant funding may be available; most funding comes from municipal and provincial sources.</p>
	<p>2. Work with local Aboriginal community groups in homework help;</p> <p>KFPL Actions: To be considered.</p>
	<p>3. Provide support to conversation groups;</p> <p>KFPL Actions: Offered space for Kingston Indigenous Language Nest (KILN) classes but organizers required kitchen facilities. Staff visited Anishinaabemowin classes at Queen's University to offer tutorials on language resources. Librarian received items requests and fulfilled these purchasing requests when possible.</p> <p>Community Classes: Anishinaabemowin at Queen's University on Wednesday nights in the Fall and Winter.</p>
	<p>4. Ensure culturally, and age-appropriate collections are made available;</p> <p>KFPL Actions: KFPL worked closely with KILN on their Community Foundation of Kingston and Area grant application in 2016 and continues to house their collection of indigenous language learning materials that were purchased with the funds. The collection has been supplemented by items purchased through the KFPL operating budget. KFPL works alongside KILN, and purchases through Indigenous publishers such as Goodminds to ensure the acquisition of appropriate materials. In addition, items with racialized subject headings have been reviewed, and often removed from</p>

Call to Action - #10	Recommendations
	the collection.
	<p>5. Provide culturally appropriate programming, involving parents and elders;</p> <p>KFPL Actions: Children’s programming that focused on language and music was offered at the Indigenous Languages Symposium in November 2019. In addition, a community knowledge keeper participated in the 2019 Human Library.</p>
	<p>6. Develop relevant collections with a focus on local collections and language specific materials;</p> <p>KFPL Actions: Texts specific to languages within the Six Nations were purchased from the University of Toronto. Additional texts of Cree and Anishinaabemowin were donated to the collection. Two dozen Inuktitut titles were also purchased.</p> <p>Community Initiatives: The Queen’s Education Library promoted Indigenous collections and had a student intern review the quality of materials between March and September of 2019. The parameters they used for selection and deselection were shared with KFPL and are being used for a review of KFPL materials in early 2020.</p>
	<p>7. Protect the right to Aboriginal languages including: programming (for example – story time); translation of websites; subject headings & analysis in language(s);</p> <p>KFPL Actions:</p> <ul style="list-style-type: none"> • The Indigenous Languages Symposium was held in partnership with Queen’s University in November 2019.

Call to Action - #10	Recommendations
	<ul style="list-style-type: none"> • Items with racialized subject headings are being reviewed. • Children’s programming highlighting Indigenous cultural events was offered: <ul style="list-style-type: none"> ○ Indigenous Peoples Day in June ○ Orange Shirt Day in September ○ Anishinaabe Storytime with KILN in November • Regional languages were spoken during the Central Branch re-opening ceremony.
	<p>8. Use the principles and approaches of Community-led librarianship to ensure that community needs are identified, prioritised and met;</p> <p>KFPL Actions:</p> <ul style="list-style-type: none"> • Held first Indigenous Communities Roundtable to discuss future meetings of this type, library programming and collections priorities. • A librarian attended community events such as dinner socials at the Katarokwi Learning Centre, and special events such as Indigenous People’s Day, World Indigenous People’s Day, and the Limestone District School Board Indigenous Education in the Park. <p>Community Events: Indigenous Peoples Day (June 21st), International Day of the World’s Indigenous People (August 9th), LDSB Indigenous Education in the Park (May 16th), Queen’s Annual Indigenous Research Symposium (2nd week of November), Family Indigenous Social Nights at the LDSB Katarokwi Learning Centre from September-May, future creation of Indigenous gathering space by City of Kingston (2020-2022?)</p>
	<p>9. Provide culturally appropriate/relevant information literacy workshops.</p> <p>KFPL Actions: KFPL organized an Engage for Change Talking Circle in</p>

Call to Action - #10	Recommendations
	<p>September 2018 and assisted with workshop planning for a language symposium in November 2019. In addition, Indigenous Cultural Competency training was completed by KFPL staff in 2019.</p>

Call to Action - #12	Recommendations
<p>We call upon the federal, provincial, territorial, and Aboriginal governments to develop culturally appropriate early childhood education programs for Aboriginal families.</p>	<p>1. Provide support through Public Libraries and School Libraries;</p>
	<p>2. Ensure that storytimes support early childhood education programs for Aboriginal families;</p> <p>KFPL Actions: Storytimes offered on November 9, 2019 integrated local Indigenous languages by use of song and spoken word. Orange Shirt Day and Drumming programming was offered during the week of September 30, 2019</p> <p>Community Project: KILN children’s language classes on Sundays during Spring, Fall and Winter.</p>
	<p>3. Offer programming (other than storytime) in multiple languages.</p> <p>KFPL Actions: Languages Symposium held November 2019 in partnership with Queen’s University.</p> <ul style="list-style-type: none"> • Day 1: Bilingual lecture by Anishinaabemowin professor from Queen’s, and talking circles in Mohawk and Anishinaabemowin. • Day 2: Workshops for home language learning and children. Workshop instructors worked with the Four Directions Indigenous Student Centre and KFPL to develop sessions.

Call to Action - #62	Recommendations
<p>We call upon the federal, provincial, and territorial governments, in consultation and collaboration with Survivors, Aboriginal peoples, and educators, to:</p> <ul style="list-style-type: none"> i. Make age-appropriate curriculum on residential schools, Treaties, and Aboriginal peoples' historical and contemporary contributions to Canada a mandatory education requirement for Kindergarten to Grade Twelve students. ii. Provide the necessary funding to post-secondary institutions to educate teachers on how to integrate Indigenous knowledge and teaching methods into classrooms. iii. Provide the necessary funding to Aboriginal schools to utilize Indigenous knowledge and teaching methods in classrooms. iv. Establish senior-level positions in government at the assistant deputy minister level or higher dedicated to Aboriginal content in education. 	<ol style="list-style-type: none"> 1. Public and School Libraries to provide school curriculum support; <i>KFPL Actions:</i> Purchased recent non-fiction materials that focus on the history and culture of Indigenous peoples. 2. Provide resources which teachers and student teachers can incorporate into Indigenous knowledge and teaching methods. <i>KFPL Actions:</i> Worked alongside teachers and educational assistants to ensure grade-appropriate materials are available in KFPL's collections. KFPL also worked alongside KILN to purchase Ojibwa-Cree materials for adult language learners.

Call to Action - #69	Recommendations
<p>We call upon Library and Archives Canada to:</p> <ul style="list-style-type: none"> i. Fully adopt and implement the United Nations Declaration on the Rights of Indigenous Peoples and the United Nations Joinet-Orentlicher Principles, as related to Aboriginal peoples' inalienable right to know the truth about what happened and why, with regard to human rights violations committed against them in the residential schools. ii. Ensure that its record holdings related to residential schools are accessible to the public. 	<p>1. Support LAC in these initiatives;</p> <p>KFPL Actions: Recent acquisitions include a <i>Residential Schools</i> subject heading when relevant.</p>
	<p>2. Collections development; continue with programming, displays; links on library websites.</p> <p>KFPL Actions: Materials related to residential schools are displayed in June (Indigenous Peoples Day), September (Orange Shirt Day) and October (First Nations Public Library Week). The Engage for Change Talking Circle was held on Orange Shirt Day in September 2018, and residential schools materials were displayed during the November 2019 Languages Symposium.</p>

Call to Action - #70	Recommendations
<p>We call upon the federal government to provide funding to the Canadian Association of Archivists to undertake, in collaboration with Aboriginal peoples, a national review of archival policies and best practices to:</p> <ul style="list-style-type: none"> i. Determine the level of compliance with the United Nations Declaration on the Rights of Indigenous Peoples and the United Nations Joinet-Orentlicher Principles, as related to Aboriginal peoples' inalienable right to know the truth about what happened and why, with regard to human rights violations committed against them in the residential schools. ii. Produce a report with recommendations for full implementation of these international mechanisms as a reconciliation framework for Canadian archivists. 	<p>1. Support CAA in these initiatives;</p> <p>KFPL Actions: KFPL printed and catalogued the <i>Missing and Murdered Indigenous Women and Girls (MMIWG) Final Report</i>; acquired all volumes of the <i>Truth and Reconciliation Commission Report</i>, and promoted Orange Shirt Day.</p>
	<p>2. Many Public Libraries have local history collections that may be of use.</p> <p>KFPL Actions: Indigenous genealogy materials were given to KFPL's Genealogy and Local History Librarian for inclusion in the collection.</p>
	<p>3. Consider the North (and mountainous BC) and issues of connectivity.</p>

Priority Two Recommendations

Call to Action - #1	Recommendations
<p>We call upon the federal, provincial, territorial, and Aboriginal governments to commit to reducing the number of Aboriginal children in care by:</p> <ul style="list-style-type: none"> i. Monitoring and assessing neglect investigations. ii. Providing adequate resources to enable Aboriginal communities and child-welfare organizations to keep Aboriginal families together where it is safe to do so, and to keep children in culturally appropriate environments, regardless of where they reside. iii. Ensuring that social workers and others who conduct child-welfare investigations are properly educated and trained about the history and impacts of residential schools. iv. Ensuring that social workers and others who conduct child-welfare investigations are properly educated and trained about the potential for Aboriginal communities and families to provide more appropriate solutions to family healing. v. Requiring that all child-welfare decision makers consider the impact of the residential school experience on children and their caregivers. 	<p>1. Provide library programming which reflects the community it resides in;</p> <p>KFPL Actions: Haudenosaunee-rooted programming was provided for early years populations with a focus on strengthening social bonds. KFPL facilitated a talking circle open to children and youth in September 2018 that focused on emotional healing.</p>
	<p>2. Promote Public Libraries as safe spaces within those environments and the value of having a social worker train library staff;</p> <p>KFPL Actions: KFPL staff and Board members completed Indigenous cultural competency training in 2019. This training helped to create and strengthen bonds between the organization and communities.</p>
	<p>3. Support training of social work students at academic institutions through collection development of academic libraries.</p> <p>KFPL Actions: Worked with the Queen's Education Library to promote Indigenous education and health resources at Queen's University and KFPL, and to gather suggestions for future additions to the KFPL collection.</p>

Call to Action - #5	Recommendations
<p>We call upon the federal, provincial, territorial, and Aboriginal governments to develop culturally appropriate parenting programs for Aboriginal families.</p>	<p>1. Libraries could offer space for these programs and train library staff in co-facilitating these programs;</p> <p>KFPL Actions: Worked alongside the Métis Nation of Ontario and a local knowledge keeper to deliver an early years program session in July 2018 (CP); offered a Haudenosaunee music program for school age children in Fall 2019 (CP); and worked with KILN to offer an Anishinaabe-inspired Family Storytime in Fall 2019 (CE).</p>
	<p>2. Libraries should work with local associations, community groups, and city partners in partnering in parenting programs;</p> <p>KFPL Actions: See above.</p>
	<p>3. Libraries have spaces and collections to support such initiatives.</p> <p>KFPL Actions: Space has been designated for items donated by the Kingston Indigenous Language Nest, library staff attended book fairs by Indigenous publishers, and a designated Indigenous collections space is being considered for the Central Branch.</p>

Call to Action - #7	Recommendations
<p>We call upon the federal government to develop with Aboriginal groups a joint strategy to eliminate educational and employment gaps between Aboriginal and non-Aboriginal Canadians.</p>	<p>1. Libraries could offer programming to support these efforts; <i>KFPL Actions:</i> KFPL staff attended Family Social Nights at the LDSB Katarokwi Learning Centre to identify the crucial components of local Indigenous education. The information will be incorporated into future programming.</p>
	<p>2. Review with HR departments means by which to eliminate barriers to hiring practices; <i>KFPL Actions:</i> To be considered.</p>
	<p>3. Participate in local job fairs seeking to hire Aboriginal employees, and go to on reserve schools to talk about all types of library careers; <i>KFPL Actions:</i> To be considered.</p>
	<p>4. On a library level, have management empower and coach staff; promote from within; offer additional education; consider experience (when educational boundaries are in place); <i>KFPL Actions:</i> These strategies are currently applied at KFPL for all personnel. Experience with Indigenous communities and education are considered assets when reviewing applications.</p>
	<p>5. Advocate for more library funding at public libraries and schools that support large Indigenous populations (especially on reserves); <i>KFPL Actions:</i> To be considered.</p>
	<p>6. More scholarships and grants to Indigenous students pursuing library education. <i>KFPL Actions:</i> To be considered.</p>

Call to Action - #9	Recommendations
<p>We call upon the federal government to prepare and publish annual reports comparing funding for the education of First Nations children on and off reserves, as well as educational and income attainments of Aboriginal peoples in Canada compared with non-Aboriginal people.</p>	<p>1. Libraries can provide access to reports;</p> <p>KFPL Actions: When possible, copies will be added to KFPL's collection.</p>
	<p>2. Libraries can make available copies of this annual report in all languages.</p> <p>KFPL Actions: KFPL can only guarantee print copies in English and French, but will work to have reports in regional Indigenous languages if possible.</p>

Call to Action - #13	Recommendations
<p>We call upon the federal government to acknowledge that Aboriginal rights include Aboriginal language rights.</p>	<p>1. Ongoing language initiatives - for example, in-house Inuktitut / Inuinnaqtun cataloging and subject headings;</p> <p>KFPL Actions: KFPL has talked with KILN to reform subject headings, and has worked with the organization to deliver children’s programming in Mohawk and Anishinaabe.</p>
	<p>2. Offering programming in multiple languages;</p> <p>KFPL Actions: Partnership programs with KILN, and Indigenous consultants such as Georgina Riel, have provided programs and public statements in regional Indigenous languages.</p>
	<p>3. Multi-language collections;</p> <p>KFPL Actions: Indigenous language collections are currently provided at the Calvin Park Branch (Children’s and Adult).</p>
	<p>4. Individual language code / designation for individual language – INU for Inuktitut for example;</p> <p>KFPL Actions: Languages codes are provided on the spine of each language book.</p>
	<p>5. Clearly separate language from categories where it may otherwise be lost – for example, some libraries in the North classify all materials related to the North – including Inuktitut language materials – as ‘NOR’ or ‘Northern.’</p> <p>KFPL Actions: Most items with language codes are kept in a separate section at Calvin Park to increase visibility and centralize access.</p>

Call to Action - #14	Recommendations
<p>We call upon the federal government to enact an Aboriginal Languages Act that incorporates the following principles:</p> <ul style="list-style-type: none"> 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. 	<p>1. Provide language collections;</p> <p>KFPL Actions: Adult and Children’s language collections are provided at the Calvin Park Branch in addition to dictionaries and grammar dictionaries at other urban branches.</p>
	<p>2. Acknowledge that First Nations, Métis, Inuit are key stakeholders and involve them in developing new facilities, developing library related strategies, programming, and policies;</p> <p>KFPL Actions: KFPL is pursuing an Indigenous Communities Roundtable that will be held seasonally to discuss Indigenous collections and programming.</p>
	<p>3. Explore potential partnership opportunities with universities and LAC.</p> <p>KFPL Actions: KFPL collaborated with the Queen’s Education Library to showcase Indigenous language and education materials available in Kingston by hosting the Indigenous Languages Symposium in November 2019.</p>

Call to Action - #36	Recommendations
<p>We call upon the federal, provincial, and territorial governments to work with Aboriginal communities to provide culturally relevant services to inmates on issues such as substance abuse, family and domestic violence, and overcoming the experience of having been sexually abused.</p>	<p>1. In collaboration with Public Health departments, and local Aboriginal Community groups, promote Aboriginal Health practices through collections and programming; act as a bridge to bring community partners together;</p> <p>KFPL Actions: KFPL worked with Kathy Brant and Maureen Buchanan, former health practitioners, to integrate cultural practices into programming that benefits mental health.</p>
	<p>2. Have patrons that reside in detention/correctional facilities borrow materials at times outside regular library hours.</p> <p>KFPL Actions: Joyceville Institution holds a current corporate membership that provides access to the KFPL collection for those in residence.</p>

Call to Action - #53	Recommendations
<p>We call upon the Parliament of Canada, in consultation and collaboration with Aboriginal peoples, to enact legislation to establish a National Council for Reconciliation. The legislation would establish the council as an independent, national, oversight body with membership jointly appointed by the Government of Canada and national Aboriginal organizations, and consisting of Aboriginal and non-Aboriginal members. Its mandate would include, but not be limited to, the following:</p> <ul style="list-style-type: none"> i. Monitor, evaluate, and report annually to Parliament and the people of Canada on the Government of Canada's post-apology progress on reconciliation to ensure that government accountability for reconciling the relationship between Aboriginal peoples and the Crown is maintained in the coming years. ii. Monitor, evaluate, and report to Parliament and the people of Canada on reconciliation progress across all levels and sectors of Canadian society, including the implementation of the Truth and Reconciliation Commission of Canada's Calls to Action. iii. Develop and implement a multi-year National Action Plan for Reconciliation, which includes research and policy development, public education programs, and resources. iv. Promote public dialogue, public/private partnerships, and public initiatives for reconciliation. 	<ol style="list-style-type: none"> 1. Provide input to and support for a multi-year National Action Plan for Reconciliation, which includes research and policy development, public education programs, and resources; <p>KFPL Actions: To be considered.</p>
	<ol style="list-style-type: none"> 2. Provide space, resources and facilities to enable public dialogue, public / private partnerships and public initiatives for reconciliation. <p>KFPL Actions: The proposed Indigenous Communities Roundtable will provide ongoing opportunity for direct input from Indigenous communities.</p>

Call to Action - #57	Recommendations
<p>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.</p>	<ol style="list-style-type: none"> 1. Introduce core training for all staff to ensure awareness of the Intergenerational impact of Residential Schools and Colonization; <i>KFPL Actions:</i> KFPL staff completed online Indigenous cultural competency training in 2019.
	<ol style="list-style-type: none"> 2. Provide language training for staff – to serve people in their official language;
	<ol style="list-style-type: none"> 3. Form staff working group to focus on furthering Reconciliation within the Library, enhancing staff supports and knowledge, and developing and sharing ideas. <i>KFPL Actions:</i> To be considered.

Call to Action - #63	Recommendations
<p>We call upon the Council of Ministers of Education, Canada to maintain an annual commitment to Aboriginal education issues, including:</p> <ul style="list-style-type: none"> 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. 	<p>1. Provide collection and programming in support of mutual understanding, empathy and mutual respect;</p> <p>KFPL Actions: KFPL collaborated with the Limestone District School Board (LDSB) and Conseil des écoles publique de l'Est de l'Ontario (CEPEO) educators to acquire titles and develop a reading list for teachers and students.</p>
	<p>2. Provide curriculum support.</p> <p>KFPL Actions: See above.</p>

Call to Action - #66	Recommendations
<p>We call upon the federal government to establish multi-year funding for community-based youth organizations to deliver programs on reconciliation, and establish a national network to share information and best practices.</p>	<p>1. If partners are required for funding submissions, libraries can provide gifts in kind; <i>KFPL Actions:</i> To be considered.</p>
	<p>2. Programming; <i>KFPL Actions:</i> External funding not yet required for programming.</p>
	<p>3. Project work; <i>KFPL Actions:</i> No funding needed for project work to date.</p>
	<p>4. Hiring students. <i>KFPL Actions:</i> Students are hired according to the needs of the organization. A co-op position could be considered in the future if funding is available.</p>

Call to Action - #67	Recommendations
<p>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.</p>	<p>1. Libraries with Special Collections should adopt any recommendations and best practices that come out of the national review in relation to their collections;</p> <p>KFPL Actions: Will be considered upon release of recommendations.</p>
	<p>2. Libraries can build collections that address issues of repatriation of Indigenous human remains and cultural material, as well as representation of Indigenous peoples in museums.</p> <p>KFPL Actions: KFPL worked with the Kingston Association of Museums to showcase cultural and archeological items related to the region's Indigenous ancestry (November 2019 - February 2020).</p>
	<p>3. Library schools should incorporate education regarding museum policies and practice in relation to the United Nations Declaration on the Rights of Indigenous Peoples.</p> <p>KFPL Actions: A KFPL librarian has spoken to Library Technician and Masters of Library and Information Studies (MLIS) students regarding the importance of Indigenous content in libraries.</p>

Call to Action - #68	Recommendations
<p>We call upon the federal government, in collaboration with Aboriginal peoples, and the Canadian Museums Association to mark the 150th anniversary of Canadian Confederation in 2017 by establishing a dedicated national funding program for commemoration projects on the theme of reconciliation.</p>	<p>1. Libraries can offer letters of support for calls for funds; <i>KFPL Actions:</i> Event date passed.</p>
	<p>2. Commemorate Canada 150+ rather than Canada 150. Utilize the anniversary as a time for Indigenous recognition and celebration. Work with First Nations and Urban Aboriginal peoples on this project; <i>KFPL Actions:</i> Event date passed.</p>
	<p>3. Museum libraries can provide supportive resources;</p>
	<p>4. Public and academic libraries could partner with museums/cultural centres on displays, and share resources;</p>
	<p>5. Libraries should search for and apply on any available grants for Canada 150 Years of Confederation commemoration projects, and use funding for reconciliation projects.</p>

Call to Action - #73	Recommendations
<p>We call upon the federal government to work with churches, Aboriginal communities, and former residential school students to establish and maintain an online registry of residential school cemeteries, including, where possible, plot maps showing the location of deceased residential school children.</p>	<p>1. Look to see if these registries can be accessible through library websites;</p> <p>KFPL Actions: The federal budget for 2020 includes \$33.8 million for the creation of a Residential School Student Death Register, and a registry of all school cemeteries. KFPL will provide links to the documents and, when possible, make copies available in the collection.</p>
	<p>2. Some libraries may hold these or related records in their local history collections.</p> <p>KFPL Actions: Registry / documents not yet available.</p>

Decolonization Recommendations

Decolonize – Access & Classification	Recommendations
<p>That libraries, archives and cultural memory institutions decolonize access, including cataloguing, classification processes arrangement and description.</p>	<p>1. Acknowledging the structural biases and inadequacies in existing schemes of knowledge organization and information retrieval arising from colonialism.</p> <p>KFPL Actions: KFPL has reviewed the collection and removed many outdated materials containing the “Indians of North America” subject heading. Further action will take place when Library and Archives Canada establishes reformed subject headings for application.</p>
	<p>2. Adopting an ethic based upon the commitment to integrating Indigenous and Western knowledges into access, arrangement, description, classification and cataloguing praxis.</p> <p>KFPL Actions: KFPL will integrate Indigenous knowledges into cataloguing practices once a method and / or standardization is established by Library and Archives Canada.</p>
	<p>3. Engaging with their user communities, particularly Indigenous communities, in integrating regionally-relevant Indigenous knowledges into their cataloguing practice, arrangement, description, etc. including descriptive metadata.</p> <p>KFPL Actions: Librarian attended Anishinaabemowin language classes to discuss cataloguing practices with the organizer and instructor.</p>
	<p>4. Providing staff training on culturally responsive access praxis, including the incorporation of Indigenous knowledges into library</p>

Decolonize – Access & Classification	Recommendations
	<p>subject guides, archival finding guides special collections and digital infrastructure.</p> <p>KFPL Actions: Librarian will collaborate with Technical Services to ensure descriptive cataloguing and subject headings are in line with local preferences and national standards.</p>
	<p>5. Ensuring that these efforts occur at the local, regional, provincial, national and international levels.</p> <p>KFPL Actions: See above.</p>

Decolonize – Indigenous Knowledge Protection	Recommendations
<p>That libraries, archives, traditional knowledge, language repositories and cultural memory institutions play a central role in the preservation of Indigenous knowledge by gathering in written and recorded oral knowledge and languages as well as digitized Indigenous knowledge, history, culture and language.</p>	<ol style="list-style-type: none"> 1. Protect and preserve Indigenous knowledge(s) in a variety of mediums for use by current and future generations in a respectful and sensitive manner while also actively engage in digitizing Indigenous knowledge, with guidance and control resting with Indigenous communities for the use and access of these materials. <p>KFPL Actions: KFPL has an ongoing mandate to build cultural and language collections to serve the needs and wants of the region’s Indigenous communities.</p>
	<ol style="list-style-type: none"> 2. Support Indigenous language revitalization by seeking out language activists in their communities to provide space for programming, share their language materials, and collect relevant materials, particularly for local languages. <p>KFPL Actions: KFPL and Queen’s University were co-organizers of an Indigenous Languages Symposium to promote the importance of language learning. In addition, KILN and Kathy Brant worked with KFPL to offer Children’s programming in English, Anishinaabe and Mohawk.</p>
	<ol style="list-style-type: none"> 3. Seek direction from communities on proper cultural protocols regarding access and care of their culturally sensitive knowledge and materials; developing specific protocols for dealing with Indigenous knowledge/materials within their collections by developing a Collection Management Policy that reflects and integrates Indigenous values; and if warranted an Indigenous knowledge agreement should be discussed with the originating community and agreed to. <p>KFPL Actions: KFPL’s Collection Development Policy was discussed</p>

Decolonize – Indigenous Knowledge Protection	Recommendations
	<p>with community knowledge keepers. While there were no objections to the policy, enhanced access to Indigenous materials at multiple branches was suggested as an addition to the policy.</p>
	<p>4. Respect the Indigenous cultural concept of copyright regarding Indigenous history or heritage, which is often located in but not limited to oral traditions, songs, dance, storytelling, anecdotes, place names, hereditary names and other forms of Indigenous knowledges;</p> <p>KFPL Actions: To be considered.</p>
	<p>5. Actively participate in reforming the Canadian Copyright Act to include protect of Indigenous knowledges and languages while advocating for changes to include traditional knowledge as outlined and recommended by the World Intellectual Property Organization (WIPO) – Intergovernmental Committee on Intellectual Property and Genetic Resources, Traditional Knowledge and Folklore.</p> <p>KFPL Actions: To be considered.</p>
	<p>6. Join the Truth and Reconciliation Commission (TRC) to call upon Library and Archives Canada to implement the Truth and Reconciliation Commission Calls to Action #69 (Appendix D) by fully implementing the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and the Updated Set of Principles for the Protection and Promotion of Human Rights through Action to Combat Impunity (2005), more commonly known as the Joinet/Orentlicher Principles.</p> <p>KFPL Actions: To be considered.</p>

Decolonize – Indigenous Knowledge Protection	Recommendations
	<p>7. Acknowledge that timelines for outreach are different when dealing with Indigenous cultural protocols and be flexible in staffing, opening hours, and programming capacities.</p> <p>KFPL Actions: KFPL is aware of differing conceptualizations of timing and implementation between Indigenous communities and non-Indigenous organizations. This awareness has guided the implementation of successful planning processes for a number of programming and collections projects.</p>
	<p>8. Be active allies in Indigenous resurgence by supporting the recognition of Indigenous legal orders and kinship ties.</p> <p>KFPL Actions: Library staff and Board members completed Indigenous cultural competency training that raised awareness of the legitimacy of legal orders and kinship ties within Indigenous populations.</p>
	<p>9. Actively seek out the work of Indigenous creators for inclusion in their collections and in addition, institute a robust deselection system that recognizes cultural appropriation and historical inaccuracy.</p> <p>KFPL Actions: This is an ongoing project at KFPL.</p>
	<p>10. Engage in professional development and training that connects to the traditional territory where they work through land-based education and other forms of traditional knowledge.</p> <p>KFPL Actions: Indigenous cultural competency training was provided to staff and Board members in 2019. The land-based component was not included.</p>

Decolonize – Outreach and Service	Recommendations
<p>That Libraries, Archives and Cultural Memory Institutions must more fully become cultural centres, representing the Indigenous communities and populations we serve. We must take our direction from the communities and groups we serve in collection development, service delivery, and space design and be culturally aware of the people we serve, and their cultural traditions and languages. We must be community-specific, integrating ourselves into the local communities. As we become more aware and inclusive, soliciting and acting upon feedback, so too must we support members of Indigenous communities to become service providers themselves. More training and support is required for our professionals, staff and other shares of information.</p>	<p>1. Foster sustained connections and partnerships with Indigenous communities to ensure inclusive, accessible and relevant services.</p> <ul style="list-style-type: none"> a) Priority is placed on face-to-face consultation and communication; elders are consulted where appropriate; b) Boards and Foundations are encouraged to include Indigenous representation. <p>KFPL Actions:</p> <ul style="list-style-type: none"> a) Face-to-face consultation is a priority practice during KFPL consultation with community leaders. b) The KFPL Board is appointed by the City and County; efforts to sustain an ongoing Indigenous roundtable are underway.
	<p>2. Develop an understanding of Indigenous service and outreach needs, and ensure that an Indigenous perspective is integrated into service, outreach and programming plans.</p> <ul style="list-style-type: none"> a) Recognize that Indigenous literacies, cultures and learning practices are historically rooted in interpersonal relationship, shared activity and story-telling and do not necessarily privilege a print culture. <p>KFPL Actions:</p> <ul style="list-style-type: none"> • Consideration is given to oral transmission of culture during the collection development process. KFPL’s Indigenous programming has contained substantial storytelling and conversational components. • KFPL has developed procedures to allow smudging and pipe ceremonies at several locations.
	<p>3. Ensure staff are knowledgeable and welcoming.</p>

Decolonize – Outreach and Service	Recommendations
	<ul style="list-style-type: none"> a) Cross cultural training is available and delivered by Indigenous consultants/staff, b) Online training and resources be made available to library staff in isolated or remote locations. <p>KFPL Actions: All staff completed Indigenous cultural competency training in 2019.</p>
	<p>4. Provide programming that:</p> <ul style="list-style-type: none"> a) Meet the expressed needs of the Indigenous communities, including language revitalization, encourage understanding, discussion and collaboration between Indigenous and non-Indigenous communities. <p>KFPL Actions: The Indigenous Communities Roundtable, Languages Symposium, Engage for Change Talking Circle, and storytimes were led in equal partnership between Indigenous leaders and KFPL.</p>
	<p>5. Ensure print and digital collections highlight, acknowledge and honour the unique cultures and experiences of Indigenous communities.</p> <p>KFPL Actions: Collaborative collection development is ongoing with community partners such as KILN.</p>
	<p>6. Recognize that the complex information requirements of Indigenous communities -- which may range from the maintenance and revitalization of Indigenous cultures and languages, to self-governance, to rights and title claims -- will require layered services and relevant collections.</p>

Decolonize – Outreach and Service	Recommendations
	<p>KFPL Actions: KFPL programming for various age demographics related to language revitalization and Reconciliation has been offered. The Library and the Métis Nation of Ontario organized a vocabulary and craft session for young children; Reconciliation was the subject of the September 2018 Talking Circle; and language learning was the focus of the Indigenous Languages Symposium held in November 2019.</p>
	<p>7. Foster a sustainable funding model, by joining respective regional, provincial, territorial and national library networks to leverage broader access to library services and support.</p> <p>KFPL Actions: KFPL offers Interlibrary Loan (ILLO) service, in addition to working with government agencies on acquiring publications relevant to Indigenous legal, cultural and linguistic content.</p>
	<p>8. Encourage educational institutions, including libraries, to review their service area and identify opportunities for cooperative resource sharing or contracted services, e.g., the University College of the North contracts with three bands to establish, maintain and develop public libraries in their communities.</p> <p>KFPL Actions: KFPL has explored resource sharing with the Education Library at Queen’s University. Both institutions hold general and specialized materials related to Indigenous culture, legal content and learning methods.</p>

Decolonize – Library and Space	Recommendations
<p>To support and be an integral part of reconciliation processes, libraries need to decolonize and Indigenize their physical presence on Indigenous lands, including their nomenclature, interior décor, signage, and – where made possible through renovation or new construction – their architecture. Spaces dedicated to Indigenous collections, art and programming – particularly those offered by Elders-in-residence – as well as signage in regional Indigenous languages would contribute significantly to welcoming the Indigenous library user, and validate in the eyes of the non-Indigenous the reality of Indigenous sovereignty.</p> <p>Indigenized spaces must also include the staff working within them. Professional and technical education programs need to integrate Indigenous knowledge systems in their curricula, and provincial professional associations should be supporting these in their continuing education CFLA-FCAB Truth & Reconciliation Committee Report & Recommendations 42 Canadian Federation of Library Associations-Fédération canadienne des associations de bibliothèques (CFLA-FCAB) efforts. Recruiting efforts should encourage Indigenous applicants, and highlight fluency in regional Indigenous language(s) as a desirable quality in candidates.</p>	<p>1. Display signage including translation in the local Indigenous language(s);</p> <p>KFPL Actions: This idea was brought to community members and received strong support and the welcome sign at City Hall’s main entrance is a good example.</p>
	<p>2. Create dedicated space for Indigenous gathering, teaching and creating, incorporating regional Indigenous collections and art;</p> <p>KFPL Actions: Space has been considered at the Central Branch. However, plans were paused due to the Central re-opening and upcoming alterations to the Pittsburgh and Isabel Turner branches.</p>
	<p>3. Engage with Indigenous architects and stakeholders so as to incorporate authentic Indigenous designs during renovations or new construction projects;</p> <p>KFPL Actions: Librarian attended an information session at the Central Branch regarding the design of Indigenous public spaces. Upcoming redesigns of the Isabel Turner and Pittsburgh Branches provide opportunities to incorporate Indigenous components.</p>
	<p>4. Ensure inclusive hiring practices and target Indigenous applicants in their advertised positions;</p> <p>KFPL Actions: To be considered.</p>
	<p>5. Ensure that specialized training is provided to all staff concerning Indigenous library services;</p> <p>KFPL Actions: Cultural competency training was provided to all staff in</p>

Decolonize – Library and Space	Recommendations
	2019.
	<p>6. Host elders- or storytellers-in-residence;</p> <p>KFPL Actions: Librarian reviewed the current Elder-in-Residence programs at Vancouver Island Public Library and the University of Manitoba. To be considered pending funding and establishment of selection criteria.</p>
	<p>7. Invite Indigenous speakers to hold events, workshops, or lectures;</p> <p>KFPL Actions: Indigenous speakers have led each event/workshop hosted by KFPL (Languages Symposium, Talking Circle, children's programs), and this will continue.</p>
	<p>8. Adopt a formal statement acknowledging the Treaty, unceded and traditional territory on which the library sits.</p> <p>KFPL Actions: Under consideration of KFPL Board.</p>
	<p>9. Acknowledge the importance of land-based education to Indigenous ways of knowing and explore opportunities to expand library spaces and collections to extend its reach beyond physical borders.</p> <p>KFPL Actions: Indigenous programming has been offered at three urban locations and one rural branch. Staff and materials are unable to travel outside of Frontenac County due to service area limitations.</p>
	<p>10. Adapt digital infrastructure to accommodate various forms of access to library collections and services.</p> <p>KFPL Actions: The KFPL website offers Browse Aloud, a contrast</p>

Decolonize – Library and Space	Recommendations
	adjuster and additional text options to assist those with physical and literacy barriers.
	<p>11. That provincial and territorial library associations make awareness of various regional Indigenous cultures and knowledge a part of their professional and continuing education programming.</p> <p>KFPL Actions: The Ontario Library Association (OLA) has made Indigenous information preservation, programming and access to resources a strong priority during the last decade. KFPL has reviewed OLA publications, and has acted on a number of the collections and programming recommendations.</p>