

# GREENSBORO PUBLIC LIBRARY BOARD OF TRUSTEES

Monday, September 17, 2018

4:00pm

## **MINUTES**

### *Central Branch Library*

*Hemphill Board Room – 2<sup>nd</sup> Floor - Administration*

#### MEMBERS ATTENDING

(Voting)

#### ABSENT

#### STAFF

#### LIAISON

1	BENNETT, JAMES	BYNUM, MONIQUE	BLANTON, BRIGITTE	GSO CC Goldie Wells
2	COPELAND, JULIE	COX, NETTA	HART, BRIAN	GCC Kay Cashion (Absent)
3	CUTLER, IVAN	HANLIN, TIM (Chair)	KEESE, DENA	
4	ESPINOLA, MARY (Vice Chair)			
5	PARKER, APRIL			
6	PEARSON, MICHAEL			
7	TURNER, PAMELA			

#### CALL TO ORDER and APPROVAL OF MINUTES

- Meeting called to order at 4:03pm
- August 20, 2018 Meeting Minutes approved unanimously; motion by Jim Bennett, second by Michael Pearson.

#### CHAIR REPORT

- Vice Chair opened meeting by quoting, “Libraries Are Where It All Began” by Rita Dove.

#### NEW BUSINESS

- PlanIT Greensboro – Jim Bennett gave the latest report on the City’s Comprehensive Plan (attached).

#### COMMITTEE REPORTS – attached

#### DIRECTOR REPORT

- Director introduced reading assignment, “Building Resilient Communities in Times of Adversity.”
- Based upon the Board of Trustees reading of the article, “Building Resilient Communities in Times of Adversity” by George S. Everly, Deputy Director Brian Hart facilitated a brief Q&A session around the importance of resilience and libraries potential impact on communities. During the discussion, Board members was asked to break into groups to discuss defining attributes/characteristics of resilience and how the Library could continue to support resiliency in Greensboro, NC. Board members closely associated with traits such as strength, patience and perseverance with resilience while commenting that the Library could continue to support the community through programs and connecting customers to resources. One Board member offered a critique of the selected article, commenting that the article referenced issues/situations involving race and inequality without providing proper context.
- Director mentioned that the Deputy Director was a participant in the 2018 ALA’s Leadership Institute: Leading to the Future, held August 6-9 in Itasca, IL.

Meeting adjourned 5:26pm

#### Date, Time, Location of Next Scheduled Meeting:

*Monday, October 15, 2018*

*Greensboro Public Library*

*219 N. Church St.*

*Hemphill Board Room, 2<sup>nd</sup> Floor Administration*



George S. Everly, Jr. Ph.D., ABPP  
When Disaster Strikes: Inside Disaster Psychology

## Building Resilient Communities in Times of Adversity

We must learn how to get along, and here's how.

Posted Jan 02, 2018

We find ourselves in what may be considered the most chaotic time in the post-9/11 era. Disasters, terrorism, political dysfunction, economic concerns, and a fraying of an already tattered social fabric serve as our springboard for at least the immediate future. Surely these factors portend a challenging future unless constructive change can emerge.

If ever there was a time to turn our focus on building resilient and sustainable communities, it's now.

"People, I just want to say, you know, can we all get along? Can we get along?" With these words spoken on May 1st, 1992, Rodney King appealed for calm in the midst of what would become known as the Los Angeles riots. Few people would argue against the notion of improving community relations and community resilience, the question has simply been, *how*? Charles Darwin, in 1859, argued that cohesive communities were resilient communities, and resilient communities were those deemed most sustainable (Darwin, 1859).



### LESSONS LEARNED

Retrospective qualitative reviews can prove useful in revealing factors that promote community resilience in the wake of adversity. Two such noteworthy reviews are those of Zinner & Williams (1999) and Kilmer, et al. (2010). In their collective studies of community challenges and disasters, 10 factors that seem to foster community resilience emerged:

- Resilience-oriented leadership
- Adequate community resources
- Critical incident stress management psychological interventions
- Rituals of memorialization and closure
- A shared perception of the nature and gravity of the stressor event/disaster and a shared commitment to recovery
- Connectivity within the community
- Communications
- Shared community values
- Emergent heroism
- Social cohesion

The observations of Darwin over 100 years earlier seem to have been confirmed. Cohesive communities are resilient communities.

## **FACTORS THAT ERODE RESILIENCE**

On the other hand, there appear to be factors which fuel the adverse impact of stressors upon a community. They include:

- Protracted incidents
- Domestic dislocation
- Mistrust of leadership
- Lack of predictability
- Inadequate recovery resources
- Human-caused
- Child-related
- Poor communications
- Misleading communications
- Preventability of the event
- A large number of fatalities

## **FACTORS THAT BUFFER ADVERSITY**

In the quest to find the ingredients of community resilience, we can easily fall prey to getting lost in the trees and failing to recognize the forest within which we dwell. We can become exclusively reactionary. To avoid that mistake, a brief comment regarding intrinsic socio-cultural protective factors seems warranted. Reviews of communities impacted by violence, terrorism, war, and disasters have revealed three overarching factors which appear to buffer or protect against adversity. These are broad socio-cultural themes that serve as a platform for the community. They serve in many ways to define the atmosphere of the community. They include a pervasive sense of equal opportunity, a belief in community justice, and social cohesion.

## **BUILDING COMMUNITY COHESION: “The Seven Cs”**

If indeed the observations of Darwin are correct, that cohesive communities are resilient communities, then how do we foster increased social cohesion, specifically in the wake of adversity?

- Command and Control – Community leadership must exert authority and direction during and after community adversity. The implementation of “resilient leadership” principles (Everly, Strouse, & Everly, 2010) can be useful (Institute of Medicine, 2012).
- Communication – Credible and timely communication is one way by which command and control are affected. This is especially important in the age of social media. If leadership is not communicating, someone else is. At that point leadership will have lost much of its effectiveness.
- Connectedness – This refers to the inclination and ability of subgroups within the community to communicate.
- Commitment – This refers to a shared commitment to pursue that which is in the best interest of the community, rather than communal subgroups. An analysis of the famous Robbers’ Cave experiment is revealing.
- Context – This refers to an atmosphere of shared constructive values within the community. A review of the “Broken Windows” research may be useful here.
- Collaboration and Cooperation – Based upon an integration of connectedness, leadership communications, commitment, shared values, collaboration and cooperation should be enhanced.
- Competence – This factor refers to the intrinsic short-term agency, or short-term self-efficacy of the community. This is sometimes called the “battleship effect,” wherein a battleship, by design, has the resources and training to be self-reliant for a short period of time absent the support of the fleet. Thus, so too should communities prepare for short-term self-reliance, with

the subsequent ability to continue the recovery process after external resources have been withdrawn.



Socially cohesive communities are resilient and self-sustaining. During epochs of unpredictability, mistrust, and divisiveness, as well as in the wake of acute adversity and disaster, we must find ways to sustain ourselves and future generations. Building resilience may be an essential element in that quest.

© George S. Everly, Jr., PhD

## References

Darwin, Charles (1859). *On the Origin of Species by Means of Natural Selection*. London: John Murray.

Everly, G.S., Jr., Strouse D., & Everly, G.S., III (2010). *Resilient Leadership*. NY: DiaMed.

Institute of Medicine. (2012). *Building a Resilient Workforce: Opportunities for the Department of Homeland Security: Workshop Summary*. Washington, DC: The National Academies Press. <https://doi.org/10.17226/13380>

Kilmer, R., Gil-Rivas, V., Tedeschi, R., & Calhoun, L. (Eds.).(2010). *Helping Families and Communities Recover from Disaster*. Washington, DC: APA Press.

Zinner, E. & Williams, M.B. (Eds.).(1999). *When a Community Weeps*. Philadelphia: Brunner/Mazel.

The PlanIT Greensboro Advisory Committee met on September 6, 2018 to further review changes/updates to the City's Comprehensive Plan: Connections 2025. The Committee discussed the vision for the City based on many suggestions from citizens gathered over the last year. The document was broken down into these components:

- Built environment (or land use development patterns)
- Community (the quality of life and connections to each other)
- Connections (the roads and green spaces that allow connections)
- Economic prosperity (an equal opportunity to succeed)
- Identity and experience (the culture, arts and places that make us unique)
- Our neighborhoods

Much of the discussion centered on a phrase in the current report, "Greensboro is a vibrant City with small town charm"; the consensus reached was to strike the wording, "small town." Additional points of consideration were the role of the universities, economic prosperity, and the culture of the community. I made sure the Library was listed as an important part of the culture. The Comprehensive Plan will be re-drafted as a result of the discussion.

I asked Russ Clegg if he was amenable to attending a board meeting and he answered in the affirmative.

James Bennett  
Greensboro Public Library Board of Trustees



**G R E E N S B O R O  
H I S T O R Y  
M U S E U M**

**September 2018 Update:**

**Exciting Highlights:**

- ❖ *September 7<sup>th</sup>-9<sup>th</sup>  
NC Folk Festival Events at the Museum*
- ❖ *September 18<sup>th</sup>  
Belle Meade Society Fall Dinner, Proximity Hotel  
Guest Speaker, Andy Zimmerman*
- ❖ *September 19<sup>th</sup>  
Drink For A Cause @ Boxcar Bar + Arcade  
130 W. Lewis Street, 15% of all sales donated to GHM, Inc.*

**Upcoming Excitement:**

- ❖ *October 6<sup>th</sup>  
New Member Party  
Blues, BBQ, & Beer Bash @ Home of Trustee Chris Carlson*
- ❖ *October 25<sup>th</sup>  
-Community Appraisal Event @ Museum With Katherine Van Dell &  
Sebastian Clarke, Antiques Road Show Appraisers  
  
-Annual Dinner @ O. Henry Hotel  
Sebastian Clarke, Guest Speaker*

**Submitted By:**

**Julie Copeland  
President, 2018  
Greensboro History Museum, Inc.  
09.10.18**

# September 2018

## Monthly Highlights

### BENJAMIN BRANCH

- The Benjamin Branch Youth Services Librarian created our first **Story time Trail** and it was a success! Pages of a book were laminated, attached to wire forms, and set out on a pathway. 'A Million Chameleons' by Jim Young is a picture book that lent itself to suspense when you had to walk to the next page to see what happened. A bookmark available for pick up at the circulation desk was offered at the end of the trail as a means to get a headcount. We had at least 26 caretakers and kids participate, but it was difficult to get an accurate count as not everyone was enticed back into the Library for the bookmark. There is another Story time Trail coming up in December and we'll be thinking of something more attractive to get them to come back in and be counted!

### CENTRAL BRANCH – ADULT PROGRAMMING

- Greensboro Public Library participated in the **NC Folk Festival**, September 8-9, sponsoring storyteller, **Donna Washington**. Washington performed three times over the weekend. She engaged children and adults alike with her stories. Over 750 people viewed her performances.
- Author **Elaine Neil Orr** visited Central Library on Thursday, September 27. She sat down with *News & Record* editorial page editor Allen Johnson and discussed her new book, *Swimming Between Worlds*. Set in the 1960's in Winston Salem, *Swimming Between Worlds* centers on three young Americans who find themselves at the center of the civil rights struggle. Several patrons who came were new to the area and unfamiliar with the Sit In Movement, so it was a lively "edu-taining" Q&A.

### CENTRAL BRANCH – CIRCULATION, CHILDREN'S ROOM, YOUTH SERVICES

- The Children's Department is working with **UNCG** to provide an **American Sign Language** (ASL) interpreted story time on Monday evenings. Forty-three people have attended the Monday evening story times and I am sure this number will continue to grow. This provides an opportunity for children who are hard of hearing or deaf to participate in story times.
- A few families displaced by **Hurricane Florence** used the Library for assistance and entertainment. Customers were given guest passes to use the computers and Library staff were proactive in helping the displaced customers find resources to make their time in Greensboro more enjoyable. Movies were shown in the Story Time room, toys were provided for children to play and be entertained.
- The Greensboro Public Library sponsored and coordinated the Family Activities Area of the **2018 NC Folk Festival** on September 8-9. Partners for the Family Activities Area included, **Casa Azul, Art Alliance, The Dance Project, The Greensboro History Museum, Music Center** and **Guilford Militia**. Over 1,000 families were served over the course of two days.

### GLENN McNAIRY BRANCH

- In September, Glenn McNairy Children's program, **Food from the Garden**, was offered as part of the **NC Cooperative Extension's Local Foods Week**. McNairy's Youth Services Librarian read two *Lois Ehlert* books about fruits, vegetables and gardens. Afterward, children created and colored a greenhouse to be hung in a window. They planted a bean in a Ziploc bag and put it in the greenhouse in order to watch it sprout and grow. There were other fun activities including a cooking table with toy vegetables that could be cut in half, a sensory table with real vegetables and vegetable seeds on display. Twenty-eight attended the event promoting early literacy and hands-on-learning through play.
- **Southern Lit** and **McNairy Mysteries** discussion groups continue to be popular with 19 and 15 in attendance, respectively. The **Canasta** group is also enjoying participation with attendance of 12.

### GLENWOOD BRANCH

- **Homeschool Multicultural Art** began with a bang this month. This series of 6 programs, twice a month on the 2<sup>nd</sup> and 4<sup>th</sup> Wednesdays began with Germany and the tradition of giving **Schultüte Cones**. Large cone shapes filled with treats, sweets, and school supplies for first time students in kindergarten or first grade. Students enjoyed making their own cones and hearing the Brothers Grimm version of **Rapunzel**. There was also discussion about Germany as a car manufacturer, the Benz family and the Volkswagen People's Car. Famous German Musician, **Johann Sebastian Bach** was highlighted. Students made a mini version of the German flag and briefly discussed Germany during World War II. The second class highlighted Hispanic Heritage Month with discussions of traditional celebrations such as **Las Posadas** and **El Día de los Muertos**, the Day of the Dead. After hearing a flannel story about "Martina, the Beautiful Cockroach" students created Papel Picado and Hojalata or Mexican Tin Art. On September 12 & 26 at 2 pm our attendance was 15 and 26.

### HEMPHILL BRANCH

- **Batman Day** on September 15<sup>th</sup> was a success for those that braved Hurricane Florence to attend. We played Batman trivia games, watched a documentary on Batman Mania and a few episodes of the 60's TV show. Participants were given Batman key chains and some other related items printed on the 3-D printer that were a big hit. Batman comic books were also distributed at the end of the program. It was great fun for all. 12 in attendance.

### HISTORY MUSEUM

- **North Carolina Folk Festival** --Education and Public Programming staff developed several family activities under the Family Tent that were enthusiastically received, including a colored sticker activity where people participated in a large mural identifying where they were born. This sparked much conversation within families, and the McNairy House was open. There were approximately 400 people served each day outside. Inside attendance was approximately 900 over two days.
- **type-Write** exhibit at **Connection Point**-- A new group of typewriters belonging to local people that connect to important local history is now in place. These are in addition to the nine typewriters that people can use to experience the activity. Typewriters included were used in a classroom at Southwest Guilford High School and a press box at the Montreal Olympics. One of the typewriters types musical notes on a staff and another cost a dime to use.
- On Sunday, September 16<sup>th</sup>, we partnered with **Women2Women** and **CFGG** to host a showing of the film *Freedom Writers*. Despite the rain, they had 26 people show up. The Museum's Community Historian made a special hand-out highlighting the women in GHM's exhibits, along with pink stickers within the spaces.

### KATHLEEN CLAY EDWARDS BRANCH

- The Kathleen Clay Edwards Library collaborated with the **Guilford County Cooperative Extension**, the **Farmer's markets** and other City departments to offer **Local Foods Week** during the last week of September. The Branch provided a film on local foods, attended by the **High School Environmental Service Learning group**. There were also two adult programs: local foods book discussion and a permaculture class. The Branch utilized help from the **American Hebrew Academy** to pick 2.5 lbs of peppers from our **Reading Garden** to donate to **Greensboro Urban Ministry** and the students who helped spruce up our garden for a children's gardening program called **Eat Your Greens** during this week.

### McGIRT-HORTON BRANCH

- In September, the McGirt-Horton Branch began facilitating **Girls Who Code**, an after school club aiming to increase the number of women in computer science. It is held on Thursdays at 5:30pm. The last meeting of the month attracted 6 young women who are regulars at the Library. The Youth Services Librarian remarked that it was really nice to see them engaged and enjoying their time at the Library. Young adults inquired about future Girls Who Code programs and other upcoming teen events.

### VANCE CHAVIS BRANCH

- On a breezy Sunday afternoon on the last day of September the community of Vance Chavis Library had the opportunity to enjoy live music, spoken word and expressive art. The event was sponsored by GPL and presented by members of **SOUL Society**, an organization dedicated to uplifting and empowering youth through music, poetry and creative expression. Approximately 25 people attended the event which featured jazz style music, live poetry readings and do it your art drawings.