



GEORGINA PUBLIC LIBRARY
Public Library Board Agenda

Thursday, April 17, 2025
7:00 PM

Pages

1. CALL TO ORDER

“Georgina Public Library recognizes and acknowledges that we are on lands originally used and occupied by the First Peoples of the Williams Treaties First Nations and other Indigenous Peoples, and we would like to thank them for sharing this land. We would also like to acknowledge the Chippewas of Georgina Island First Nation as our close neighbour and friend, one with which we strive to build a cooperative and respectful relationship.

We also recognize the unique relationship the Chippewas have with the lands and waters of this territory. They are the water protectors and environmental stewards of these lands and we join them in these responsibilities.”

2. ROLL CALL

3. INTRODUCTION OF ADDENDUM ITEM(S)

4. APPROVAL OF AGENDA

5. ANNOUNCEMENTS

6. DECLARATION OF PECUNIARY INTEREST AND GENERAL NATURE THEREOF

7. ADOPTION OF MINUTES

March 20, 2025

4

8. SPEAKERS

9. DELEGATIONS/ PETITIONS

10. PRESENTATIONS

11. CONSENT AGENDA

1. Branch Report

12

2.	Quarterly Statistics	16
3.	GPL Goals Document	20
4.	Financial Statement March 2025	23
5.	Media Scan	24
12.	VERBAL COMMUNICATIONS	
1.	CEO Update (J. Moncada)	
2.	Board Chair Update (B. Sabatini)	
3.	Friends of the Library Update (R. Beechey)	
13.	OLD BUSINESS	
1.	Collections Management Policy	31
14.	NEW BUSINESS	
15.	CLOSED SESSION	
1.	Motion to move into Closed Session	
a.	Personal matters about an identifiable individual; section 16(1) (4) of the Public Libraries Act. - information regarding an incident at the Library	
b.	Personal matters about an identifiable individual; section 16(1) (4) of the Public Libraries Act. - CEO Job Description	
c.	Personal matters about an identifiable individual; section 16(1) (4) of the Public Libraries Act. - CEO Performance Evaluation results	
2.	Motion to reconvene into Open Session and report on matters discussed in Closed Session	
16.	NEXT MEETING DATE/TIME	

May 15, 2025

17. MOTION TO ADJOURN



GEORGINA

GEORGINA PUBLIC LIBRARY
Georgina Public Library Board Minutes

Date: Thursday, March 20, 2025
Time: 7:00 PM

Members of Board Present:

- Dave Neeson
- Bobbi Sabatini
- Naomi Davison
- Nancy Rodrigues
- Leslie Johnstone
- Rita Beechey
- Alicia Braund
- Kathy Coates
- Madalyn Calzavara

Staff Present:

- Serena Hamlyn
- Joe Moncada
- Anna Delong
- Chad Parisien
- Amy Butcher
- Karolina Roussakis

1. CALL TO ORDER

The meeting was called to order at 7:02 p.m.

“Georgina Public Library recognizes and acknowledges that we are on lands originally used and occupied by the First Peoples of the Williams Treaties First Nations and other Indigenous Peoples, and we would like to thank them for sharing this land. We would also like to acknowledge the Chippewas of Georgina Island First Nation as our close neighbour and friend, one with which we strive to build a cooperative and respectful relationship.

We also recognize the unique relationship the Chippewas have with the lands and waters of this territory. They are the water protectors and environmental stewards of these lands and we join them in these responsibilities.”

2. ROLL CALL

As noted above.

3. INTRODUCTION OF ADDENDUM ITEM(S)

2024 Year in Review document was sent out as an addendum under New Business.

The Board Chair also adjusted the agenda to move the Material Selection Policy up to immediately follow the Maker Space presentation.

4. APPROVAL OF AGENDA

GLB-2025-017

Moved By Madalyn Calzavara

Seconded By Kathy Coates

That the March 20, 2025 agenda be approved as amended.

Carried

5. ANNOUNCEMENTS

None.

6. DECLARATION OF PECUNIARY INTEREST AND GENERAL NATURE THEREOF

None.

7. ADOPTION OF MINUTES

February 20, 2025

GLB-2025-018

Moved By Leslie Johnstone

That the February 20, 2025 meeting minutes be adopted as amended.

Carried

8. SPEAKERS

None.

9. DELEGATIONS/ PETITIONS

None.

10. PRESENTATIONS

1. Maker Space Update (A. Butcher)

Amy Butcher, *Manager, Community Engagement* provided a presentation on the Maker Space.

GLB-2025-019

Moved By Nancy Rodrigues

Seconded By Kathy Coates

That the Maker Space presentation be received.

Carried

11. CONSENT AGENDA

1. Branch Report
2. GPL Goals
3. Financial Statement
December 2024 updated, February 2025
4. Media Scan

GLB-2025-021

Moved By Alicia Braund

Seconded By Leslie Johnstone

That items 11.1, 11.2, 11.3, and 11.4 - Consent Agenda, be accepted as presented.

Carried

12. VERBAL COMMUNICATIONS

1. CEO Update (J. Moncada)

COMMUNITY CONNECTIONS

- Joe and Amy attended the Chambers BreakNet networking event on Monday, February 24
- We partnered with NewMakelt and York Region to host a Repair Cafe at Discovery Branch on Saturday, March 1. Over the course of the event, 34 items

came in for repair and volunteers were able to repair or diagnose 25 items, a 74% success rate, keeping 188.4 lbs of waste from the landfill.

- On March 13, eServices staff were invited to the YSpace Hub in Georgina to provide a presentation to their Digital Skills for Business workshop attendees. The *Hidden Gems: Library Online Resources to Boost Your Business* program had ten participants and focused on LinkedIn Learning alongside other online resources beneficial to small business owners and entrepreneurs. Attendees learned about additional library services, including the Maker Space. Several participants registered for library cards. We have already been invited to present again at YSpace in the future.

SPACES

- On Sunday, March 2, we celebrated the 1 year anniversary of the MURC being open. From 1-5 p.m., Tyler and Lindsay facilitated activities in the Maker Space. Over the course of the event, they had 258 people stop by the Maker Space.
- Discovery Branch was open on Monday, March 10 for March break from 10:00 a.m. to 6:00 p.m. Over the course of the day, we had 238 people visit the branch. We offered a Family Storytime, duck scavenger hunt, balloon twisting, and Family Maker Space activities.

PEOPLE & LEADERSHIP

- Dana moved into a permanent Library Clerk role, as of March 1, based out of the DC branch. Dana joined us a few years ago as a student, before moving into a Casual Library Clerk role last year.
- From the end of March and into April, Pam, Lori and Nikolina will be running 30-minute Refresher training sessions. These sessions will focus on some of the questions about circulation tasks that have come up recently and/or frequently. They'll start by visiting each branch on Wednesdays for a month's time, providing one-on-one or small group training for the staff. After this point, they'll set up appointments with staff who have not yet received the training based on availability.
- The second Library Board Training session with the Clerks office took place on Thursday, March 6.

COLLECTIONS & PROGRAMS

- We ran a week of very successful March break programs at all our branches and in the Maker Space from Saturday, March 8 to Saturday, March 16. Over the course of the week, we were able to offer 13 programs with 781 people attending.

- We will be launching our Seed Library at all GPL branches on Tuesday, April 1. Library members will be able to take up to two seed packets per visit.
- The donation period for our scrapbooking and kids coats/boots runs from Tuesday, March 25 to Thursday, April 3. Library members can drop off their donations at any GPL branch. The Kids Coat and Boot Swap takes place on Saturday, April 5 from 11-1 p.m. at Sutton Branch. The Scrapbooking Swap takes place on Sunday, April 6 from 2-4 p.m. at Sutton branch.
- Community members can now reserve their seats on Tixhub for Gwynne Dyer's author talk (Planetary Maintenance Engineers: A Lecture on Climate Change) happening on Tuesday, April 22 at 7:00 p.m. at the Stephen Leacock Theatre of Performing Arts. This program is made possible through a partnership with the Stephen Leacock Theatre and is sponsored by Friends of the Library.
- ROM passes went live on Saturday, March 15th and are now in circulation. The ROM passes were created in partnership with the Royal Ontario Museum to allow better accessibility to participating libraries' members who may not otherwise be able to have these types of cultural experiences. There are ROM passes at each branch, but they are also able to move between branches to better fulfill our holds list, which at this time is already at 43 holds! We are very excited to partner with the ROM in this extension of our Lendery and type of item our Lendery can lend to our membership.

2. Board Chair Update (B. Sabatini)

- The Board Chair attended the Houseplant Care: An Engineer's Approach program that was held in February
- The Board Chair visited the Discovery Branch for the March 1 anniversary celebration, as well as on the Monday of March break, for which we had special Monday open hours
- The Board Chair was able attend Keswick branch to visit the Ontario Planetarium – Tour of the Universe event
- The CEO has been working with the other N6+1 Libraries to plan some Board training for October 25. This session will focus on intellectual freedom and will be held at the new East Gwillimbury Health and Active Living Plaza

3. Friends of the Library Update (R. Beechey)

- The Friends of the Library last met this past Monday.
- The Friends are busy preparing and finalizing plans for the upcoming Grate Grown-up Spelling Bee
 - They are looking for three Board members to make a Board Team for the Bee

- The Library CEO is sponsoring a management team.
- The judges for the event are in place
- The Friends are currently looking for silent auction items and sourcing new trophies from Canadian suppliers
- Earth Hour is coming up this Saturday, March 22, there are a few tickets left. You can purchase tickets at any of the Library branches
- The Friends have authorized the support for a speaker and prizes for Summer Reading and Learning Club and payment for some furniture for PE

GLB-2025-022

Moved By Madalyn Calzavara

Seconded By Alicia Braund

That items 12.1, 12.2, and 12.3 - Verbal Communications be received as presented.

Carried

13. OLD BUSINESS

None.

14. NEW BUSINESS

1. Policy Review:

a. Materials Selection Policy

GLB-2025-020

Moved By Alicia Braund

Seconded By Kathy Coates

That the Materials Selection Policy adoption be deferred to the April meeting.

Carried

b. Bulletin Boards and Displays Policy

GLB-2025-023

Moved By Alicia Braund

Seconded By Dave Neeson

That the Bulletin Boards and Displays now called Community Information Displays policy, be accepted as presented.

Carried

2. CEO Performance Review Working Group selection

GLB-2025-024

Moved By Madalyn Calzavara

Seconded By Alicia Braund

That the CEO Performance Review Working Group consist of:

Bobbi Sabatini,

Nancy Rodrigues,

Naomi Davison, and

Rita Beechey

Carried

3. 2024 Year in Review

GLB-2025-025

Moved By Dave Neeson

Seconded By Alicia Braund

That the 2024 Year in Review document be accepted as amended.

Carried

15. **CLOSED SESSION**

None.

16. **NEXT MEETING DATE/TIME**

April 17, 2025

17. **MOTION TO ADJOURN**

GLB-2025-026

Moved By Kathy Coates

Seconded By Alicia Braund

That the March 20, 2025 meeting adjourn at 8:50 p.m.

Carried

Bobbi Sabatini, Chair

Serena Hamlyn, Executive Assistant to the Library Director/CEO

JOINT BRANCH REPORT - March 2025

Submitted by: Amy Butcher - Manager, Library Community Engagement
Becky George - Manager, Library eServices
Nikolina Likarevic - Manager, Library Customer Experience
Karolina Roussakis – Manager, Library Collections

COMMUNITY CONNECTIONS

- We partnered with NewMakelt and York Region to host a Repair Cafe at Discovery Branch on Saturday, March 1. Over the course of the event, 34 items came in for repair and volunteers were able to repair or diagnose 25 items, a 74% success rate, keeping 188.4 lbs of waste from the landfill.
- On Thursday, March 27, Rachael attended Family Literacy Night at St.Thomas Aquinas Catholic Elementary School. Over the course of the event, she spoke with 131 people about library programs and services.

SPACES

- We received new display furniture and a holds shelf for Pefferlaw to put in place of the old broken metal shelving.
- Discovery Branch was open on Monday, March 10 for March break from 10:00 a.m. to 6:00 p.m. Over the course of the day, we had 238 people visit the branch. We offered a Family Storytime, duck scavenger hunt, balloon twisting, and Family Maker Space activities.

PEOPLE AND LEADERSHIP

- Dana joined the Customer Experience team on March 1st as a permanent Library Clerk. Dana started with GPL as a Library student, then moved into the role of Casual Library Clerk, and is now a permanent LC. Welcome to your new role, Dana!
- Nikolina, Loreen, and Pam began a Refresher training series on March 19. The Refresher covers topics which have come up recently in the customer experience department and require clarification and standardization. This training will continue in April and May until all LCs (including Casuals), LAs, CYSAs, Technicians and the Makerspace Programmer are trained. The Refresher will help inform future training priorities, including the onboarding of new employees.

COLLECTIONS AND PROGRAMS

- We ran a week of very successful March break programs at all our branches and in the Maker Space from Saturday, March 8 to Saturday, March 16. Over the course of the week, we were able to offer 13 programs with 781 people attending.
- On Saturday, March 22 we ran a Therapy Dogs program at Keswick Branch in collaboration with Partner Dogs Canada INC. Over the course of the program, 152 people had an opportunity to interact with the dogs.
- Programming staff continue to bring Maker Space resources out to the branches. On March 23, we ran a Cricut Greet Cards for Adults at Pefferlaw Branch using two of our Cricut Joys.
- ROM passes were added to the Lendery - currently 72 holds
- “Family” section of movies is being removed - movies will be separated into children’s movies (only those that are rated G) and moved into the children’s sections, the other section will be called “Feature” (this will include everything PG rated and higher)

Dates	Program Name	Platform/format	Total views/ participants
Various dates	One-on-one technology help (eServices)	Email, chat, phone, in-person	46
March 8	Teddy Bear Storytime	Discovery	47
March 8, 9	Teddy Bear Scavenger Hunt	All branches	74
March 10	Duck Storytime	Discovery	42
March 10	Duck Scavenger Hunt	Discovery	63
March 10	Family Maker Space Activities	Discovery	55
March 11	Ontario Planetarium: Tour of the Universe	Keswick	217
March 11	Town Camp in the Maker Space	Discovery-MS	35
March 12	Pancake Storytime	Keswick	60

March 12	Green Screen Photo Booth	Discovery-MS	10
March 13	Ultimate LEGO Tower Challenge	Sutton	48
March 13	Build a Farm Animal	Discovery-MS	30
March 14	Puppet Show with Fairytale Puppet Theatre	Pefferlaw	27
March 14	Puppet Show with Fairytale Puppet Theatre	Keswick	81
March 15	St. Patrick's Day Bingo	Sutton	19
March 15	Family Maker Space Activities	Discovery-MS	61
March 27	St.Thomas Aquinas Catholic Elementary School Literacy Night	St. Thomas Aquinas	131
March 1	Repair Cafe	Discovery-MS	34
March 2	MURC 1 Year Anniversary Celebration	Discovery-MS	258
March 18	Seniors Maker Space Open House	Discovery-MS	4
March 20, 27	Make a Card Pouch for Seniors	Discovery-MS	18
March 23	Cricut Greeting Cards for Adults	Pefferlaw	5
March 12, 15, 19, 26, 29	Maker Space Pop In	Discovery-MS	37
March 4	Pefferlaw Book Club	Pefferlaw	10
March 4	Sutton Book Club	Sutton	5
March 19	Discovery Book Club	Discovery	7

March 4, 6, 11, 13, 18, 20, 25, 27	Hooks and Needles Corner	Keswick	71
March 5	Pins and Needles	Sutton	16
March 6, 20	Welcome Centre Immigrant Services	Keswick	10
March 4, 18, 25	All Babies Count- Prenatal Nutrition Program	Discovery	35
March 5, 12, 19	English Conversation Circle for Newcomers	Keswick	15
March 5	Stroke Drop in Support Group	Sutton	1
March 5	Paint Pour Flower Pots	Pefferlaw	9
March 6	Tech and Tea	Pefferlaw	2
March 12	Trivia at Hospice Georgina	The Link	17
March 13	Hidden Gems: Library Online Resources to Boost Your Business	YSpace	10
March 22	Therapy Dogs	Keswick	152
March 25	Sound Healing	Pefferlaw	16
March 26	Black in Canada: A Timeline of Black Canadian History	Discovery	7
	All recorded videos, re-watched in March		0
		TOTAL	1,420

TECHNOLOGY

- Nothing to report.

Georgina Public Library Circulation & Active User Statistics

2025

Date	Keswick	Sutton	Pefferlaw	Discovery	E-Books	Total	Active Members	Notes
January	8,131	6,110	1,368	2,930	7,645	26,184	9,938	
February	7,488	5,283	1,165	2,510	7,278	23,724	9,646	
March	8,488	5,296	1,202	3,024	8,223	26,233	9,335	
TOTALS	24,107	16,689	3,735	8,464	23,146	76,141		
Averages	8,036	5,563	1,245	2,821	7,715	25,380	9,640	

* An Active Member is a person whose library card is not expired or due to expire leading up to the date specified

2024

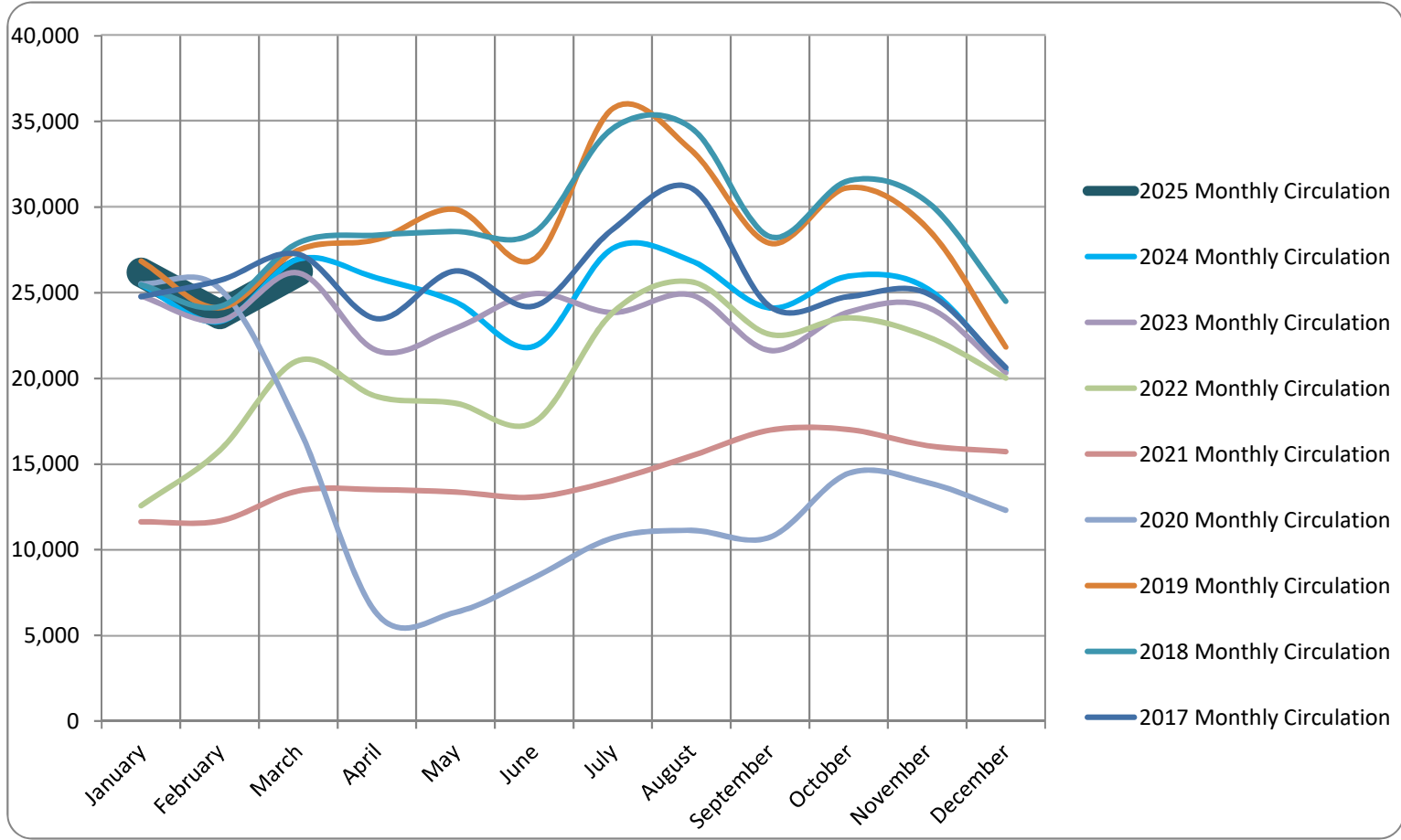
Date	Keswick	Sutton	Pefferlaw	Discovery	E-Books	Total	Active Members	Notes
January	10,795	6,170	1,198		7,309	25,472	9,199	
February	9,530	5,741	1,166		6,883	23,320	9,073	
March	9,278	5,686	1,215	3,324	7,458	26,961	8,906	
April	8,495	5,868	1,283	3,008	7,201	25,855	9,708	
May	7,671	5,849	1,126	2,416	7,400	24,462	9,490	
June	7,638	3,691	1,283	2,269	6,991	21,872	8,827	
July	10,701	5,386	1,393	2,859	7,253	27,592	9,775	
August	10,281	4,992	1,526	2,784	7,281	26,864	9,476	
September	8,574	4,664	1,277	2,389	7,208	24,112	8,999	
October	8,727	6,640	1,052	2,120	7,431	25,970	9,582	
November	8,032	6,400	1,157	2,484	7,183	25,256	9,371	
December	6,497	4,357	1,052	1,508	7,046	20,460	9,141	
TOTALS	106,219	65,444	14,728	25,161	86,644	298,196		
Averages	8,852	5,454	1,227	2,516	7,220	24,850	9,296	

* An Active Member is a person whose library card is not expired or due to expire leading up to the date specified

2023

Date	Keswick	Sutton	Pefferlaw	E-Books	Total	Active Members	Notes
January	11,076	6,067	1,071	6,590	24,804	10,166	
February	10,198	5,960	1,178	6,029	23,365	10,125	
March	12,352	6,557	1,125	6,126	26,160	10,135	
April	9,968	4,981	917	5,754	21,620	10,088	
May	9,877	6,029	941	6,079	22,926	10,102	
June	10,210	7,941	922	5,873	24,946	10,083	
July	11,277	5,063	1,447	6,057	23,844	10,010	
August	12,181	5,308	1,210	6,169	24,868	9,901	
September	9,636	4,478	939	6,578	21,631	9,920	
October	9,452	6,670	936	6,814	23,872	9,925	
November	9,111	7,169	1,046	6,839	24,165	9,887	
December	7,985	5,066	912	6,364	20,327	9,897	
TOTALS	123,323	71,289	12,644	75,272	282,528		
Averages	10,277	5,941	1,054	6,273	23,544	10,020	

2017 - 25 Annual Total Circulation By Month Comparison



January

Branch	Circulation	Visits	Programs	Program Attendance	Computer Usage	Database Searches	Town Services	Total Library Uses	Notes
Keswick	8,131	4,038	16	189	1,061		1,272	14,691	
Pefferlaw	1,368	792	2	17	154		87	2,418	
Sutton	6,110	4,486	9	56	501		86	11,239	
Discovery	2,930	5,333	12	78	2,232		0	10,573	
CYS			40	966	444			1,410	
eBranch	7,645	22,917	88	341		56,330		87,233	
Total	26,184	37,566	167	1,647	4,392	56,330	1,445	127,564	

February

Branch	Circulation	Visits	Programs	Program Attendance	Computer Usage	Database Searches	Town Services	Total Library Uses	Notes
Keswick	7,488	4,804	14	128	958		544	13,922	
Pefferlaw	1,165	883	1	8	168		57	2,281	
Sutton	5,283	5,202	4	26	301		16	10,828	
Discovery	2,510	6,172	17	119	2,339		0	11,140	
CYS			48	998	392			1,390	
eBranch	7,278	23,453	120	474		52,132		83,337	
Total	23,724	40,514	204	1,753	4,158	52,132	617	122,898	

March

Branch	Circulation	Visits	Programs	Program Attendance	Computer Usage	Database Searches	Town Services	Total Library Uses	Notes
Keswick	8,488	7,101	14	286	1,145		532	17,552	
Pefferlaw	1,202	1,300	6	46	128		44	2,720	
Sutton	5,296	5,702	5	57	443		50	11,548	
Discovery	3,024	8,500	14	432	2,983		0	14,939	
CYS			17	1,000	459			1,459	
eBranch	8,223	32,498	230	697		56,366		97,784	
Total	26,233	55,101	286	2,518	5,158	56,366	626	146,002	

2025 TOTALS

Branch	Circulation	Visits	Programs	Program Attendance	Computer Usage	Database Searches	Town Services	Total Library Uses
Keswick	24,107	17,207	44	603	3,164		2,348	47,429
Pefferlaw	3,735	2,975	9	71	450		188	7,419
Sutton	16,689	17,305	18	139	1,245		158	35,536
Discovery	8,464	21,693	43	629	7,554		0	38,340
CYS			105	2,964	1,295			4,259
eBranch	23,146	78,868	438	1,512		164,828		268,354
Total	76,141	138,048	657	5,918	13,708	164,828	2,694	401,337

Theme #1 - Inclusive & Responsive

1.1 Establish an Inclusion, Diversity, Equity, and Accessibility (IDEA) Committee	Updates	Department	Status	Timeline
Form a committee to develop and oversee IDEA-focused initiatives.	> Started preparing for how this will be formed/run at GPL	Community Engagement	Progressing	Jul-25
Establish a quarterly meeting schedule and regular reporting to GPL leadership.		Community Engagement	Not Started	Sep-25
Conduct a system-wide accessibility audit; prioritize recommendations and implement actions within budget constraints.		Community Engagement	Not Started	Oct-25
Develop a display policy that accommodates festive branch decorations and recognizes religious and cultural occasions, ensuring inclusivity and respect for the diverse traditions within our community.	> Board approved policy during March's board meeting. > 1st community led Spring/Easter display has been setup at Kewsick Branch	CEO	Complete	Oct-25
Evaluate collections at GPL to verify that we meet DEI standards that represent and meet the needs of our community.	>Collections team is being trained in DEI principles to as to know what the true goal is. >During weeding of the collection, the team has identified DEI gaps and are fulfilling them through ARPs and individual purchasing. >Utilizing collectionHQs DEI tool to assess the collection and gaps. > Collection Management Policy has been updated to drive the collection process.	Collections	Progressing	Dec-25
1.2 Analyze Community Needs and Priorities	Updates	Department	Status	Timeline
Integrate GPL-specific questions into the Town of Georgina's Customer Satisfaction Survey.	> Questions completed > Starting the week of Feb. 24, 2025, Georgina households will be receiving an invitation in the mail to complete a citizen satisfaction survey.	CEO	Complete	Feb-25
Share survey findings with staff and the Board to foster transparency and collaboration.	> Waiting for reponses back from the Town	eServices	Progressing	Jun-25
Work with GPL board, municipality and staff to open 2 selective Monday's (Family Day & March Break) at the DC Branch to better serve the community needs.	> DC Branch was open to public on Family Day Monday, as well as Monday of March Break	CEO	Complete	Mar-25

Theme #2 - Green & Innovative

2.1 Expand Technology Literacy	Updates	Department	Status	Timeline
Complete the 2025 capital project to introduce a set of learning laptops for use by GPL staff and customers.	<ul style="list-style-type: none"> > Consulting with staff around technical and system requirements for the machines have been completed > Laptops on order through town IT. Currently waiting for their arrival; roughly 1-2 month back order > Laptop Delay from the town IT has pushed the timeline to June for this initiative 	eServices	Progressing	Jun-25
Pending the purchase of the learning laptops, create a set of technology-focused programs and workshops to help residents effectively utilize library resources.	<ul style="list-style-type: none"> > 1st Tech program planned for Sutton; will leverage as focus group to gain insights to what to offer in H2 	Community Engagement	Progressing	Sep-25
Maximize community engagement with the Maker Space within current resource limits by enhancing targeted programs, educating the public on available equipment, utilizing the space for less technical programming, and gathering data to support future resource needs.	<ul style="list-style-type: none"> > Adding more, non-equipment related programs to utilize the space - Complete > Offering monthly Senior's Maker Space Open Houses starting in Spring 2025 - Complete > Applied for a 2025-2026 Seniors Community Grant to expand Maker Space offerings to seniors -- Complete > Partnering with York Region to host a Repair Café on March 1 -- Complete > Partnering with NewMakelT to host Reclaimed Wood Birdhouses on April 10&17 > Partnering with Town of Georgina to host March Break (COMPLETE) and Summer 2025 Town Camp visits to the Maker Space > Initiatives will continue throughout the year--but all initiatives that we planned in January have been completed 	Community Engagement	Complete	Aug-25
2.2 Introduce Green Programming	Updates	Department	Status	Timeline
Develop and launch library programs focused on sustainability, environmental stewardship, and green initiatives.	<ul style="list-style-type: none"> > Partnership (York Region) to run a Repair Cafe on March 1 --> Complete > NewMakelT Partnership (Newmarket group)--doing a workshop in spring; including build a bird house - Happening in April 10 & 17 > Gwynne Dyer - Climate Change Talk (At Stephen Leacock Theatre) - April 22 > 2 facilitated community swaps in Spring - coats and boots --Complete > Scrapbooking Swap Program - Complete > Recycling material from Maker Space - Complete > Launched a Seed Library at all GPL Branches on April 1 -- Complete 	Community Engagement	Progressing	May-25
2.3 Introduce New Staff Technology	Updates	Department	Status	Timeline
Complete the 2024 capital project to install new technology at service desks across all branches.	<ul style="list-style-type: none"> > Running analysis of what is needed and costing it out with IT > Currently working on removing the Plexi-Glass from the remaining branches to facilitate these new desk setups 	eServices	Progressing	Sep-25

Theme #3 Empower & Connect

3.1 Strengthen Staff Development	Updates	Department	Status	Timeline
Develop and implement a formal onboarding plan and checklist for all new GPL team members.	<ul style="list-style-type: none"> > Completed the first one with the new Manager position to set framework and expectations moving forward. > Union staff is the priority for this > Manager conducting Refresher Training which will inform the onboarding plan and checklist 	Customer Experience	Progressing	Jul-25
Allocate and schedule the dedicated 10 hours within the CUPE agreement for onboarding activities.	<ul style="list-style-type: none"> > Manager conducting Refresher Training which will inform 10 hour training 	Customer Experience	Progressing	Jul-25
Collaborate with departments to identify and provide specialized training for Library Assistants (LA) specialist roles.	<ul style="list-style-type: none"> >Collaboration with other departments has begun to identify and fill knowledge gaps. >Training and professional development opportunities are being provided through various channels and collaborations. >Each Collections meeting has a training component to it. 	Collections	Progressing	Oct-25
Begin Collective Bargaining with 905.13	<ul style="list-style-type: none"> > GPL has been given the notice to bargain. > Working with HR to highlight suggestive changes in the CA. > Management has provided list to HR with all suggested changes/additions that are required as part of the CA > CUPE team has selected their bargaining team 	CEO	Progressing	TBD
3.2 Support Library Board Governance	Updates	Department	Status	Timeline
Create and regularly update the Board on GPL's 2025 goals, ensuring alignment with the Strategic Plan.	<ul style="list-style-type: none"> > This current form > December board meeting for feedback; January Board Meeting for approval; February Board meeting for routine execution 	CEO	Complete	Feb-25
Invite the Clerks department to attend board meetings and provide an assessment of governance structure and recommendations.	<ul style="list-style-type: none"> > Clerks have completed training with 6 of 9 board members. > Clerks will not be facilitating GPL Board meetings due to resource constraints 	CEO	Cancelled	Feb-25
Coordinate additional governance training and resources for the Board, facilitated by the Clerks department.	<ul style="list-style-type: none"> > Board Chair and Vice-Chair session held on February 10 >Second training session held on March 6 >Final Board training session scheduled for April 23 	CEO	Progressing	Apr-25
Revise and update the board package based on feedback from the Clerks department and incorporate the new Strategic Plan.	<ul style="list-style-type: none"> > Updated elements of the Board By-Laws on the agenda for January's Board meeting 	CEO	Complete	Feb-25
<u>Conduct Fall Training on intellectual Freedom</u>	<ul style="list-style-type: none"> > Working with other N6 CEOs to setup a board training with James Turk > Training is tentatively scheduled for Oct 25th 	CEO	Progressing	Oct-25
3.3 Enhance Community Engagement	Updates	Department	Status	Timeline
Develop a 2025 major communications calendar to align messaging across online platforms, branches, and displays.	<ul style="list-style-type: none"> > Step #1 is complete as Marketing and Communications has a clear home/mandate under the eServices team; team is currently finalizing a 2025 communications calendar and will then share with staff 	eServices	Progressing	May-25
Execute a direct mail campaign as part of the 2024 capital project to drive awareness of library branches and services.		eServices	Not Started	May-25
Complete the Google Ad-Grant application and begin utilizing non-profit benefits from Google.		eServices	Not Started	Aug-25
Conduct a comprehensive review of the library's communication strategy, detailing the purpose and usage of each communication channel moving forward.		eServices	Not Started	May-25

Financial Statement - March 2025

Date: April 8, 2025

	2025 Actuals	2025 Approved Budget	Variance	Percentage To Date	Target to Date	Notes
Revenue						
Town Grant	886,090.00	3,544,360	2,658,270	25%	25%	Pro-rated
Provincial Grants	15,650	62,600	46,950	25%	25%	Pro-rated
Misc Grants	-	9,240	9,240	0%	25%	
School Board Revenue	15,958	63,830	47,873	25%	25%	Pro-rated
Donations	213	2,100	1,887	10%	25%	
Fines	525	5,000	4,475	11%	25%	
Misc Fees	70	2,900	2,830	2%	25%	Exam Proctoring, etc
Photocopying Fees	1,713	7,900	6,187	22%	25%	
Program Registrations	293	4,100	3,807	7%	25%	
Book Sale	78	1,700	1,622	5%	25%	
Room Rentals	949	6,100	5,151	16%	25%	
Provision from Reserve	2,500	10,000	7,500	25%	25%	Pro-rated
Total Revenues	924,038	3,719,830	2,795,792	25%	25%	
Expenses						
Salaries & Benefits	605,521	2,778,840	2,173,319	22%	25%	
Library Board	720	4,800	4,080	15%	25%	Projected
Library Operations	95,436	459,240	363,804	21%	25%	Utilities, cleaning, courier, supplies, etc.
Training	-	28,300	28,300	0%	25%	
Collections	84,346	234,420	150,074	36%	25%	
Telecommunications	2,956	37,440	34,484	8%	25%	
Covid-19 Expenses	-	-	-	N/A	N/A	No allotted budget
Misc	1,028	5,900	4,872	17%	25%	
Contribution to Reserve	42,723	170,890	128,168	25%	25%	Pro-rated
Total Expenses	832,729	3,719,830	2,887,101	22%	25%	
Net	91,309	-	(91,309)			



Spring has sprung in Georgina with activities and events for everyone



[Home](#) / [Article](#) / [Spring Has Sprung In Georgina With Activities and Events For Everyone](#)

Spring has arrived and Georgina is bustling with fun activities and events for everyone. It's time to get back outside and enjoy the warmer temperatures. If the weather doesn't allow, there are many fun indoor activities to keep you busy.

Easter swim

Come out to the public swim and in-water Easter egg hunt on Saturday, April 19, 2025, from 9:30 a.m. to 2:30 p.m. at the [Multi-Use Recreation Complex](#) or at the [Georgina Leisure Pool](#) on Saturday, April 19 from 9:30 a.m. to 2 p.m. Wristband and regular admission fee and policy apply to all swims.

Registration for spring programs and summer camps is open

Remember to sign up for Georgina's exciting spring programs. There is still program space available to help your whole family get active. Summer [camp registration](#) is also open, so register today. Visit [georgina.ca/recreation](https://www.georgina.ca/recreation) to learn more.

Rec Pass

Get the most for your recreation dollars by purchasing a Georgina Rec Pass for yourself and/or your household. Passes can be purchased online or in person at a Town facility. The Rec Pass

provides unlimited access to a variety of programs including fitness drop-in programs and walking/running track, swimming drop-in programs, open gym sessions and skating drop-in programs. Learn more at [georgina.ca/RecPass](https://www.georgina.ca/RecPass). Stay tuned for details on the Rec Pass+, the Fitness Centre Partnership Program focusing on resistance/strength training and cardio equipment as part of the Rec Pass membership. Be sure to check out all the available activities listed in the [drop-in schedules](#).

Gwynne Dyer: A lecture on climate change

Join author, journalist and Order of Canada recipient, Gwynne Dyer, for an insightful discussion on climate change on April 22 at 7 p.m. at the Stephen Leacock Theatre of Performing Arts. He will talk about how the high-energy civilization is driving a planetary climate crisis and explains how climate engineering can help combat climate change. This free event is sponsored by Friends of the Library. Registration is encouraged. To register, visit [georgina.ca/SLT](https://www.georgina.ca/SLT).

Georgina Cup Pickleball Tournament

Calling all pickleball enthusiasts. Get ready to serve up some fun at the [Georgina Cup Pickleball Tournament](#) on Sunday, April 27, from 8 a.m. to 6 p.m. at the Multi-Use Recreation Complex (MURC). Showcase your skills in multiple divisions, including men's, women's, mixed and 55+. The entry fee is \$50 per participant for entry into one division or \$75 per participant for entry into two divisions (maximum two). Secure your spot by registering in person at the MURC.

The ROC – Taking fun to new heights!

Although the winter season has come to an end, the [ROC](#) is gearing up for an even bigger and better spring! Join us when it opens in May for more outdoor adventure fun. From exciting activities and camps to special events and more, there's something for everyone.

Stephen Leacock Theatre of Performing Arts

Enjoy upcoming shows at the [Stephen Leacock Theatre of Performing Arts](#). From tribute bands to musicals, there is something for everyone. Stay tuned for the exciting lineup of new shows for the 2025-26 season.

Visit [georgina.ca/events](https://www.georgina.ca/events) to keep up to date on Town events and happenings.

Assets

 [spring-has-sprung-in-georgina-with-activities-and-events-for-everyone.pdf](#)

Contact Us

26557 Civic Centre Rd,

Keswick, ON L4P 3G1

T: 905-476-4301 / 705-437-2210

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info@georgina.ca

Hours of Operation

Monday to Friday

8:30 a.m. to 4:30 p.m.



[Accessibility](#) [Privacy](#) [Feedback](#) [Sitemap](#)

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After hours, please follow voice prompts to reach available on-call services.

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26557 Civic Centre Rd

Keswick, ON L4P 3G1

Georgina welcomes spring with Easter egg hunt, pickleball tourney, climate change talk

NewmarketToday Staff
Apr 4, 2025 7:33 PM



Stock image

[Listen to this article](#)

00:03:08

Georgina is marking spring's arrival with an Easter egg hunt in the pool, a lecture on climate change, a pickleball tournament, and tribute band and musicals at the Leacock theatre.

Easter swim

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Related Local Links



The ROC (Recreational Outdoor Campus)
[Details >](#)

Town of Georgina
[Details >](#)

Comments (0)

We welcome your feedback and encourage you to share your thoughts. We ask that you be respectful of others and their points of view, refrain from personal attacks and stay on topic. To learn about our commenting policies and how we moderate, please read our [Community Guidelines](#).

If you would like to apply to become a **Verified Commenter**, please [fill out this form](#).

Trending

2931

Newmarket to take 'symbolic action' of removing U.S. flags at arenas

2790

Vaughan sushi restaurant, long-term care home charged for food safety violations

1384

VIDEO: Aurora man among 5 charged following Richmond Hill home invasion

814

Coming Up at Council: U.S. flags could be taken down

792

Victims held at gunpoint during attempted Ferrari carjacking in Richmond Hill

Have a story idea?

Report a mistake

Ask a question

Georgina Public Library Board Policy Manual

Policy Title: Collections Management Policy

Intent

The Public Library is a municipal, tax-supported institution with a mandate to serve all sectors of the local community by providing equitable access to information, ideas, and resources. The Library is a community hub that fosters lifelong learning, creativity, and civic engagement.

As a meeting place for people, ideas and knowledge, the library supports intellectual freedom, diversity, and informed citizenship while contributing to the economic, social, and cultural well-being of a democratic society. Georgina Public Library also plays an integral role in Ontario's public library network, supporting collaboration and resource-sharing among libraries across the province.

Scope

The Collection Management Policy governs all collections—physical and digital—held by Georgina Public Library across all branches and made available to the public. The policy outlines the [principalsprinciples](#) and criteria used for selection, evaluation, planning, and maintenance of materials ensuring alignment with the Library's mission, vision, and values. Georgina Public Library is committed to providing collections that:

- Reflect the changing needs and interests of a diverse community, ensuring access to a wide range of perspectives, ideas, and lived experiences.
- Support literacy, lifelong learning, and personal development for all ages and abilities.
- Include materials that enhance cultural awareness and community engagement while fostering a love of reading and discovery.
- Enhance local history resources that highlight Georgina's heritage while complementing, rather than duplicating, the Georgina Pioneer Village & Archives. Ensure long-term preservation and accessibility for future generations.
- [Aligning](#) with principles of intellectual freedom, accessibility, and equity, as outlined in the library's policies and professional standards.

This policy aligns with OLA Statement's on the Intellectual Rights of the Individual (Appendix A) and CFLA Statement on Intellectual Freedom and Libraries (Appendix B).

Regulations

1. Central to the Public Library's mission is the endorsement of the Ontario Library Association's Statement of the Intellectual Rights of the Individual, 1998 (Appendix A), The Canadian Federation of Library

Georgina Public Library Board Policy Manual

Associations (CFLA) Statement on Intellectual Freedom and Libraries, 2019 (Appendix B), which ensure the individual's right in a democratic society to have access to a diversity of opinions, including those that are critical or unorthodox.

2. Georgina Public Library also endorses the OLA Position on Children's Rights in the Public Library, 2003 (Appendix C), and Teen's Rights in the Public Library, 2010 (Appendix D)
3. The Library adheres to all federal, provincial, and municipal laws, including Copyright Law and the Accessibility for Ontarians with Disabilities Act.
4. Responsibility for selection and withdrawal of materials rests with the Collections Manager under the supervision of the CEO/Director. Staff members select materials based on their expertise, experience, and the needs of the local community, in accordance with general policies established by the Library Board.
5. Criteria for selection: all acquisitions, whether purchased or donated, are considered in terms of some or all the following:
 - Expressed demand or anticipated relevance to the community
 - ~~Appropriateness~~ Suitability of the subject, style, and the format for the intended audience
 - Comments of publishers, reviewers, and critics
 - Canadian ~~and Indigenous~~ author/content/relevance
 - Local significance, contemporary significance, or permanent value
 - Authority, skill, competence, and/or significance of author/originator/creator
 - Relation to the existing collection and other material on the subject
 - Suitability and quality of the physical form, layout, and construction
 - Authority and standards of publisher
 - Availability of materials through other sources (including loans from other libraries)
 - ~~Timeliness and accuracy of the information~~ related to non-fiction materials – in general, materials published more than five years ago are not actively acquired unless there is demonstrated customer interest or ongoing relevance. Older high-circulating items may be re-purchased based on usage data and collection demand.
 - ~~generally materials older than 5 years are not accepted or purchased, within reason~~
 - Purchase price and other budgetary considerations
 - Space requirements
 - Technology requirements
 - Ease of access and restrictions to content
 - Software/hardware compatibility

Georgina Public Library Board Policy Manual

- Consideration is given to licensing models, simultaneous user restrictions, and digital rights management limitations when acquiring digital materials
 - Existing availability of multiple copies of single titles, in any single format (Duplication of high demand titles is at the discretion of the manager)
6. Controversial material:
- The Library recognizes that some materials may be controversial and may offend some members of the community. Selection, and deselection, for library materials will not be made on the basis of approval or disapproval, but according to the principles stated in the policy.
 - The Library supports the American Library Association statement that “stringently and unequivocally maintains that libraries and librarians have an obligation to resist efforts that systematically exclude materials dealing with any subject matter, including sex, gender identity, gender expression, or sexual orientation”.
 - The Library does not advocate particular beliefs or opinions, and inclusion of material in the collection does not indicate an endorsement of the content of any material.
 - The Library does not restrict access to materials based on age-, unless legally mandated or in accordance with industry-standardized rating systems (i.e. DVDs and video games), or by defacing material in any way.
 - Objection to material: Georgina Public Library cardholders or residents may submit a reconsideration. Any objection not resolved satisfactorily by Library service staff should be addressed in writing to the , Manager of Collections through the formal Request for Reconsideration Form (Appendix E). The CEO/Director has the final authority in addressing unresolved objections.
7. Children’s/Teen’s Access: responsibility for the reading/viewing of minors rests with the parent/guardian. The Library does not act in loco parentis or restrict access to any part of the collection.
8. Role of the virtual library: in addition to print/film/music collections, the Library provides access to licensed databases and materials in electronic formats, in response to the needs and expectations of patrons, both in branches and through remote access.
9. Relation to other collections:
- The Library is part of a larger network of information sources. Other sources of information/material for our patrons can be accessed through inter-library loan borrowing from other library systems.

Georgina Public Library Board Policy Manual

- The Library has a mandate to provide materials which augment and complement the informational and leisure needs of children and students. Attempts are made to keep informed of student curriculum requirements, but the Library does not purchase textbooks or multiple copies for school purposes.
 - The Library participates in consortium purchasing when possible, to achieve the best use of resource dollars.
10. Maintenance of the collection: the decision to remove materials from the collection requires the same professional judgment as selecting material, and is a necessary part of keeping collections current, appropriately sized, and ensuring scope and breadth is maintained. ~~To support GPL's collective growth, the collection will actively pursue to understand and collaborate with our community, utilizing the Canadian Centre for Diversity and Inclusion's (CCDI) DEI strategies. Materials will be assessed for alignment with Diversity, Equity, and Inclusion (DEI) principles to ensure a representative and inclusive collection.~~ Withdrawn material will be sold or discarded. A decision to withdraw material is based on the following criteria:
- Frequency of circulation
 - Timeliness/accuracy
 - Physical condition
 - Availability of other copies (including other branches within GPL)
 - Importance to the body of literature
 - Local interest
 - Shelving space
11. Gifts and donations are accepted or rejected by the library in accordance with the criteria in the Material Selection Policy, Donation Policy, space requirements, and staff time. Items will be accepted on a limited basis at the discretion of the Manager of Collections. Donated material becomes the property of the Library and may be incorporated into collections, sold, or discarded at the Library's discretion. *In Memoriam/Dedicated* donations are welcomed, with the understanding that books do not always withstand the test of time, and may be lost or removed from the collection at some future time. Selection of *In Memoriam/Dedicated* titles are made by library staff in consultation with the donor.

Procedures (Selection Guidelines)

Every community is unique and selections for branches are made with the best judgments of a ~~m~~Manager, under the supervision of the CEO/Director. In general, the following considerations are relevant:

- **Adult Fiction/Non-Fiction:** best sellers and other popular titles, classics, seminal works, Canadian authors/content. Digital ebooks are purchased for all audiences, based on demand and platform availability.

Commented [KR1]: Taken from Brampton PL's statement on DEI and paraphrased to fit our needs.

Georgina Public Library Board Policy Manual

- **YA Fiction/Non-Fiction:** material particularly suited to teen (ages 13-17) interest and abilities, with an emphasis on Canadian content and relevance.
- **J Fiction/ Non-Fiction:** material particularly suitable in content and format to children from birth to the age of 12, with an emphasis on Canadian content and relevance.
- **DVDs:** popular feature films, informational titles of general interest, classic and/or literature based full-length features and materials for children. Streaming resources are purchased for all audiences, based on demand and platform availability.
- **Magazines/Newspapers:** magazine titles of general/leisure interest and newspapers for local, GTA, and National distribution are subscribed to as budgets allow. A selection of back issues of the Georgina Advocate are available on microform at the Keswick Library. Current issues of magazines are limited to browsing in branch, and a select quantity of back issues are retained, contingent on space, publication frequency, and physical condition. Newspapers do not circulate. Digital magazines/newspapers are purchased for all audiences, based on demand and platform availability.
- **Local History:** published works of local history are collected for the [general](#) collection, under certain criteria. The Georgina Public Library collaborates with Georgina Pioneer Village & Archives for the preservation and accessibility of historical materials. Works that are the singular copy in existence, older published works that require specific handling (so as not to damage it), and ephemeral materials are collected by the [Georgina Pioneer Village & Archives](#).
- **Canadian Content:** special consideration is given to materials that record the Canadian experience, including but not limited to Indigenous peoples, immigrants/newcomers, and other groups represented in Canadian society. Materials are sought which relate to life in Canada and works of Canadians, both past and present.
- **Large Print:** fiction and non-fiction of a popular nature are collected in larger print to meet the needs of seniors and patrons with a print disability.
- **Talking Books:** talking books on ~~audio tape~~ CD and Playaway (prerecorded media) format are purchased for adult collections, according to demand and availability, to extend the accessibility of popular materials to those with a print disability, or as a personal preference. Digital audiobooks are purchased for all audiences, based on demand and platform availability.
- **French and Multilingual:** French and multilingual collections are maintained and expanded based on evolving community demographics, census data, and consultation with community stakeholders. Other languages collection inclusion [are/is](#) determined through consultation with community partners, census data, and community recommendations. Digital audiobooks and ebooks for multilingual materials are purchased for all audiences, based on demand and platform availability. Other language

Georgina Public Library Board Policy Manual

materials that have limited demand and are not actively collected may be obtained through ILLO.

- **Music:** collections consist of adult CDs and digital formats, for all ages, representing a range of musical styles.
- **Reference/Government Documents:** each branch maintains a core collection of current quick reference materials, such as directories, encyclopedias, and almanacs. Reference materials are increasingly available online from any computer, through licensed databases or websites.
- **Community Information:** the Library maintains, on behalf of the Town of Georgina, local records for the regional database of community information and provides community information services to patrons. Each branch also collects and posts non-profit community information in pamphlet or poster formats, as space allows.
- **Electronic Resources:** purchase of products and/or licenses of an educational or recreational nature for children and [the](#) general audience. Some databases are restricted to in-house use on library computers.
- **Video Games:** popular titles for a variety of systems, with a wide range of genres (action, sports, logic, etc.) and ratings (E, E10, T, M).
- **New formats and Collections ([The Lendery](#));** ~~are~~ purchased as the need/demand develops and as budget allows.

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Attachments

Appendix A: OLA Statement on the Intellectual Rights of the Individual

Appendix B: CFLA Statement on Intellectual Freedom and Libraries

Appendix C: OLA Position on Children's Rights in the Public Library

Appendix D: OLA Position on Teen's Rights in the Public Library

Appendix E: Request for Reconsideration Form

POLICY HISTORY:	
Initial Draft	July 2006
Board Presentation:	November 16, 2006
Board Adoption:	November 16, 2006
Review/Update	Sept 2012; August 25, 2016; October 21, 2021; March 20, 2025



Ontario Library Association Statement on the Intellectual Rights of the Individual

In affirming its commitment to the fundamental rights of intellectual freedom, the freedom to read and freedom of the press, as embodied in the Canadian Charter of Rights and Freedoms, the Ontario Library Association declares its acceptance of the following propositions:

1. That the provision of library service to the public is based upon the right of the citizen, under the protection of the law, to judge individually on questions of politics, religion and morality.
2. That intellectual freedom requires freedom to examine other ideas and other interpretations of life than those currently approved by the local community or by society in general, and including those ideas and interpretations, which may be unconventional or unpopular.
3. That freedom of expression includes freedom for a creator to depict what is ugly, shocking and unedifying in life.
4. That free traffic in ideas and opinions is essential to the health and growth of a free society and that the freedom to read, listen and view is fundamental to such free traffic.
5. That it is the responsibility of libraries to maintain the right of intellectual freedom and to implement it consistently in the selection of books, periodicals, films, recordings, other materials, and in the provision of access to electronic sources of information, including access to the Internet.
6. That it is therefore part of the library's service to its public to resist any attempt by any individual or group within the community it serves to abrogate or curtail access to information, the freedom to read, view and listen by demanding the removal of, or restrictions to library information sources in any format.
7. That it is equally part of the library's responsibility to its public to ensure that its selection of material is not unduly influenced by the personal opinions of the selectors, but determined by the application of generally accepted standards of accuracy, style and presentation.



The Canadian Federation of Library Associations (CFLA) Statement on Intellectual Freedom and Libraries

The Canadian Federation of Library Associations recognizes and values the Canadian Charter of Rights and Freedoms as the guarantor of the fundamental freedoms in Canada of conscience and religion; of thought, belief, opinion, and expression; of peaceful assembly; and of association.

The Canadian Federation of Library Associations supports and promotes the universal principles of intellectual freedom as defined in the Universal Declaration of Human Rights, which include the interlocking freedoms to hold opinions and to seek, receive and impart information and ideas through any media and regardless of frontiers.

In accordance with these principles, the Canadian Federation of Library Associations affirms that all persons in Canada have a fundamental right, subject only to the Constitution and the law, to have access to the full range of knowledge, imagination, ideas, and opinion, and to express their thoughts publicly. Only the courts may abridge free expression rights in Canada.

The Canadian Federation of Library Associations affirms further that libraries have a core responsibility to support, defend and promote the universal principles of intellectual freedom and privacy.

The Canadian Federation of Library Associations holds that libraries are a key institution in Canada for rendering expressive content accessible and affordable to all. Libraries are essential gateways for all persons living in Canada to advance themselves through literacy, lifelong learning, social engagement, and cultural enrichment.

Libraries have a core responsibility to safeguard and facilitate access to constitutionally protected expressions of knowledge, imagination, ideas, and opinion, including those which some individuals and groups consider unconventional, unpopular or unacceptable. To this end, in accordance with their mandates and professional values and standards, libraries provide, defend and promote equitable access to the widest possible variety of expressive content and resist calls for censorship and the adoption of systems that deny or restrict access to resources.

Libraries have a core responsibility to safeguard and foster free expression and the right to safe and welcoming places and conditions. To this end, libraries make available their public spaces and services to individuals and groups without discrimination.

Libraries have a core responsibility to safeguard and defend privacy in the individual's pursuit of expressive content. To this end, libraries protect the identities and activities of library users except when required by the courts to cede them.

Furthermore, in accordance with established library policies, procedures and due process, libraries resist efforts to limit the exercise of these responsibilities while recognizing the right of criticism by individuals and groups.

Library employees, volunteers and employers as well as library governing entities have a core responsibility to uphold the principles of intellectual freedom in the performance of their respective library roles.

You can find CFLA-FCAB's Position on Third Party Use of Publicly Funded Library Meetings Rooms and Facilities: An Interpretation of the Canadian Federation of Library Associations' Statement on Intellectual Freedom and Libraries [here](#).



Policy: Collection Development~~Materials Selection~~

Appendix C

OLA Position on Children's Rights in the Public Library

Children in Public Libraries have the right to:

1. Intellectual freedom
2. Equal access to the full range of services and materials available to other users.
3. A full range of materials, services and programs specifically designed and developed to meet their needs.
4. Adequate funding for collections and services related to population, use and local community needs.
5. A library environment that complements their physical and developmental stages.
6. Trained and knowledgeable staff specializing in children's services.
7. Welcoming, respectful, supportive service from birth through the transition to adult user.
8. An advocate who will speak on their behalf to the library administration, library board, municipal council and community to make people aware of the goals of children's services.
9. Library policies written to include the needs of the child.



Teen's rights in the Public Library

Goals for Library Services for Teens:

Young people are valuable members of our library community who deserve the same respect, dignity and human rights as all library members. This document provides a framework for developing library services to teens that meet the educational, informational, and cultural and leisure needs of young people in ways that are developmentally appropriate. Each public library has a different community to serve and therefore different priorities and needs. Although specific services for teens have not been well established in all libraries, these goals are created in the belief that young adulthood is a unique life stage and that young adults are entitled to the same quality of library services offered to other age groups in the population. (Adapted from the IFLA Guidelines for Library Services for Young Adults, 2006 and the YALSA Guidelines for Library Services to Teens, Ages 12-18, 2006.)

The goal of library services for teens is to assist with the transition from children's services to adult services and to provide access to both resources and an environment that meets the needs of young people for intellectual, emotional and social development. Specifically these needs are based on the unique seven developmental needs of adolescents and the five core values of quality service to teens:

7 Developmental Needs of Teens	5 Core Values of Service to Teens
<ul style="list-style-type: none">• Physical activity,• Competence and achievement,• Self definition,• Creative expression,• Positive social Interaction with Peers and Adults,• Structure and Clear Limits,• Meaningful Participation.	<ul style="list-style-type: none">• Respecting and responding to unique YA needs,• Providing equal access,• Empowering Youth through participation,• Engaging Teens in active collaboration,• Supporting healthy youth development.

Excerpted from: Dorman, G. (1981). The Middle Grades Assessment Program: User's Manual. Carrboro, NC: Center for Early Adolescence.	Core Values excerpted from Jones, P. (2002). <i>New directions for library service to young adults</i> . Chicago: American Library Association.
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Teens in Ontario Public Libraries have the right to:

1. Intellectual freedom

The library establishes clear policy statements concerning the right to free access by young adults to library resources and information sources; and respect for the rights of young adults to select materials appropriate to their needs without censorship, The library's teen collection, policies and services should be consistent with the concepts of intellectual freedom defined by the CLA, OLA and Ontario Human Rights code.

2. Equal access to the full range of materials, services, and programs specifically designed and developed to meet their unique needs.

The Library integrates library service to teens into the overall plan, budget and service program for the library. Library service to teens is integrated with those offered to other user groups.

3. Adequate funding for collections and services related to population, use and local community needs.

The Library incorporates funding for materials and services for teens in the library operating budget and ensures there is equitable distribution of resources to support programs and services for young adults.

4. Collections that specifically meet the needs of teens

The Library provides a wide spectrum of current materials of interest to young adults to encourage lifelong learning, literacy, reading motivation, and reader development. The library endeavors to develop collections that encourage leisure reading, support homework and school success and responds to gender and cultural diversity. The library provides unfettered access to technology including social networking, licensed databases, and other online library resources for teens.

5. A library environment that complements their physical and developmental stages.

The Library provides identifiable spaces for teens that are separate from children's spaces where possible, reflects their lifestyle and allows for teens to use this library space for leisure or study, either independently or in groups.

6. Welcoming, respectful, supportive service at every service point.

The Library promotes friendly, positive, non-biased customer interactions with teens, providing staff development and training and ensures that services for teens embrace cultural and gender diversity and economic differences. Library staff will endeavor to respect the teen's need for privacy and nonjudgmental service and assist young adults in acquiring the skills to effectively access all library resources and become information literate.

7. Library Programs and Services appropriate for Teens

The Library fosters youth development by providing programs for teens that contribute to literacy, life-long learning and healthy youth development. The library endeavors to provide volunteer opportunities for helping others through community service hours including participating on Library Advisory Boards, and other projects that help develop a sense of responsibility and community involvement. The library's teen services initiatives are effectively managed according to best practices in the field of Youth Services.

8. Trained and knowledgeable staff specializing in teen services.

Library staff is knowledgeable about adolescent development and age appropriate resources for young adults inclusive of those with special needs. The library provides services by teen specialists as well as by others who are trained to serve teens.)

9. An advocate who will speak on their behalf to the library administration, library board, municipal council and community to make people aware of the goals of teen services.

The Library works in partnership with other community agencies and organizations to support all aspects of healthy, successful youth development.

10. Library policies are written to include the needs of the youth.



Canadian Centre for Diversity and Inclusion

Our vision

A world where people are valued and celebrated for all their dimensions of diversity.

Our mission

To help build a more inclusive Canada by bringing together and supporting people to become change agents through thought leadership, research, education, and action.

Our values

- Change: We are committed to following a path of continuous growth and learning as the DEIA space continues to evolve.
- Courage: We have the courage and humility to know that we are not always right and strive to continually learn in order to advance social change.
- Inclusion: We contribute to a world where people are accepted for who they are and feel free to be their full selves, always.
- Integrity: We make responsible decisions based on leading practices, putting them into action with transparency and accountability.
- Respect: We value and appreciate people's unique traits and beliefs with dignity and compassion.

Our commitment to truth and reconciliation

CCDI acknowledges this land, now known as Canada, as the land of the First Peoples (Nations), Inuit, and Métis. We respect and affirm the inherent and Treaty Rights of all Indigenous Peoples across this land. We pay homage to them, past, present and future, as they continue to work, educate and contribute to the strength of this country. Thank you for the privilege of living and learning in this place.

In recognition of the Truth as retold by thousands, and as we endeavour to walk the path towards Reconciliation, CCDI believes that transformation is necessary. We are committed to reflecting a more truthful and inclusive history of the diverse Indigenous Peoples in Canada, the realities of residential schools, the systemic

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racism faced by Indigenous communities past and present, and the ongoing impacts these continue to have on workplaces and communities across Canada. We work with Elders, Knowledge Keepers and Community partners to co-create solutions and to guide us in this work. We will continue to deepen and steward all our relationships as they help us to fulfill our mandate of educating organizations – including our own – towards reconciliation.

“Creating a diversity, equity and inclusion strategy: Toolkit for developing a strategy to enhance DEI in your organization”.

10.

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REQUEST FOR RECONSIDERATION OF LIBRARY MATERIAL

(Please Print)

Have you read/listened/seen the entire work? Yes No

Requests for consideration can only be made when the entirety of the work has been read/listened/seen. Items may be taken out of context when they are not fully viewed in the whole scope of which the work was intended. Please be aware that any requests made without this done cannot be reviewed for reconsideration.

Name of Complainant: _____

Address: _____ City: _____

Phone: _____ Email: _____

Complainant represents: Self Organization: _____

Organization Address: _____

Chief Officer or Chair: _____

Objection is to:		
<input type="checkbox"/> Book	<input type="checkbox"/> Magazine	<input type="checkbox"/> DVD/Video
<input type="checkbox"/> Illustration	<input type="checkbox"/> Music CD	<input type="checkbox"/> Electronic Resource
<input type="checkbox"/> Other:		

Author: _____

Title: _____

Are you aware of the judgement of this work by literary critics? Yes No

What do you believe is the theme of the work? _____

What is your specific objection to this material? _____

Is there anything ~~positive~~ good about this material? _____

What do you feel might be the result of reading/hearing/viewing it? _____

What action would you recommend be taken regarding the use of this material?

Other comments:

Your request will be forwarded to library management and you will be informed of their decision. Decisions are based upon the *Collection Management Policy* approved by the Board of the Georgina Public Library. A copy of this policy is available for your review.

Signature

Library Card Number

Date

Staff Response:

Selector's Signature:

Date:

C.E.O.'s Signature:

Date:
