

MARIN COUNTY FREE LIBRARY COMMISSION



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Director of County Library Services

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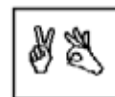
MARIN COUNTY FREE LIBRARY COMMISSION
Proposed Agenda
Wednesday, June 10, 2026
4:00 p.m.

Marin County Civic Center – Suite 324A
3501 Civic Center Drive, Suite 324A San Rafael, CA 94903

Directions: Take Highway 101, taking the San Pedro exit north of San Rafael, proceed east to the traffic light, turn left at the light. Turn left to main Civic Center Administration Building. There is ample parking available close to the building, with no evening-time limitations. Take the elevator to the 3rd Floor and head toward the Board of Supervisors. The door to 324 is to the left and the door to 324A is at the end of the short hall.

NOTICE: Members of the public may address the Library Commission on any matter during Open Time for Public Expression. Statements should be no more than 2 minutes per person.

<u>ITEM</u>	<u>PRESENTER</u>	<u>STATUS</u>	
<u>4:00pm</u>			
(1 min)	1. Call to Order	Christian	Action
(5 min)	2. Welcome, Introductions & Meeting Agreements	Christian	Information
(1 min)	3. Approval of Agenda	Christian	Action
(1 min)	4. Approval of May 15, 2026, meeting minutes	Christian	Action
(17 min)	5. Open Time for Public Expression	Christian	Information
(2 min)	6. Reading & Correspondence File	Christian	Information
(5 min)	7. President's Report	Christian	Information
(5 min)	8. Director's Report for May	Adlawan	Information
(2 min)	9. Old Business		
	a. Draft 2026-27 Commission Meeting Agenda Adoption	Adlawan	Action
(1 min)	10. Adjournment	Christian	Action
<u>4:40pm</u>			



Late agenda material can be inspected in Library Administration, between the hours of 8:00 a.m. and 5:00 p.m. (Monday-Friday). Library Administration is located in Room 414 Marin County Civic Center, 3501 Civic Center Drive, San Rafael.

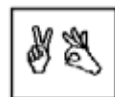
All County public meetings are conducted in accessible locations. If you require American Sign Language interpreters, assistive listening devices or other accommodations to participate in this meeting, these may be requested by calling (415) 473-3222 (Voice) or (415) 473-6172 (TTY) **at least** 72 hours in advance. Copies of documents used in this meeting are available in accessible formats upon written request.

Numbered List of attachments:

4. Minutes for May 2026
5. Library Director's Report for May 2026
6. Draft 2026-2027 Commission Meeting Agenda

Unnumbered Attachments:

Marin County Free Library
3501 Civic Center Drive, Suite #414, San Rafael CA 94903
www.marinlibrary.org



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Marin City Library
164 Donahue Street, Marin City, CA 94965

Directions: Highway 101 to the Marin City exit, from the north turn right onto Donahue Street; from the south take the off ramp circling around onto Bridge Blvd. To the stoplight, turning left onto Donahue Street, continue circling around on Donahue until you reach the stop sign on the corner of Donahue and Drake. Turn right on Drake and look for parking. The library is located on the corner of Donahue and Drake with doors facing Drake Street

--PROPOSED MINUTES--

Friday, May 15th, 2026

(1) CALL TO ORDER

Meeting was called to order at approximately 10:04am by Commission President Glynda Christian. President Christian welcomed attendees, including new commissioners and staff members, and invited everyone to introduce themselves. The Commission acknowledged both first-time attendees and returning members.

(2) ROLL CALL

In Attendance

Crystal Lewis
Ann Kaplan
Nick Javaras
Anya Schandler
Glynda Christian
Kathleen Cage
Maria Sandoval

Absent with Notification

Linda Ward
Sue Ream
Doug Sides
Claudia Wilson
Sally Hauser

Absent Without Notification

Ted Ridgeway

Also Present

Lana Adlawan, Director of County Library Services
Raemona Little Taylor, Assistant Director of Public Services
Juliet Schiller, Assistant Director of Support Services
Ahmad Merza, Library Services Manager/Public Services
Gina Turrini, Administrative Assistant I
Rashida Skaar, Branch Manager – Marin City Library
Ann Bertucci, Adult Services Librarian, Civic Center Library
Brian Campbell-Miller, Youth Services Librarian, South Novato Library
Etienne Douglas, Library Technology Program Coordinator, Marin City
Stephanie Hartwell-Mandella, Branch Manager – Corte Madera Library
Andre Clemons, Media Manager
Christopher Dowd, Library Technical Assistant II
Paul Skeem, Technology System Specialist II

- (3) ADOPTION OF AGENDA M/S/C – Ann Kaplan and Nick Javaras approved as submitted.
- (4) ADOPTION OF February 2026 MINUTES M/S/C – Nick Javaras and Ann Kaplan Commission approved minutes.
- (5) OPEN TIME FOR PUBLIC EXPRESSION – No members of the public requested to speak.
- (6) ANNOUCEMENT / BOOK RECOMMENDATION(S) – President Christian shared a recommendation for *Eve* by Cat Bohannon, discussing the book's examination of women's exclusion from medical research throughout history. Kathleen Cage also shared reflections on artwork and painting inspired by Morris Graves and highlighted appreciation for the Marin County Free Library artwork lending program.
- (7) READING & CORRESPONDENCE FILE – Materials were sent to the Library Commission prior to meeting.
- (8) PRESIDENT'S REPORT – President Christian recognized Mother's Day and distributed roses to attendees. She reflected on themes of beauty, resilience, and democracy, while also expressing concern regarding book banning efforts and encouraging continued support for intellectual freedom and public libraries.
- (9) DIRECTOR'S REPORT FOR May- Director Adlawan acknowledged the ongoing work and dedication of the MCFL Racial Equity Alliance and thanked staff members for their years of commitment to equity initiatives within the organization. Director Adlawan also provided updates regarding the library refresh initiative, noting that eight of the ten branch refresh projects had been completed, with Novato and Corte Madera still forthcoming.

(10) PRESENTATION: RACIAL EQUITY ALLIANCE STRATEGIC IMPLEMENTATION UPDATE

Members of the MCFL Racial Equity Alliance presented updates on the implementation of the library system's Anti-Racism and Equity Strategic Plan. Staff discussed the Alliance's shared leadership structure, development of SMARTIE goals, and efforts to create equitable organizational systems and practices across MCFL.

The presentation also highlighted ongoing work by the Organizational Assessment Working Group to evaluate internal processes such as onboarding, staff training, and communication systems using employee feedback, consultant assessments, and staff collaboration. Presenters emphasized transparency, accountability, and long-term organizational growth in support of equitable library services for staff and the community.



Racial Equity Alliance Library Commission Presentation May 15, 2026

Ann Bertucci - REA Co-Lead
Raemona Little Taylor - REA Co-Lead



Agenda

- Welcome & Overview (5 Min)
- REA Working Groups SMARTIE Goal Presentations (20 min)
- Storytelling Toolkit & Decision-Making Matrix (10 min)
- Q&A (5 min)

Racial Equity Alliance (REA) Members

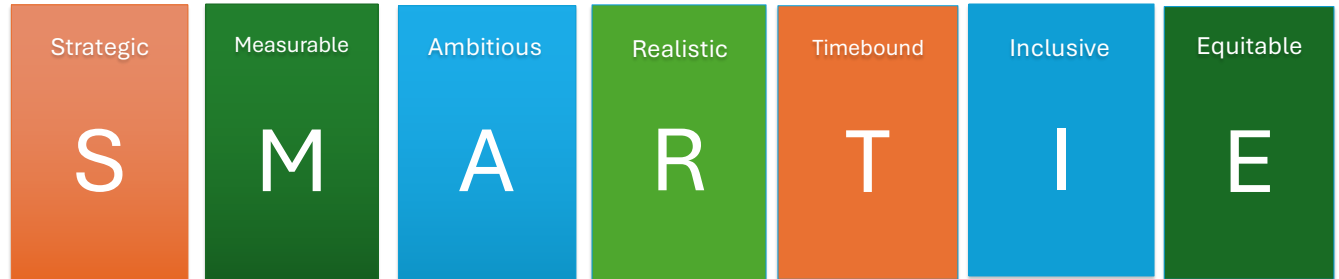
Brooklyn Swanson (Bookmobile)	Carrie Stotts (Novato)
Jesse Lumb (Bookmobile)	Janet Doerge (Novato)
Bianca Alper (California Room)	Ahmad Merza (Public Services)
Ann Bertucci (Civic Center)	Brandon Barragan (South Novato/The Shop)
Melissa Cervantes (Corte Madera)	Brian Campbell-Miller (South Novato)
Stephanie Hartwell-Mandella (Corte Madera)	Cris Criollo (South Novato)
Iris Meinolf (Fairfax)	Aura Perez (TEC/Acquisitions)
Alejandra Cruz (Learning Bus)	Chris Dowd (TEC/Acquisitions)
Raemona Little Taylor (Library Admin)	Clara McFadden (TEC /Collections)
Beatra Hall (Marin City)	Lily Rosenman (Bollinas/Stinson Beach)
Etienne Douglas (Marin City)	Mattie Ivy Leeds (Point Reyes)
Rashida Skaar (Marin City)	Madeline Bryant (West Marin)
Andre Clemons (Marketing)	Alex Porrata (West Marin Literacy)
	Annemarie Russo (West Marin Literacy)

MCFL ANTI-RACISM & EQUITY STRATEGIC PLAN

Implementation Structure



What is a SMARTIE Goal?



Strategic Implementation Year One: Listen & Learn Deliverables

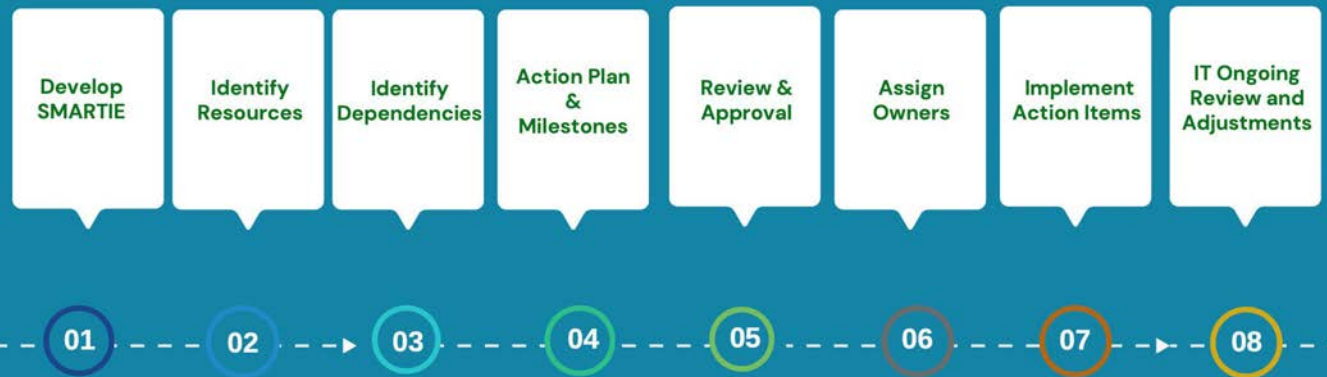


- Developed Internal Structure for Strategic Implementation
- Identified owners and champions of Year One goals: REA Steering Committee, Implementation Team, and Working Groups
- Developed SMARTIE Goals for Working Groups
- Developed Trust Building Principles for MCFL
- Developed Brave, Safe, and Inclusive Meeting Agreements
- Developed Evaluation Rubric and Approval Process
- Developed REA Frameworks and Parameters Guiding Document
- Modeled Shared Leadership
- Coaching for REA Co-Leads

GOAL VS. SMARTIE GOAL

Goal	SMARTIE Goal
Develop library programs to meet community language needs.	By December 2025, ensure that the percentage of library programs offered in languages other than English matches or exceeds the proportion of linguistically isolated households in the county, currently 4%.

SMARTIE Goal Implementation Process (High-level Visual)



SMARTIE GOAL IMPLEMENTATION PROCESS (DETAILED)

1. Develop SMARTIE Goal(s)

- Review all Year One Goals on page 36 of the MCFL Strategic Plan and determine which need to be updated to fit the SMARTIE goal framework. Make updates as needed.
- This could involve gathering input from key stakeholders, managers, and teams.

2. Identify Resources Needed to Implement

- The resources (personnel, budget, tools) required.

3. Identify Dependencies

- Any inter-departmental, other working groups, and/or external dependencies that need to be engaged for successful implementation.
- REA Co-leads (with support of Steering Committee) will help facilitate connections if necessary.

4. Action Plan Implementation and Milestones

- Break down each goal into smaller, actionable milestones or key performance indicators (KPIs).
- This makes the goals easier to track and ensures ongoing progress.

5. Review and Approval

- Once goals have been reviewed they should be formally approved by the Implementation Team.
- Once approved by IT, the Admin Leadership team should also review the goals to ensure they meet strategic objectives and are aligned with available resources, timelines, and stakeholders' input.
- Once these steps have been completed, the Steering Committee should record the approved goals in an official document.

6. Assign Project Manager/Owner

- Assign responsibility for each goal to a specific team, department, or individual (Goal Owners).
- Each owner is accountable for the success of their goal.






7. Implement Action Items: Specific Activities to Achieve Goal

- Begin the execution of tasks and initiatives according to the action plan (developed in Step 4).
- Team members and departments carry out their assigned responsibilities, adhering to the established timeline and resources.

8. Implementation Team Ongoing Review and Adjustments

- Continuously monitor progress using predefined KPIs, milestones.
- Adjustments should be made if goals are not progressing as expected.

EXAMPLE REVIEW AND APPROVAL PROCESSES

	Process	Pros	Cons
	Anonymous voting online	<ul style="list-style-type: none"> • Encourages honest input without pressure • Easy to tally and share results quickly • Can be done asynchronously 	<ul style="list-style-type: none"> • Limited discussion or context • May miss nuance perspectives • Risk of disengagement
	Gallery walk with feedback and dot voting	<ul style="list-style-type: none"> • Visual and interactive • Encourages broad participation • Offers a quick pulse of group preferences 	<ul style="list-style-type: none"> • Can be influenced by groupthink • Doesn't ensure deep discussion • May lack clarity on what feedback means
	Consensus check using a 0-5 comfort scale and discussion	<ul style="list-style-type: none"> • Surfaces areas of agreement and concern • Encourages dialogue and shared understanding • Builds relational trust 	<ul style="list-style-type: none"> • Time-intensive • May not result in a clear decision • Comfort scale can be subjective
	Approval rubric with criteria tied to feasibility, alignment, and equity ✓	<ul style="list-style-type: none"> • Offers a structured, transparent framework • Grounds decisions in shared values and strategy • Reduces bias 	<ul style="list-style-type: none"> • Requires upfront agreement on rubric • Can feel rigid or overly technical • May still involve subjective interpretation
	Live discussion and roll call vote ✓	<ul style="list-style-type: none"> • Public accountability • Allows for clarification and debate • Clear record of decision 	<ul style="list-style-type: none"> • Can pressure individuals to conform • May disadvantage those uncomfortable speaking up • Time-consuming



Organizational Assessment Working Group SMARTIE Goal

Presenters:
Rashida Skaar & Etienne Douglas

What is Organizational Assessment?

- Organizational Assessment looks at an organization's structure, processes, and work environment
- The purpose is to understand the organization's inner workings to discover how to best leverage what's going well and to improve what's not

Organizational Assessment SMARTIE Goal

- By July 2026, we will use existing data sources, including the Employee Engagement Survey, the Anti-Racism & Equity Assessment , and REA Working Group input to **identify three staff-prioritized internal processes or systemic practices for evaluation** (possible examples could be onboarding & training or code of conduct).
- These priorities will reflect staff concerns related to inclusive decision-making, clarity of role expectations, and access to shared information through transparent, centralized communication systems.
- The selection process will be clearly documented and shared systemwide to promote transparency, build trust, and model shared ownership. Findings will guide actionable next steps that support meaningful, equity-driven improvements to workplace policies and culture.
- Each identified area will then be evaluated in collaboration with REA Working Groups for alignment with MCFL's Anti-Racism & Equity Strategic Plan.

How did we get here?

01

MCFL is a relatively large organization, and a structure was needed to identify equity-based priorities for change

02

Organizational issues and concerns were identified through:

- Employee Engagement survey
- Branch and work unit feedback
- Be Present's Equity Assessment

03

A systematic approach will address top priorities for change, and guide recommendations for implementing these changes

Strategic

Desired Outcome:	After the three priority areas have been selected, they will be evaluated in collaboration with REA Working Groups for alignment with MCFL's Anti-Racism & Equity Strategic Plan
Measurable Indicator:	We will use the text of the strategic plan as our guide
Potential Barriers:	Identifying areas without too much overlap.

Measurable

Desired Outcome:	We will prioritize (and tier) 3 areas for focus and improvement. This goal is just the beginning.
Measurable Indicator:	Data has been collected by consultants and staff and has been published in the Equity Assessment and Staff Engagement Survey Results
Potential Barriers:	There are many more than 3 areas that have been identified by staff and consultants, so it will take consideration to prioritize these areas as the first places to focus our energy.

Ambitious

Desired Outcome:	The Strategic Plan tasked this team with assessing organizational systems, policies and practices. Focusing on three areas of change narrows the scope and provides a structure for an attainable path forward.
Measurable Indicator:	Provide an analysis of the three areas of suggested change, ensuring that the selection process does not reinforce existing power imbalances. Use tangible data and feedback to ensure transparency and trust.
Potential Barriers:	Depending on what they are, even selecting three areas of change will be ambitious. All aspects of the organization touch others, so it will be a challenge to stay focused.

Realistic

Desired Outcome:	There are enough patterns in the data sources that identifying three aspects of the organization is realistic.
Measurable Indicator:	Recommendations will be detailed and tiered to ensure that resources and needs are clearly identified to implement change.
Potential Barriers:	It can be difficult to decide what is realistic for MCFL vs what is a county-wide issue that we are unable to address.

Time-bound

Desired Outcome:	We will have reached a group consensus by July 2026
Measurable Indicator:	We will present these to the Steering Committee and REA by July 2026. From August through December 2026, we will apply Be Present's framework and tools for evaluation.
Potential Barriers:	Staff time, commitment and involvement in meetings and conversations in order to make decisions.

Inclusive

Desired Outcome:	The data we are using includes feedback from all parts of MCFL. BIPOC communities and staff were meaningfully included in the Anti-Racism and Equity Assessment and the REA Working groups.
Measurable Indicator:	Data is from the: Employee Engagement Survey, the Anti-Racism & Equity Assessment, REA Working Group, and branch/work unit staff meetings
Potential Barriers:	Even though the data sources are from a variety of different parts of the organization, we are dependent on those sources as having been inclusive, thoughtful, and that all voices had an opportunity to share.

Equitable

Desired Outcome:	To actively respond to disparities with equity-driven strategies
Measurable Indicator:	A defined methodology that respond to the anti-racist and equity strategic plan goals Staff review/approve the final list
Potential Barriers:	No systems exist to monitor equity outcomes

Why does this goal matter?

01

All MCFL staff should and need to be included in organizational changes

02

Being intentional about the selection of staff priorities will build trust and equalize staff inclusion in the implementation of the strategic plan

03

It gets to the heart of MCFL and looks inwards to ask hard questions



**Staff Development Working Group
SMARTIE Goal**

Presenter:
Ann Bertucci

Why professional development matters to MCFL?

01

Current inequity and ambiguity on who attends professional development at MCFL

02

Critical for employee retention & organizational performance

03

Employees find more purpose through learning

04

Increases employee engagement

SMARTIE Goal

Increase staff participation in professional development opportunities by at least 10% by June 2027, prioritizing equitable access for those facing barriers. Launch a tracking system to identify and address disparities, and ensure all staff have access to an updated list of opportunities on Backstage beginning July 2026. This will foster an inclusive and data-driven culture of growth.

Strategic

Desired Outcome:	<ul style="list-style-type: none">• Increase overall participation in staff development opportunities (conferences, webinars, trainings) by 10% from July 2026 to June 2027.• Ensure staff are fully informed of upcoming opportunities through the Backstage platform.• Establish clear, transparent criteria for determining which staff attend paid development opportunities.• Prioritize staff who have never or rarely attended any development events. <p>What success looks like: Defined roles, clear timelines, communication plan (Backstage)</p>
Measurable Indicator:	Completion of milestones by date
Potential Barriers:	Insufficient communication or supervisor engagement

Measurable

Desired Outcome:	<ul style="list-style-type: none"> Track the number of staff development opportunities attended between July 2025 and June 2026. Use the survey data to identify baseline participation and set the target for a 10% increase in participation by July 2027. Measure the increase in participation and engagement with the new transparent process. <p>What success looks like: Data informs strategy, participation tracked by demographics</p>
Measurable Indicator:	Annual participation + disaggregated data
Potential Barriers:	Low engagement or incomplete data

Ambitious

Desired Outcome:	<ul style="list-style-type: none"> A comprehensive list of all possible training opportunities easily accessed on Backstage. Create clear guidelines for how MCFL decides who attends paid development opportunities. Develop and implement methods to encourage less frequent attendees to participate without discouraging regular participants. <p>What success looks like: Realistic pathways with defined resources</p>
Measurable Indicator:	Budget + completed development opportunity
Potential Barriers:	Funding or capacity limitations

Realistic

Desired Outcome:	<ul style="list-style-type: none">• A clear, transparent system ensures equity and accessibility for all staff, helping them advance their skills and professional development.• Prioritizing staff with less development experience aligns with the goal of providing equitable opportunities to all employees. <p>What success looks like: Aligned with capacity and integrated smoothly</p>
Measurable Indicator:	Participation goals met
Potential Barriers:	Competing demands

Time-bound

Desired Outcome:	<ul style="list-style-type: none">• Communicate clear criteria for attending development opportunities by July 2026.• Increase participation by 10% by June 2027, with ongoing evaluation. <p>What success looks like: Milestones achieved within set timeframes</p>
Measurable Indicator:	Quarterly review reports
Potential Barriers:	Delayed engagement

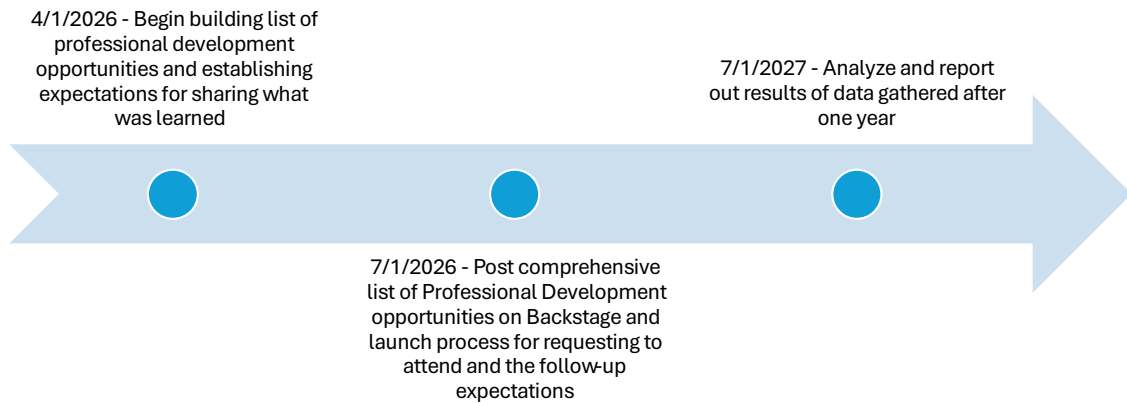
Inclusive

Desired Outcome:	<ul style="list-style-type: none">• Encourage all staff, regardless of their previous participation, to engage with available opportunities.• Address and mitigate common barriers (such as time, funding, or lack of awareness) that prevent staff from attending events. <p>What success looks like: All voices meaningfully included</p>
Measurable Indicator:	Staff feedback reflected in changes
Potential Barriers:	Unequal engagement

Equitable

Desired Outcome:	<ul style="list-style-type: none">• Focus on staff who have never or rarely attended development opportunities, ensuring they are given priority where possible.• Make sure criteria for attending events are clear and accessible to everyone. <p>What success looks like: Systemic barriers to attendance identified and addressed</p>
Measurable Indicator:	Backstage equity report on attendees, gap reduction
Potential Barriers:	Budget or barrier data visibility limits

SMARTIE Goal Timeline



Communications & Marketing Working Group SMARTIE Goal

Presenters:
Stephanie Hartwell-Mandella & Christopher Dowd

SMARTIE Goal

Increase staff engagement on Backstage by ensuring consistent, transparent, and equitable access to information. Backstage will reduce structural inequities, support fair processes, empower frontline and marginalized staff, and strengthen MCFL's ability to deliver anti-racist and community-centered service.

Strategic

Desired Outcome:	Increase staff engagement with Backstage by the end of FY 26 (June 30, 2027) by improving the platform's accessibility, relevance, and visibility. The Marketing & Communications work group will: <ol style="list-style-type: none">1. Archive outdated posts and files to keep search results relevant.2. Simplify the design and flow to improve information discovery.3. Add Backstage training to staff onboarding and create short tip videos.4. Establish and communicate clear expectations for regular Backstage use and information sharing.
Measurable Indicator:	Compare findings of Fall 2025 Backstage survey with a Backstage survey conducted in the summer of 2027.
Potential Barriers:	Potential differences between surveys in number of respondents and who responds could skew the results.

Measurable

Desired Outcome:	Increase staff engagement by 25% on Backstage by EO FY26 (June 30, 2027). Build up the accessibility and relevance of the platform, and raising staff awareness of the platform.
Measurable Indicator:	Comparing findings of Summer 2027 Backstage Survey with Fall 2025 — "How often do you use Backstage?"
Potential Barriers:	Lack of staff responses and engagement with Survey

Ambitious

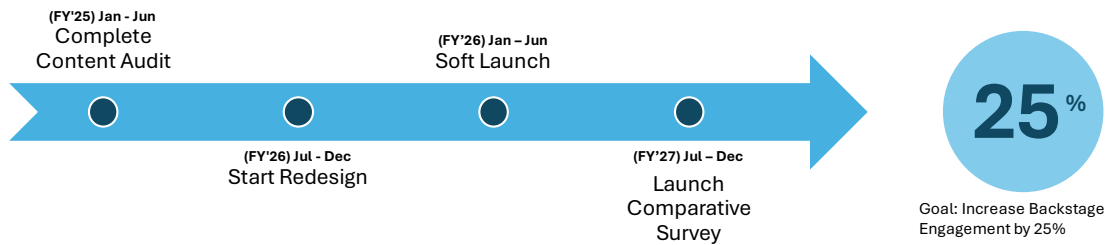
Desired Outcome:	Create a more organized, reliable, and engaging intranet for all staff by EO FY26 (June 30, 2027). We will archive outdated content, organize current information, and redesign the homepage and key pages for clearer navigation. New onboarding training through Niche Academy and defined share-out expectations will support consistent communication. A Backstage Core Team will help drive engagement, while automation of access and standardized branch pages will improve efficiency and strengthen branch identity.
Measurable Indicator:	Full Taxonomy assessment of Backstage content by EO FY25 (6 months to complete the audit).
Potential Barriers:	Team capacity addressing scope of work

Realistic

Desired Outcome:	This goal will be achieved through targeted improvements: redesigned navigation, updated and centralized content, standardized naming conventions, improved search functionality, and clear communication about updates and new features.
Measurable Indicator:	Use analytic tools provided by Thought Farmer (host of Backstage)
Potential Barriers:	Team capacity addressing scope of work

Time-bound

Desired Outcome:	Increased engagement by all staff measured at end of FY 2026 (June 30, 2027). Make communication across work units more efficient so that staff have knowledge of happenings at every location.
Measurable Indicator:	Backstage analytics tool used to measure staff engagement. Stakeholders complete content audit by June 30, 2026.
Potential Barriers:	Technical issues.



Inclusive

Desired Outcome:	Improve transparency and work relationship dynamics by increasing access to intranet. This would shift intranet culture and usability by allowing staff to share resources and salient information.
Measurable Indicator:	Use analytics tool to measure content relevancy by tracking usage, search terms and content performance.
Potential Barriers:	Some staff may choose to not participate in any of the engagements.

Equitable

Desired Outcome:	Quick and reliable access to information reduces inequities. Transparent policies and procedures reduce hidden biases. Staff who have historically been marginalized gain equal access to support.
Measurable Indicator:	Barriers to access are mitigated and content relevancy has high engagement measured by analytic data.
Potential Barriers:	Lack of staff response, apathy and no trust.



Community Engagement Working Group SMARTIE Goal

Presenters:
Brian Campbell-Miller

SMARTIE Goal

The Community Engagement Working Group (CEWG) will:

Phase.I

- Develop a System-wide questionnaire to assess current MCFL partnerships and programming through an equity-centered lens
- Identify active, collaborative partnerships—especially in priority equity zones such as Canal, Marin City, South Novato and West Marin—as well as gaps.

Phase.II

- Data will inform the development of a toolkit to guide intentional, anti-racist community engagement.

State of Anti-Racism & Equity Assessment

01

Conducted by Be Present for MCFL

02

Released in 2025, as part of Year 1 for MCFL's Anti-Racism and Equity Strategic Plan

03

Revealed that MCFL does not have systems in place to effectively track programming data or impact through an equity lens

Why Does This Matter?

“Understanding and justifying where and how resources are being used is fundamental to equity work in public libraries.” - Urban Libraries Council, 2021

01

Helps libraries achieve their equity goals

02

Allocate scarce resources to where they are most effective

03

Better understand patrons & serve community needs

Timeline

Phase.I

- **January – March 2026**

Systemwide assessment of partnership & programming data with branch/work unit questionnaire

- **April– May 2026**

Use effort/impact + equity matrix to review findings

Identify gaps in cultural, geographic and community representation

- **June – July 2026**

Create report and release findings to MCFL by FY2026 -2027

Phase.II

- **FY2026- 2027**

Utilize gathered data to create a standardized community engagement tool kit to be distributed and used systemwide

Strategic: Phase I

Desired Outcome:	CEWG SMARTIE Goal divided into two phases to better utilize limited staff resources. Phase I focus: Record actual, current partnerships and programs across all branches and outreach units. Identify partnership gaps and strengths through an equity-centered, data-informed process.
Measurable Indicator:	Finalized report will help us: <ul style="list-style-type: none">• Understand who we're partnering with and who we're not• Reveal cultural and geographic gaps• Highlight inclusive and impactful programming• Guide decisions with community equity in focus
Potential Barriers:	Staff time and capacity, current measurement tools lacking

Measurable

Desired Outcome:	Use a questionnaire and data review process, with questions targeting relevant qualitative demographic data
Measurable Indicator:	Questionnaire will capture: <ul style="list-style-type: none">• Partner name, type (community agency, nonprofit, grassroots)• Target audience (youth, multilingual families, seniors)• Geographic reach (with attention to equity zones)• Language access (bilingual programs)• Branch or work unit connection
Potential Barriers:	CEWG capacity, branch & work unit meeting time available for questionnaire

Ambitious

Desired Outcome:	Leverage working group members' efforts in collaboration with branches and outreach service.
Measurable Indicator:	<ul style="list-style-type: none">• CEWG will connect with staff at branch/work unit meetings in March & April• Liaisons sought for branch/work units not represented in CEWG
Potential Barriers:	CEWG capacity, staff time for survey completion and engagement

Realistic

Desired Outcome:	Aligned with MCFL's Anti-Racism and Equity Plan; goals informed by REA Implementation Team (IT), MCFL Executive Team, and Be Present recommendations; feedback loops in place
Measurable Indicator:	<ul style="list-style-type: none">Partnership reporting from previous equity assessments incorporated into branch/work unit questionnaire presentationsPassed SMARTIE Goal evaluation rubric with REA Implementation Team and Executive Administration review
Potential Barriers:	CEWG capacity, mechanisms for sharing process & progress across MCFL

Time-bound

Desired Outcome:	Provide MCFL with a current snapshot of the existing programming & partnership landscape.
Measurable Indicator:	MCFL Partnership and Programming Report to be released systemwide by July 2026.
Potential Barriers:	CEWG capacity, library refresh timelines

Inclusive

Desired Outcome:	Help shift MCFL internal programming towards more intentional and relevant programming with community partners. Prioritize partnerships with organizations that address disparities affecting BIPOC and other marginalized communities.
Measurable Indicator:	<ul style="list-style-type: none">• Relationships with community partners and programs clarified.• Gaps in cultural, geographic, and community representation identified.• Findings shared systemwide in preparation for Phase II: Community Engagement Toolkit Development.
Potential Barriers:	CEWG capacity, pace of culture shift towards racial equity

Equitable

Desired Outcome:	Use the effort/impact + equity matrix to make equity-informed intentional decisions to build stronger, more inclusive relationships across MCFL.
Measurable Indicator:	How we'll assess partnerships and programs: <ul style="list-style-type: none">• Effort: How much staff time or resources are needed• Impact: Breadth and depth of community benefit• Equity Alignment: Reaches BIPOC communities, equity zones, and offers cultural/linguistic inclusion
Potential Barriers:	CEWG capacity, pace of culture shift towards racial equity



Thank You

(11) ADJOURMENT – Glynda adjourned the meeting at 11:41am



May 2026

Library Commission Report

Lana Adlawan,
Director of County Library Services



Our Story

May 2026 | Marin County Free Library

With summer on the horizon and outdoor activities unfolding across Marin, MCFL continued building connections through the people who bring library service to life every day.

Across branches and outreach units, staff strengthened relationships, expanded opportunities, and created joyful learning experiences in classrooms, senior housing communities, recovery centers, school campuses, cultural events, and neighborhood gathering spaces. Whether issuing a first library card, helping a patron research family history, supporting literacy efforts, or building new community partnerships, staff demonstrated the Library's role as a trusted guide and community anchor.

The [Student MyCard](http://marinlibrary.org/mycard/) (marinlibrary.org/mycard/) program is a huge success. These cards give students direct access to vital library resources that supports and advances their education. In West Marin, students celebrated receiving new cards after library staff visited schools to introduce resources that support learning beyond the classroom. At assemblies and storytimes, staff connected directly with students and families, helping ensure that access to books, digital resources, and educational opportunities extends far beyond library walls.

The stories of May reveal more than successful programs and partnerships. They highlight librarians extending learning resources to students, outreach staff building trust with community members, branch teams supporting one another during transitions, and employees helping patrons navigate life's everyday challenges.

Our *Mission*

We provide welcoming, equitable, and inclusive opportunities for everyone.

Our *Vision*

We believe in empowered and thriving communities built on diverse voices and perspectives. We believe in a just Marin that advances equity for communities of color.

PARTNERSHIPS, PROGRAMMING, AND OUTREACH

Partnerships

Partnership work continued to deepen the Library's reach and impact throughout Marin County.

Point Reyes and Inverness staff worked closely with Shoreline Unified School District schools to distribute Student MyCards and connect students with library resources. Fairfax staff expanded access through MCFL's first MyCard partnership with San Domenico School, where cards and services were presented to students from kindergarten through high school.

West Marin's Book Scouts program received a [Community Partner Golden Bell Award](https://bit.ly/43J25k) (https://bit.ly/43J25k) from the Marin County Office of Education. Behind the recognition are bilingual library staff and volunteers who meet weekly with students to build literacy skills, confidence, and a lifelong connection to reading.

South Novato launched a new partnership with Parent Services Project to provide childcare support for adult ESL students, helping remove barriers to participation and expanding educational opportunities for families.

Marin City staff continued developing relationships with local schools, the Marin City Community Services District, CAFILM, and the Golden Gate National Parks Conservancy. Together, these partnerships are helping shape future community engagement efforts and educational opportunities in Marin City.

Library Beyond Walls staff traveled across Marin County, strengthening partnerships with senior centers and housing communities, veterans' organizations, recovery programs, First 5 Marin, Marin Rotary, and other community organizations, expanding the Library's ability to meet residents where they are.



Children of South Novato Library's ESL students learn and play while their parents take language classes.

PARTNERSHIPS, PROGRAMMING, AND OUTREACH

Programming

In West Marin, Point Reyes Library hosted Asian-American, Native Hawaiian, Pacific Islander (AANHPI) Heritage, where Kat Lopez-White presented Filipino Textiles and Fabrics, discussing how they're made and their cultural and geographical significance. Kids spent their Saturday morning learning about our ocean friends at the California White Shark Project presentations. Drawbridge Arts joined Reading Buddies to make tiny treasures and pencil toppers with model magic air-dry clay. This was a special time because the Book Scouts and Reading Buddies celebrated their final sessions of the school year together.

Marin City collaborated with MLK Academy to host a week-long Unplugged program that encouraged students to engage in wellness activities, arts and crafts, and community-building experiences. Librarians developed activity passports with students to extend learning and family engagement beyond the school day, and hosted a popcorn-snack-led teen movie night.

Novato welcomed educators, authors, attorneys, and community experts for programs including Aging with Joy, Understanding Alzheimer's and Dementia, estate planning workshops, heritage celebrations, trivia competitions, and arts programming. To celebrate AANHPI, Novato hosted a Short Film presentation by Felicia Lowem, and Teen Crafternoons created fabric bookmarks.

Since its reopening after their branch Refresh, South Novato Library proudly brought back the very popular Spanish Storytime — communities were eager to return and enjoy this cherished program again.

During the Civic Center Refresh closure, staff continued to support Homework Help for the Venetia Valley Schools so students could finish their projects for the end of the school year. Writing group, Write Place Write Time, continued to meet off-site during the refresh, while the Bookmobile "Popped-up" a library outside the Civic Center building every Friday.



Children of Bolinas Library sitting to read to one another.

PARTNERSHIPS, PROGRAMMING, AND OUTREACH

Outreach

Outreach efforts brought library services directly into neighborhoods, schools, housing communities, and community events across Marin.

Library Beyond Walls completed dozens of visits serving seniors, veterans, individuals in recovery, and residents of affordable housing communities. Staff issued library cards, circulated materials, facilitated book discussions, provided technology assistance, and connected residents to resources and services. Nearly every day of May was filled with this continuous effort to support patrons; the backbone of outreach, which would not be possible without a committed and compassionate staff.

In Stinson Beach and Bolinas, staff distributed 139 free books in English and Spanish during school open house celebrations, supporting literacy and connecting directly with local families. Young artists from Bolinas-Stinson schools displayed their art in the Stinson Beach Library art gallery, which gave them a place of recognition and pride. Their neighbor KWMMR radio station in Point Reyes, hosted a picnic and gave MCFL a table to display curated books for music lovers. Bolinas hosted two Día de los Niños storytimes with special guests Colors of Spanish and Little Red Reading Hood from the Parent Services Project.

Novato staff got to sub in for the Learning Bus and continue outreach activities with communities. Staff also presented information at the Novato High School Wellness Fair, the San Marin High School JoyFest, the Sinaloa Middle School Wellness Fair, the Olive Elementary Carnival, and the Novato Senior Health & Resource Fair.

South Novato's Community Library Specialist for Youth and Family Services met with community members and leaders at the English Learner Advisory Committee to provide key information and resources for families and learners.

Fairfax staff expanded outreach efforts, strengthening connections with students, families, and neighboring communities. Library staff introduced MCFL's first MyCard partnership with a private school by delivering library cards and presenting library services to students at San Domenico School from kindergarten through high school. Staff brought a puppet storytime to Inverness during a school visit, delighting young learners while reconnecting with local families through the library's "Let's Talk About Books" program.



A student builds a colorful wheel made out of popsicle sticks and yarn.

PARTNERSHIPS, PROGRAMMING, AND OUTREACH



The visit highlighted the deep relationships built over time, as staff were greeted by name and shared book recommendations and community stories. Outreach efforts also extended to Manor School, where Librarian Iris connected with students through her engaging approach to literacy and learning, demonstrating the personal connections that help transform outreach visits into lasting community relationships.

West Marin branches delivered Student MyCards to Bodega Bay Elementary, Inverness Elementary, West Marin School, Tomales Elementary, and Tomales High School. This tremendous effort is a great expansion of the program's ability to connect students in rural parts of Marin County to sustaining educational resources.

Bookmobile facilitated a girl scout literacy event for fourth and fifth-grade scouts in Terra Linda. This was the third year they teamed with this troop, and this year they had the largest attendance yet. Some parents were specifically looking for recommendations for juvenile fiction to help the scouts find options beyond the graphic novels that many love. Staff has shifted the Juvenile Hall Book Club from short stories to a novel, *Concrete Rose by Angie Thomas*, which helped some students be more engaged and thoughtful in their conversations.

Although the Civic Center Library remained closed for its Refresh project throughout May, staff continued to serve the community through a variety of outreach efforts. The branch manager and Library Beyond Walls represented MCFL at the Rotary Club's Epic Day of Service on the Civic Center campus, connecting residents with library resources and community services. California Room staff participated in the inaugural Marin History Museum Community History Day at the Boyd Gate House in San Rafael, helping share and preserve local stories and history. Civic Center staff also partnered with Library Beyond Walls and the San Rafael Public Library during the Día de los niños/Día de los libros celebration at the Pickleweed Library and Community Center, bringing literacy, cultural celebration, and library services directly to families while the branch remained temporarily closed.

Marin City staff continued advancing community engagement and organizational learning throughout May. Marin City WebStars captured photographs at several community events, including the Teen & Parent Summit, the Marin City Arts & Culture closing celebration, and the Marin City Flea Market, helping preserve and share stories that reflect the vibrancy, creativity, and voices of the community.

THE GEARS THAT DRIVE US

Collective Impact

Collective Impact thrives when community partners, staff, and residents work together to create opportunities that no single organization could achieve alone.

In West Marin, library staff worked closely with Shoreline Unified School District to expand Student MyCard access and strengthen literacy efforts through programs such as Book Scouts and Reading Buddies. In Inverness, third-grade students from West Marin School visited the Coast Miwok exhibit in the Jack Mason Museum Room, where Coast Miwok community members shared stories, songs, and games that brought local history to life.

Library Beyond Walls and Bookmobile staff expanded partnerships throughout the county, bringing services directly into senior housing communities, recovery programs, workforce development sites, and community gathering spaces. Library staff joined partners from San Quentin Rehabilitation Center to explore how the partnership will be shaped by resident voices.

While the Civic Center Library remained closed for Refresh, staff supported Learning Bus operations across multiple service days, helping to sustain countywide outreach and educational programming.

In Novato, staff partnered with Age+Disability Friendly Novato and the City of Novato during the community's first Senior Health & Resource Fair, connecting older adults with services, resources, and opportunities. Together, these efforts demonstrate how collaboration across organizations, communities, and work units expands the Library's ability to create meaningful and lasting impact.

THE GEARS THAT DRIVE US

Community Power

Community Power grows when people have opportunities to connect, share their experiences, and actively participate in shaping the communities around them.

Bookmobile staff partnered with North Marin Community Services for the annual Pride Flag raising celebration, joining youth, families, and staff in a joyful affirmation of belonging and inclusion. For the first time, the Bookmobile became part of the event itself, with staff sharing a Pride-themed storytime that celebrated identity and self-expression.

In Inverness, the patron-driven “Let’s Talk About Books” discussion group continued to thrive, creating space for readers to share perspectives, recommend books, and shape conversations around their interests. Staff also contributed to community power beyond branch walls.

Library staff joined colleagues from across Marin and Sonoma counties at the North Bay Libraries Serving Latinx Communities Round Table, strengthening regional partnerships and sharing ideas to better serve Latinx residents.

In South Novato, the Branch Manager participated in Hamilton School’s Community Schools Celebration, joining educators, nonprofits, and community leaders working together to expand student enrichment, strengthen family engagement, and build long-term community capacity.

These are the kinds of efforts that reflect how community power is built through participation, representation, and meaningful opportunities for people to connect with one another and influence the future of their communities. Yes!

THE GEARS THAT DRIVE US

Joyful Learning

Joyful Learning flourishes when curiosity, creativity, and discovery are shared experiences. MCFL staff created opportunities for community members of all ages to learn through hands-on exploration, storytelling, cultural experiences, and meaningful connections.

At Laguna School, Bookmobile staff partnered with The Shop to help students build and install a Little Free Library. Students assembled the structure, helped prepare the installation site, and even suggested adding bicycle-tire repair kits to serve the many cyclists who travel along Chileno Valley Road, thereby transforming a literacy project into an act of community care.

In West Marin, learning came alive through stories, culture, and creativity. Bolinas hosted seasonal herbal care programming for families, Japanese Storytime in celebration of Asian-American, Native Hawaiian, Pacific Islander (AANHPI) Heritage, and weekly after-school art and reading activities. In Inverness, students enjoyed a final performance by Colors of Spanish before spontaneously gathering for an impromptu storytime with Caroline, whose return visit was met with excitement and enthusiasm. Fairfax extended that same spirit of engagement through puppet storytime outreach with West Marin students, creating memorable experiences that blended literacy and play.

In Novato, community members gathered for presentations on aging with joy and understanding Alzheimer's and dementia, while in Point Reyes, students responded enthusiastically to receiving Student MyCards. One sixth-grade student proudly shared that she had self-published a western novel and asked whether the library might add it to the collection, a powerful reminder of how access to books and encouragement can spark creativity and confidence. Point Reyes also welcomed Erika Hara for a Japanese Storytime featuring homemade avocado sushi, games, translated stories, and an origami camera activity that immersed young learners in language and culture.

South Novato's Community Library Specialist for Youth & Families joined library professionals from across the region at the North Bay Libraries Serving Latinx Populations Roundtable, where they shared ideas, challenges, and successes while building relationships that will help libraries better serve their communities.

These experiences demonstrate that joyful learning is not simply about acquiring knowledge. It is about creating moments of wonder together that inspire lifelong curiosity.

THE STORIES THAT SHAPE US

Libraries can sometimes be measured by circulation numbers, program attendance, and library cards issued. Yet the stories that shape us are often found in quieter moments of conversations, gestures of trust, shared memories, or a simple act of kindness.

At The Redwoods Retirement Community, Bookmobile staff experienced one of those moments firsthand. A longtime reader and regular library user passed away earlier this year. For years, her husband faithfully visited the Bookmobile to pick up books she had placed on hold. After her passing, staff encouraged him to sign up for a library card of his own. He did, and he has continued checking out books ever since. What began as a service for one reader became a bridge that helped another maintain a lifelong connection to stories during a time of loss and transition.

In Marin City, an elderly resident arrived at the library with her daughters and granddaughters, hoping to learn more about their family's history in Marin County. Staff helped guide them through genealogy resources and local history databases, opening doors to stories that might otherwise have remained hidden. The visit became more than a research project; it became a multi-generational exploration of identity, place, and belonging.

Sometimes the smallest moments leave the biggest impression. In Novato, a patron returned to the library convinced that a laptop charger left behind over the weekend would be gone forever. Instead, he found it exactly where he had left it. Relieved and surprised, he smiled and remarked, "This is such a nice town." For staff, it was a reminder that libraries are built on trust as much as on books.

The relationships libraries build over time were evident throughout West Marin. Fairfax patrons visiting neighboring branches during the Fairfax Refresh closure made a point of sharing how much they missed their library and how much they looked forward to its return. At Civic Center, community members followed the branch Refresh project online, responding enthusiastically to progress photos and updates as they watched the transformation unfold. These reactions reflected something deeper than interest in a building. They revealed the affection people feel for the spaces and staff that are part of their daily lives.

At Point Reyes, a patron returned a book late with a handwritten note attached. The note explained that his father had been ill and thanked the library for its understanding. The message served as a simple reminder that compassion and flexibility matter, especially during life's most difficult moments.

South Novato staff recently celebrated a nursing student named Nikki, who spent the last five years studying at the library while working toward her degree. As graduation approached, staff surprised her with a congratulatory card recognizing her achievement. Over the years, the library had quietly become part of her educational journey, providing a place to focus, persevere, and ultimately succeed.

And in Stinson Beach, a librarian from Stinson Memorial Library in Anna, Illinois, finally fulfilled a long-held wish. For years, internet searches for her library often led people to Marin's Stinson Beach Library instead. Curious and amused by the connection, she had always hoped to visit. This spring, she finally made the trip, creating a memorable cross-country library connection that reminded staff how far a library's story can travel.

Though these moments differ, together they tell a larger story about connection, trust, curiosity, resilience, and belonging.

SNAPSHOTS OF MCFL



Staff enjoy a day out at the Giants Game!



Laguna students celebrating the Little Free Library they built together!



A Mother and her son on the bus at the Sunday Mother's Day Farmers Market.



After school students working on an origami project at Bolinas Library.



Erika Hara teaching Reading Buddies and other attendees how to make an origami camera during her Japanese Storytime at the Point Reyes Library.



Learning about sharks with the California White Shark Project at the Point Reyes Library.

COMMUNICATIONS & PUBLICITY

As branches reopened with refreshed spaces and renewed energy, the Marketing & Communications team helped share these transformations with patrons across multiple channels. Support for the Library Refresh initiative included email marketing campaigns, digital displays for in-branch screens, physical signage, social media communications, and video production documenting reopening celebrations and patron experiences.

The team also completed production of a new Art of Public Service video, featuring staff interviews that explored the creative pursuits and artistic talents of library employees beyond their public service roles. The project highlighted the diverse experiences and passions that enrich the county workforce and strengthen connections with the community.

Digital communications support continued across the organization through webpage updates, blog content development, graphic design, and content editing. The team also provided promotional support for the library's partnership with Dolly Parton's Imagination Library, helping raise awareness of the program and expand access to early literacy resources for every child in Marin.

A new video celebrating the Primavera community event was produced and published during the reporting period. The project featured interviews with program leaders, community partners, and participants, capturing stories of culture, connection, and community engagement.

Additional communications projects included creating instructional signage for the StoryStop/LibroStop library vending machine at Kruger Pines Senior Housing, photographing staff participation in the Play for All workshop at the Bay Area Discovery Museum, and providing graphic design support for the library's summer programming webpage.

Behind the scenes, the team continued ongoing accessibility and compliance efforts by updating graphic file metadata to support the library's adherence to ADA accessibility standards, helping ensure digital content remains accessible and inclusive for all users.



TECHNICAL SERVICES

While much of MCFL's work is experienced through branch visits, programs, and outreach, Technical Services continued to build and maintain the systems, collections, and digital infrastructure that support library service throughout the county.

The Online Library team expanded access to timely information and community resources through several website enhancements. Staff created a feature highlighting Jewish American Heritage Month, published a voter information blog to help residents prepare for the June 2 statewide primary election, and redesigned the website's homepage to better showcase events, new titles, and staff-curated reading lists. These improvements help visitors more easily discover library resources and connect with information relevant to their interests and needs.

Behind the scenes, Collections staff continued exploring innovative ways to expand digital access by meeting with Hoopla representatives to evaluate the platform's Flex program. Cataloging staff also created original records for a new collection of gaming laptops that will be available at Marin City, helping support equitable access to technology and digital learning opportunities.

Technical Services staff further collaborated with library leadership to organize and document collection and coding information that will support library vendors in implementing customized services across the MCFL system. This foundational work strengthens operational efficiency and helps ensure library services can continue evolving to meet community needs.

Collaboration also extended beyond MCFL through a partnership with Dolly Parton's Imagination Library. Staff created a dedicated webpage for the program, making it easier for families to learn about and access this early literacy initiative. By connecting families with free books and reading opportunities from an early age, the partnership supports MCFL's commitment to lifelong learning and literacy development throughout Marin County.

LIBRARY COMMISSION HR INSIGHTS

A Warm Welcome to Our Newest Team Members

We're pleased to share the arrival of a new staff member at Marin County Free Library Department. Each new team member brings a unique blend of experiences, talents, and perspectives that will help strengthen our ability to serve the diverse needs of our community. As they begin their journey with us, they will contribute to the programs, services, and daily operations that make our libraries welcoming spaces for learning, discovery, and connection.

Welcoming new colleagues is more than just filling positions, it's an opportunity to grow our collective knowledge, expand our capacity to innovate, and build upon the strong foundation of service that defines our department. We are excited to see the ideas, energy, and expertise they will bring to their roles and look forward to the positive impact they will have on our patrons, communities, and fellow team members.

Please join us in extending a warm welcome as they start this new chapter with the Marin County Free Library. We are thrilled to have them on board and look forward to the many contributions they will make in the months and years ahead.

Meg Needels joins the California Room as our newest Librarian I.

Career Spotlight: Current Opportunities

We are excited to announce several openings that support the continued growth and success of our services.

Library Assistant II at Fairfax Libraries and South Novato – A recruitment officially opened for two regular full-time positions on May 12, 2026 and concluded on May 26, 2026. Interviews are scheduled to take place in June, with the potential for two new team members to begin their journey with us in July.

Community Library Specialist at Marin City Library – Recruitment for two exciting opportunities, one full-time and one part-time position, opened on May 8, 2026, and closed on May 22, 2026. We were encouraged by the interest shown from applicants eager to contribute to our mission of serving the community. The next chapter begins in June as interviews get underway, with the possibility of welcoming two new team members to the Marin County Free Library in July.

Administrative Services Officer in Administration – We launched recruitment for a full-time position, accepting applications from May 21 through June 2, 2026. As we prepare for interviews in June, we are eager to meet the candidates who may become part of our library. We hope to welcome our newest team member in July and look forward to the contributions they will bring to our mission.

Library Aide at Novato and South Novato Libraries – This June, our HR team will begin recruitment efforts for two part-time positions as we continue building a strong and dynamic team dedicated to serving our community.

Library Assistant I at Fairfax Library – Our HR team is currently working on opening a recruitment for one part time position in July.

Community Library Specialist at Stinson Beach and Inverness Libraries – Our HR team is currently working on opening a recruitment for two part time positions in July.

LIBRARY DIRECTOR REPORT

MCFL receives a Community Partner Golden Bell Award

MCFL received a [Community Partner Golden Bell Award](https://bit.ly/43IJ25k) (<https://bit.ly/43IJ25k>) for our work with the Bolinas-Stinson School District in offering the Book Scouts program. This award was created in 1982 by the Marin County Office of Education and celebrates public education in Marin County.

Book Scouts supports students in grades 1-4 to gather once a week after-school in the school library to share stories, play literacy games, build library skills and work in small groups to increase reading fluency with English/Spanish bilingual library staff and volunteers. The goal of Book Scouts is to celebrate book and library joy and create a successful pilot of the program at West Marin School in Point Reyes.

The MCFL staff behind this incredible program and strong collaboration with their local schools are Madeline Bryant, Vanessa Waring, Mattie Ivy Leeds, Lily Rosenman and Alex Porrata. They've developed a program that reaches students where they are, strengthens the essential relationship between the school and public library, and builds lifelong readers in our community. Please join me in celebrating these staff for their creativity of program, meaningful impact, and reaching beyond MCFL's physical spaces.

Honoring Service to Communities in This Work

This month, two MCFL staff members celebrating significant milestones in their careers with the County of Marin. The Board of Supervisors honored these achievements in an Award Recognition Ceremony on May 13. Channing Wong, with our IT team in Technical Services reached his 20-year milestone. His supervisor, Jim Stephens, characterized Channing in three words: forward-looking, reliable and resourceful. Channing literally keeps us and our community members connected through his work supporting many of the technology systems and equipment that make MCFL provide excellent service to our communities and keep our communities connected to the larger digital world. Congratulations from all of us, Channing!

Jane Silvia, of Bolinas Library, recently reached her 25-year milestone with the County of Marin. Jane's supervisor, Madeline Bryant, characterized Jane as generous, beloved, and no-nonsense. When the Bolinas Library recently re-opened to the public, the public flocked to Jane to check in with her and see the new library. It was clear on that day that she is a fixture in the Bolinas community, to great joy for the community and the many library patrons that use, love, and adore that little-library-that-could. Congratulations and thank you for the many years of service, Jane.



West Marin staff and family with Bolinas-Stinson School Librarian at MCOE Golden Bell Award Ceremony.

LIBRARY DIRECTOR REPORT



Rotary Club of San Rafael

Two like-minded organizations had a meeting of the minds this month as Library Director Lana Adlawan presented the Library's Anti-Racism & Equity Strategic Plan and current initiatives to the Rotary Club of San Rafael. Literacy and community service are core values to Rotary, much like they are to libraries. Rotarians from across Marin County expressed how much they valued the library for its services to all ages and could not stop gushing about Libby, Overdrive, and the ease of access to take the library wherever one goes.



Library Director Lana Adlawan with other Marin leaders at MMANC Women's Summit, "The Power Within: Igniting Bold, Confident Leadership" in Roseville, California."

The Art of Public Service

Assistant Director of Library Support Services Juliet Schiller and other County staff collaborated to lead a series of art workshops over the last few months, which led to a culminating exhibition celebration this month, along with an incredible [article in the Marin IJ](https://bit.ly/4vz6Vm7) (https://bit.ly/4vz6Vm7) showcasing not only the effort but also the employees of the County. Congratulations to not only the planning team but the many MCFL staff who participated in this effort!

Measure B at Work! 🎉

8 of MCFL's branches are just about complete as we head into work on the final 2 this summer. The Fairfax Library will reopen on June 16 and Civic Center Library on June 11. For a "refresher" of the impact of this work on our recently completed branches, please visit marinlibrary.org/refresh to access our opening day previews of our spaces. You will see joyful faces, joyful places and a love for our community gathering spaces.

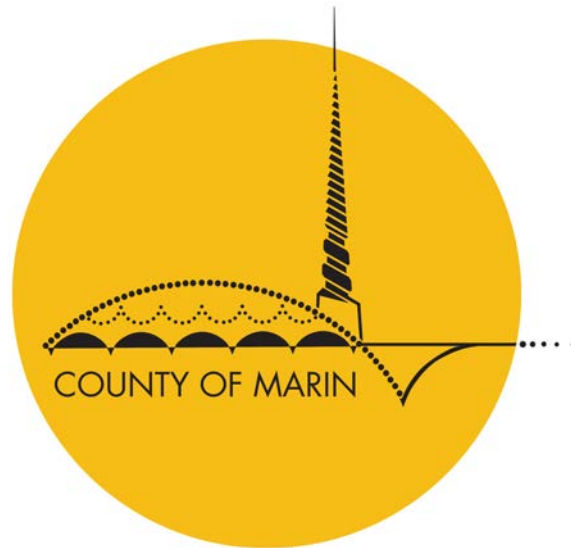
The last two branches to be completed are the Novato and Corte Madera libraries, with the full project to be completed in August 2026.

Play for All Workshop

Last, but certainly not least, MCFL held its second "Play for All" community workshop at the Bay Area Discovery Museum. Led by a team of MCFL staff, including our incredible early childhood educators of The Learning Bus, this initiative harnesses the importance of play for children to build essential education skills but also for adults in honoring that connection with children as a key factor to childhood success. This initiative builds on working with community partners in education equity regions across Marin County, ensuring that communities, families and children who have been under-resourced by inequitable systems are resourced, celebrated, and encouraged to experience library joy in incredibly innovative and new ways. This is the second workshop of three in building a new curriculum and approach to engagement with community partners central to the planning.



Lana Adlawan,
Director of County Library Services



THANK YOU

As we reflect on another season of growth, creativity, and connection, we are grateful for the continued guidance and support of the Library Commission. Your dedication helps us expand opportunities, nurture equity, and celebrate the voices of our diverse communities. Thank you for championing the work of MCFL and for walking alongside us as we bring joy, learning, and belonging to Marin. Together, we are building a stronger, more vibrant Library for all.

**MARIN COUNTY FREE LIBRARY
COMMISSION MEETING SCHEDULE
JULY 2026- JUNE 2027**

MONTH	DATE	LOCATION	PRESENTATIONS	PRESENTER(S)
JULY	N/A		NO MEETING	
AUGUST	12	FAIRFAX 4 PM	FY 26-28 LIBRARY WORKPLAN GOALS	ADLAWAN, LITTLE TAYLOR & SCHILLER
SEPTEMBER	9	NOVATO LIBRARY 4 PM	MEASURE A/B FUND REVIEW FACILITIES OVERVIEW	CHAN, MERZA & SCHILLER
OCTOBER	14	POINT REYES 2 PM	NEW WEST MARIN VEHICLE OVERVIEW	MERZA & LITTLE TAYLOR
NOVEMBER (THURSDAY)	12	CORTE MADERA 4 PM	STRATEGIC PLAN UPDATE / RACIAL EQUITY ALLIANCE	ADLAWAN, LITTLE TAYLOR, SCHILLER & BERTUCCI
DECEMBER	9	CIVIC CENTER 4 PM	WINTER CELEBRATION 100 YEARS OF MCFL	
JANUARY	13	LOS GAMOS 4 PM	MEASURE A/B FUND REVIEW FACILITIES OVERVIEW	CHAN, MERZA & SCHILLER
FEBRUARY (FRIDAY)	12	THE SHOP 4 PM	SERVICES TO CHILDREN: PLAY FOR ALL PROGRAM	LITTLE TAYLOR, CRUZ & LACERDA
MARCH	10	NOVATO LIBRARY 4 PM	STRATEGIC PLAN UPDATE / RACIAL EQUITY ALLIANCE	ADLAWAN, LITTLE TAYLOR, SCHILLER & BERTUCCI
APRIL (FRIDAY)	16	MARIN CITY 10 AM	FY 26-28 LIBRARY WORKPLAN MILESTONES	ADLAWAN, LITTLE TAYLOR, SCHILLER
MAY	12	FAIRFAX 4 PM	MEASURE A/B FUND REVIEW FACILITIES OVERVIEW	CHAN, MERZA & SCHILLER
JUNE	9	LOCATION TBD 4 PM	ANNUAL MEETING & ELECTIONS	