

MEETING AGENDA – EXECUTIVE MEETING

MEETING INFORMATION

Date: October 21, 2019

Time: 10:00 am

Attendees:

PREPARATION FOR MEETING

Please Read: Minutes of the Executive Meeting September 21, 2019

AGENDA ITEMS

1. Additions to agenda
2. Approval of Minutes from September 21, 2019
3. Closed Session
4. LMC Report
5. Board Chair Report
6. Executive Director Report
7. Indigenous Grant
8. Approval of vehicle
9. IT/Admin expenditure for an analysis scan of network, computers and servers
10. Sound System
11. Sitting Arrangement
12. Undrip
13. Communications
14. Roles of Trustees
15. Code of Conduct
16. 60's Scoop
17. Financial Report
18. Budget Committee
19. Policy Committee Report
20. Building Committee Report

ACTION ITEMS FROM PREVIOUS MEETING

1. Julie to provide cost comparison between IFLA, ALA, and ALC conferences
2. Jodi to bring to LMC for discussion of book allotment funds carry over

NEW ACTION ITEMS

- 1.
- 2.
- 3.

Next Executive Meeting scheduled November 23, 2019 at 8:30 a.m.

MEETING MINUTES – EXECUTIVE MEETING

MEETING INFORMATION

Date: October 21, 2019

Time: 8:30 am

Attendees: Vicky Lefebvre, Warren Griffin, Craig Lukinuk, Cyndy Heslin, Elaine SoroChan, Laurent Amyotte, Jill McLuckie, Jodi Dahlgren, Julie Walker, Heather Elliott, Amy Knifton

Absent: Karen Shaw, Justin Thompson, Larry Tiedemann

Meeting called to order at 10:00 a.m.

AGENDA ITEMS

1. Additions to agenda

Motion to approve agenda – Cyndy Heslin – carried

2. Approval of Minutes from September 21, 2019

Motion to approve minutes from September 21, 2019 – Jill McLuckie – carried

3. Closed Session

Motion to go into closed session 10:01 a.m. – Warren Griffin – carried

Motion to come out of closed session 11:06 a.m. – Craig Lukinuk – carried

Motion for Chair to proceed with legal matter as discussed in closed session, per FOIP section

27(1) Privileged Information – The head of a public body may refuse to disclose to an applicant
a. information that is subject to any type of legal privilege, including solicitor client privilege of parliamentary privilege.

b. information prepared by or for (i) the Minister of Justice and Solicitor General, (ii) an agent or lawyer of the Minister of Justice and Solicitor General, or (iii) an agent or lawyer of a public body, in relation to a matter involving the provision of legal services, or

c. information in correspondence between (i) the Minister of Justice and Solicitor General, (ii) an agent or lawyer of the Minister of Justice and Solicitor General, or (iii) an agent or lawyer of a public body, and any other person in relation to a matter involving the provision of advice or other services by the Minister of Justice and Solicitor General or by the agent or lawyer.

Break at 11:08 a.m.

Back to order 11:26 a.m.

4. LMC Report

- no report

5. Board Chair Report

- reviewed and discussed

- library budget, concern about their challenges regarding reduced hours

- Library Acts & Library Regulations – Regulations may be the better option

Motion to accept Board Chair report as information – Elaine SoroChan – carried

6. Executive Director Report

- introduced Amy

- discussed report

- public Service department – role of consultants, plan

- developing Niche Academy for information to help and support libraries in tasks

- library board training – job descriptions, hiring & recruiting and minimum requirements & policies for libraries

- professional development for HQ staff and library managers

- discussed the new RELAIS system that is replacing VDX – PLSB

- RBdigital opportunities discussed

- acquired ZOOM because next year RISE will be discontinued
- Kelly was asked to speak to security (9)
- ACSI can do an assessment – followed by discussion

Motion to approve \$10,000 for initial inspection on IT system walk through from earmarked funds – Laurent Amyotte – carried

- Amy was asked to speak about van purchase (8)
- provided specs, maintenance and size of vehicles
- looked at different brands
- Amy's recommendations:
 1. RAM ProMaster (2020) from St Paul Dodge, 90L tank, needs to be ordered - \$34,907.51 + GST
 2. Nissan NV 2500 (2019) from Sherwood Park, 106L tank, in stock - \$34,283.25 + GST plus an additional \$600-\$1000 for the installation of a safety partition wall
- Discussion about vehicles

Motion for Policy Committee to review replacement criteria on the vehicles. Example: cargo vs. passenger van – Laurent Amyotte – carried

Action Item: Administration to review cargo vehicle specification and bring back to the Executive for further discussion.

Motion to order the RAM ProMaster for \$34,907.51 + GST take from earmarked funds and this year's budget and in the meantime use the Caravan – Craig Lukinuk – carried

Motion to accept Executive Director report as information – Jill McLuckie – carried

7. Indigenous Grant

- discussion about the Best Practice document from PLSB
- Diversity Statement – to look at all qualified personnel; be all inclusive
- discussion about elected official, ex officio, public at large
- starting the process

Action Item: Julie to put something in the hiring practices and policy

- Resources - mental health and cultural resources
- Libraries and Library Boards need to be familiar with the information – provide the appropriate links
- Engage Indigenous for collaboration to move towards working together, to be part of the community. Representatives from our Region.
- Need to move in the right direction for grants specs
- Conversations for municipal level

Action Item: For Plan of Service – mission or vision needs to include all inclusive

Action Item: For administration to include all inclusive statement in hiring, policies and job description

Direction Item: Board meeting is an open meeting and send invitation to Elders & libraries can post invitations

Action Item: Send the Promote Indigenous Representation of Board Members, Staff and Volunteers to all Board Members & Library Managers for review and feedback

1. Julie will send to Board
2. Jodi will send to Library Managers

Action Item: Vicky recommends that the Executive complete the 4 Types of Unconscious Bias in the Workplace <http://au.hudson.com/latest-thinking/infographics/4-types-of-unconscious-bias-in-the-workplace>

Motion to accept as information – Craig Lukinuk – carried

8. Approval of Vehicle

- see above (Executive Director report)

9. IT/admin expenditure for an analysis scan of network, computers and servers

- see above (Executive Director report)

10. Sound System

- NLLS has purchased a system with cordless mics; this should help with hearing during the Board meetings

11. Sitting Arrangement

- Discussion for the best options

Action Item: remove the zone signage, ensure the 3 people from Executive (Chair, Vice Chair and ED) remain at the 'top' table. AGM arrangement works with the zones.

12. UNDRIP

Motion to add the UNDRIP document on the website – Craig Lukinuk – carried

13. Communications

- NLLS has an HR time stamped electronic device for the staff
- through discussions it has become apparent some board members are not familiar with the communications policy outlining our procedures both internally for staff and externally for library and board members
- discussion about communication policy

Motion for Grievance Committee and Whistleblower each need a separate email that are direct to the position not the person. Example: policy@nlls.ab.ca

Action Item: Grievance Committee and Whistleblower each need a separate email that are direct to the position not the person. Example: policy@nlls.ab.ca

14. Roles of Trustees

15. Code of Conduct

Motion to invite PLSB to provide PD on the Roles of Trustee and Code of Conduct as a delegation – Craig Lukinuk – carried

16. 60's Scoop

- see report

17. Financial Report

- no report

18. Budget Committee

- amending & re-evaluate the budget depending on the outcome of the November meeting
- following discussion on libraries budget deadline we need to consider having this done earlier in the year so libraries may have included in their budget. For example, some libraries are making presentations to their councils in September and we do not approve the NLLS budget until November

Motion to accept the Budget as amended – Craig Lukinuk – carried

19. Policy Committee Report

- annual review of policies
- terms of reference: some have been reviewed & updated while others are being created
- review date to be included when policy is updated; highlight minor/major changes in policies

Motion to accept Policy Committee Report as information – Cyndy Heslin – carried

20. Building Committee Report

- discussed report

Motion for Jill to request further information for cost of civil engineer and bring back at the next Executive meeting – Craig Lukinuk – carried

Motion to accept Building Committee Report as information – Warren Griffin – carried

Discussed Email Meeting:

Motion for Executive Committee to be compensated for the time spent on October 10, 2019 email meeting with reference to legal: members receive \$100; Chair receives \$200 – Elaine Sorochn – carried

ACTION ITEMS FROM PREVIOUS MEETING

1. Julie to provide cost comparison between IFLA, ALA, and ALC conferences – carried forward
2. Jodi/Amy to send out a survey email to libraries regarding book allotment funds carry over – carried forward

NEW ACTION ITEMS

1. Action Item: Administration to review cargo vehicle specification and bring back to the Executive for further discussion.
2. Action Item: Julie to put something in the hiring practices and policy
3. Action Item: For Plan of Service – mission or vision needs to include all inclusive
4. Action Item: For administration to include all inclusive statement in hiring, policies and job description
5. Action Item: Send the Promote Indigenous Representation of Board Members, Staff and Volunteers to all Board Members & Library Managers for review and feedback
6. Action Item: Vicky recommends that the Executive complete the 4 Types of Unconscious Bias in the Workplace <http://au.hudson.com/latest-thinking/infographics/4-types-of-unconscious-bias-in-the-workplace>
7. Action Item: remove the zone signage, ensure the 3 people from Executive (Chair, Vice Chair and ED) remain at the 'top' table. AGM arrangement works with the zones
8. Action Item: Committee Members need to be listed on the website. (Tracy to send this information to Heather)
9. Action Item: Grievance Committee and Whistleblower each need a separate email that are direct to the position not the person. Example: policy@nlls.ab.ca
10. Direction Item: Board meeting is an open meeting and send invitation to Elders & libraries can post invitations
11. Note for Tracy - communication needs to be a separate item on the Nov. Board agenda not included in the policies
12. Note for Tracy - please send two separate emails: one for the invitation and the next with the reports because unable to open reports if sent with the invitation

Motion to adjourn at 3:01 p.m. – Laurent Amyotte – carried

Next Executive meeting scheduled for November 23, 2019 at 8:00 a.m.

Approved By: _____

Date: _____

Chair's report for October 21, 2019

Possibly visiting Gibbons council later this week, waiting on confirmation from their council rep and CAO. Request came in from Jay after last meeting and confirmation has not been received yet.

Manville booked for November 5th to meet the board.

Attended 60's scoop conference workshop, report sent separately and recommend we offer something here for the library managers and board members to attend either conference time or offer separately.

Copy of their presentation for handout.

Attended library managers meeting, great bunch of dedicated librarians. It was difficult to hear of some libraries having their hours cut and some even worried about closing .NLLS asking for 2% increase was difficult for them to accept with these conditions out there. New security systems were reviewed. I expressed my concerns to Julie about having all libraries on this within a month and only 3 people in IT. She discussed with them and confirmed there should be no problem. My concerns stemmed from when they input new apps (I may not be using right terminology) that they and to get NLLS permission when added on printer. . Summer reading program was a hit.

Asked if NLLS was going to keep advocating to open library act while not all libraries in agreement. I stated that we definitely wanted at least regulations opened/changed due to the MLIS requirement and how it negatively impacts NLLS. Even for them to look at some sort of sliding scale to population urban/rural. We would prefer the dollars going for services rather than an MLIS requirement and the ability to hire to need. We cannot stop municipalities from advocating at their organizations as you cannot tell one municipality what to do. Their concern was what happened in other parts of country and affecting their services by removing requirements. A review or opening of an act does not necessarily need to be negative. Have requested Julie put together the savings of all libraries and boards so they can have for budgeting.

Request from them to do earlier budgeting timelines. *****

Director's Report for Executive Committee

With Jake Marion gone I have taken over as manager for the Public Services Department

I have set the consultants to task

Anna- HQ Collection Development and block management, Myrnam librarian to develop policies and procedures, rotational VDX, training and helpdesk for 16 libraries, conference lead and in charge of the summer student

Greg – will have 15 libraries, library training and helpdesk, VDX rotation, conference, indigenous liaison, and library orientation documentation

Vicky – e-resource and database management and statistics, evaluation and requisition of new resources, presentation to libraries on e-resources and databases and devices. Developing kits and makerspace programs for libraries, VDX training and helpdesk, conference

Future initiatives to help libraries will be PofS, inventory, weeding and collection development, training for local library boards on recruitment and training of library managers to help local board development

It has become apparent that NLLS needs more professional development in house and courses and pricing have been sought in the following areas

For employees : Stress and priority management, building resilience and understanding challenge and accepting change, developing skills for effective conflict management, respect at the workplace and professionalism in the workplace

For Managers : Reducing stress in the workplace, enhancing communications in the workplace, the art of effective bridge building, dealing with difficult behaviours in the workplace, stamping out bullying in the workplace.

My report from IFLA is here and its also on the website.

News about Relais – PLSB sent out the document to be signed for the new ILL service but it said that it came with obligations and terms from the libraries, but they were not sent. A message has been sent to PLSB as to what these are but they have yet to reply. Apparently one of the TRAC directors has been sent additional info and she has forwarded this on to us. I will be going over the OCLC agreement and contract next week before signing

We are still in negotiations with RBDigital, the rep had hoped that the province would take up the subscriptions so that all of Alberta will get access to over 3,000 titles but these negotiations will not happen until the new year. Currently, we only getting 50 titles but the Systems are in conclusion to join as one for the time being.

As you know we have acquired zoom which is a good thing as RISE Video Conferencing will end sometime next year when Marigold will move into their new building

Kelly to present for extra money for IT Amy to present RFPs for vehicle

IFLA Conference Report

Twenty years of Change

How IFLA have developed over the last twenty years, that more countries have joined the organization as libraries fight for recognition, focus has changed towards advocacy and tools have been developed for global use

IFLA Global Ideas Store

Was introduced to the Global Vision Ideas store where a broad range of ideas are submitted by members around the globe, this is a give and take platform to inspire engagement in your communities and help create a strong and united field of information. The ideas can be used as a resource for inspiration in your community. (take a look when I get back)

Ideas such as : "Create advocacy handouts and share them in the library. They could be a "10 ways". series of advocacy handouts. For example, 10 ways public libraries power smart cities or 10 ways libraries drive successful businesses etc"

"Encourage all libraries to adopt BIBFRAME as soon as it is ratified or if that takes too long find other ways of making the wealth of information in MARC records available to the semantic web. Also, implement a national Integrated Library System (ILS) and a national e-library compatible with this data model is important."

"Media literacy training for librarians. Develop training programs for librarians with a focus on media literacy and the use of digital technologies for everyday life. Become experts in social media, online tools, apps, in everything the users use to get and consume into. Do that with partnerships with Information Technology (IT) companies, education and partnerships. Mastering the new digital tools can help the (school) librarian develop and deliver top quality (school) library services and activities and support learning, literacy and reading. Organise practical training on the best technology products and services available, and draw attention to the value of existing practices"

Identified in these example s the need for training, develop handouts, toolshed and be on the forefront of technology

Legal implications of Disruptive technologies

Information ethics and policy issues associated with data mining and analytic practices

Learning analytics practices enable institutions to access, aggregate and analyze making them information fiduciary to understand about optimising the learning environment using the following:

Descriptive stats

Inferential stats

Predictive modelling

AI

Data and information inform learning analytics such as Biographic, demographic, economic, system interactions, environment interactions, social interactions and academics

The aim to which analytics are directed – efficiency and effectiveness, political pressure by stakeholders reduction, analyzing data for results for better decision making such as digital resources, collections and workflows

There has to be a plan for data mining and collection to make it relevant and justifies the reason for acceptable resources placement

Mere relevance is not enough to justify data collection and analysis

Justification depends on whether there is a plan and the justification of the that plan and the data is to serve the patrons not what the library thinks it might need.

As information fiduciaries it is up to the library to put aside biased opinions to better serve the patron

Predicting disruptive technologies can support inclusive and accessible service, enable to communication and help libraries to analyse and visualize collections, such as maker spaces, social media, can our users make unfiltered comments that are ethical and moral can be an issue as we rely more on these technologies.

It has become apparent that by data mining through apps that it could potentially put people at risk as to suck things as location (example used Strava) and how this can be made available to third party aggregates

Data protection laws in countries protect the services and patrons information that we have to be very aware of. Ai, at the moment, doesn't make a lot of sense, therefore are they really worth it. Libraries have started to move to Ai such as google, lexa and siri that hold the conversations indefinitely in their database, once they had people to listen into conversations, amazon still do

In Australia, they are looking at the government level for Ai policies and procedure, acts and regulations, that cold disrupt Ai in libraries, as a result human rights come into play

Encryption laws is being looked at that could be disruptive to our library patrons for many reason such as ILL.

Self awareness that we are being monitored. But it mustn't stop us from exploring.

In the EU there are data policies surrounding the areas outlined above

Innovation in changing time

IFLA – declaration of the Ministers of Culture and Latin America and the Caribbean – to invest and design strategies so that librarians can continue to contribute to their countries. Network has been incredibly important to integrate libraries to international strategy and libraries are an important part of obtaining this commitment. South America and the Caribbean have joined forces in the United Nations to reach goals of librarianship that continues to develop libraries to promote the needs of laws to

establish and strengthen access to information through libraries, this is especially important for cooperation for rural libraries to keep up to date and to provide the services needed (good for Canada)

IFLA has been an integral part of providing strategies for the libraries world wide through innovations and changing services to suit the patron.

OCLC have found that millennials and post millennials are very connected virtually. It has been found that through interviews, the face to face connection has become worse because of social media, this has been linked to increasing mental health and depression. Social work should now be part of the library makeup as it is the librarian that is the face that the patron sees. It is important for the millennials to become more connected through programs provided by the library.

Partnership with social and public sectors is incredibly important for understanding the patrons in their communities to help individuals with needs such as help, information, and safe spaces.

Strengthening the Global Voice: Securing the Future of Libraries

What IFLA can do to help in Advocacy: depend on funders, government, legal, citizens, stake holders,

There is the conception that everyone likes libraries, however not everyone will invest in libraries as they are in competition with other services and libraries have an important part in infrastructure, but we do not make money, and this is perceived as a problem.

Libraries all around the world share the same dilemma: the main arguments are:

1. Because access to information drives progress
2. Because libraries are essential partners for development (libraries step in for the divide)
3. Because business as usual is not the option: international action is essential for a modern copyright framework across the world is legal and can cross borders
4. Because openness is a driver of equity, progress and transparency
5. Because preserving and giving access to heritage is the cornerstone of a strong society
6. Because public internet access in libraries is a vital part of a comprehensive internet offer
7. Because intellectual freedom is worth protecting
8. Because education must be the main long-term response to fake news

❖ Take stories from other countries through IFLA to advocate for your library (check this out when I get back). Check out the country profiles on IFLA

IFLA want to know our stories to help us as an organization to be present and to help with a collective voice

E-lending

Physical books libraries can freely buy and lend but digital books you need permission, they are regulated by a contract with imposed conditions for lending and there is no deliberate decision to regulate differently

E lending – author – publisher or distributor – aggregator (overdrive) – libraries - reader

Two case studies with same questions – availability, price, terms of agreement

Focused case study 1 – 5 different aggregators in one country Australia

Focused case study 2 – 1 aggregator in 5 countries Australia, New Zealand, USA, UK, Canada

Nearly 100,000 books were used in the study

Terminology

OC/OU one copy/one user. Borrowed by one person at a time, perpetual use if stays on platform (ie, overdrive)

MA Metered Access one person at a time plus additional restraints such as time and checkouts

Results show the disparity of lending within English language countries. Titles are more readily available in US and Canada with only 12% of the 100,000 titles missing compared to 21% in Australia and NZ and 23% of titles missing in the UK.

Canada and US have the most expensive e books that are missing in other countries

Also educational books from Hachette are not available in countries other than US and Canada due to their lending policies

Good news is though that out of the tiles missing only 6% were missing as a physical item that suggests that libraries continue with availability of titles

Sometimes though books are available but not necessarily accessible, which tells that very different relationship to the age of a book and the terms of which its offered to libraries

MA - Publications of older books that copyright has expired before the 1930s were priced about \$2.30. thirty years later these titles peaked at buying about just under \$20.00 which shows that to buy an older book the price fluctuates but become very expensive

97% of the titles had zero choice of licence, so the libraries role is threatened for patron accessibility

Prices varied for the books of the five countries ranging from 0-1% difference to 50+% For instance, same book, same platform, same licence ranged from \$12.00 to over \$40.00 for the same title

Conclusion is that aggregators were not getting the same publisher pricing from the publishers. Publishers aren't very good at delivering equal terms aggregators and the aggregators don't always know what is happening, that there is no transparency in the deals that the publishers make for each platform in terms of pricing, and accessibility.

Check out the e-lending dashboard

IFLA Public Libraries meeting (4 meetings over the conference)

Objectives:

1. Support the sector through the sharing of best practice- undertake review of PLS guidelines, Review of PS manifesto
2. Monitor, record and share initiatives that support equitable access to information and knowledge
3. Build capacity for public libraries and public librarians internationally through an agile and engaged section
4. Promotion and sharing of information – blog, facebook, survey
5. Engage and consult to work with industry stakeholders to develop standards
6. Session planning
7. Advocate for equitable access to information and knowledge for communities world-wide that supports the democratic process, shared understanding and community well-being

Global issues for public libraries

Funding: public library services in the UK are still experiencing challenges in funding and governance. Although it's true to say that there are still great projects and fantastic work being undertaken in public libraries, the negative stories continue to hit the headlines. Most recently, the city of Aberdeen in Scotland has announced that it would close all but one of their 17 libraries and most parts of the country, local councils are facing difficult budgetary decisions.

E-Book-Lending: no movement so far: The non-commercial "lending" of e-books by public libraries remains unregulated. Although many publishers grant licences for e-books to libraries, they do demand higher prices for this and are increasingly combining this with months of waiting before libraries can even purchase new publications (which is known as "windowing"). This significantly limits the information available with e-media. Following the ECJ decision in November 2016, the dbv calls on the German government to make electronic "lending" legally secure for library customers. Every e-book that is offered on the German market for end customers must essentially also be available for purchase by libraries and the copyright holders must be fairly involved. Access to culture and information for all citizens, including in the digital world, is at stake.

In Norway the libraries planned in 2019 the possibility of more digital content and better services with e-books and e-audio books at the National Library. But now the Norwegian Publisher's Association has stopped all negotiations. The status of ebooks and e-audiobooks is worse than 2016-17. They demanded that the Norwegian publisher association come on the track and contribute to a solution that opens for lending of Norwegian e-audio books in Norwegian public libraries. They were blocking lending by the format YA and it shows the publishers have little understanding that next-generation readers -both borrowers and buyers -are at stake.

I reported that Macmillan publishers had changed their lending model of EBooks and that there was movement to denounce this new model by CULC (Canadian Urban Libraries Council) and ALA (American Library Association) where a library will only be able to buy one copy of a title and that the libraries will have to wait at least eight weeks before another copy could be bought. Also, I reported that there are

restrictions for accessing ebooks for authors that have sold their rights to Amazon and that this was becoming a common practice.

It was reported that embargoes and restrictions on titles from the United states to certain European countries was also being threatened and will likely see effect of this in November

This infringes on freedom of rights and access and the group are wanting to investigate for a world-wide movement on epub's

NLLS BUILDING COMMITTEE REPORT

CIVIL DESIGN SCOPE OF WORK

Further to the September 19, 2019 Meeting after which Jen-Col was advised of the decision to stop further work, I have received the following response which is attached.

Please note that NLLS will be receiving the recommendations from Arrow Engineering as well as their recommendations, which will be ours to use, should we wish to proceed with further work in the future.

Jen-Col will be submitting their invoice as quoted. We will require a motion to approve payment.

WINDOWS

The window resealing work has been completed, and inspected, and Jen-Col was arranging to have them cleaned. E-mail from Shaun Karst is attached.

Respectfully submitted

Jill McLuckie, Chair

			# of Days	Overall cost/time per day
Greece Aug 24-30 2019				
Total Expenses	\$	4,965.38	6	\$ 827.56
	33hrs claimed			*new
Total Timesheet Hours w/travel	(27.5hrs unpaid flex total = 60.5)			contract

ALC - Jasper Apr 25-28 2019				
Total Expenses	\$	2,416.55	4	\$ 604.14
	35hrs claimed			*previous
Total Timesheet Hours w/travel	(28hrs reg plus 7hrs flex)			contract

ALA - New Orleans June 21 - 26 2018				
Total Expenses	\$	4,119.39	6	\$ 686.57
	80hrs claimed			*previous
Total Timesheet Hours w/travel	(49hrs reg plus 31hrs flex)			contract

Greece Aug 24-30 2019

	Food	Travel Exp	Hotel	Airfare	Conf Fee	Comments
04/02/2019					\$ 777.34	7 days - 111.05 per day
08/28/2019	\$ 19.75					Julie portion
08/26/2019		\$ 84.08				Taxi
08/27/2019	\$ 3.80					Coffee
08/30/2019	\$ 14.63					Food
08/26/2019	\$ 3.80					Coffee
08/26/2019	\$ 3.80					Coffee #2
08/30/2019	\$ 13.61					Food
08/25/2019	\$ 39.75					Food
08/26/2019	\$ 30.37					Food
08/26/2019		\$ 12.19				5 day train pass
08/27/2019	\$ 9.87					Food
08/27/2019	\$ 3.80					Food
08/28/2019	\$ 13.67					Food (Bought for colleague as well)
08/28/2019	\$ 44.06					Food
08/31/2019	\$ 43.73					Food
08/31/2019			\$ 2,527.67			Hotel - 6 days \$421.28 per day
08/31/2019	\$ 30.16					Food
03/22/2019				\$ 982.80		Flight
08/25/2019		\$ 84.08				Taxi
08/25/2019		\$ 12.19				Train pass
04/01/2019					\$ 210.23	Membership
Totals	\$ 274.80	\$ 192.54	\$ 2,527.67	\$ 982.80	\$ 987.57	\$ 4,965.38

ALC - Jasper Apr 25-28 2019

04/01/2019					\$ 285.00	3 days - 95.00 per day
05/07/2019			\$ 1,416.00			3 days - 472.00 per day
04/29/2019	\$ 16.05					Food
04/29/2019		\$ 529.05				Mileage
04/25/2019		\$ 65.45				Gate Pass
04/01/2019					\$ 105.00	Membership
Totals	\$ 16.05	\$ 594.50	\$ 1,416.00	\$ -	\$ 390.00	\$ 2,416.55

ALA - New Orleans June 21 - 26 2018

01/31/2019					\$ 512.97	6 days - 85.50 per day
01/19/2018			\$ 1,962.53			6 days - 327.09 per day
06/20/2018	\$ 23.85					Food
06/20/2018	\$ 8.26					Food
06/24/2018	\$ 23.98					Food
06/25/2018	\$ 25.13					Food
06/25/2018	\$ 7.58					Food
06/26/2018	\$ 9.34					Food
06/26/2018	\$ 32.84					Food
06/26/2018	\$ 74.26					Food
06/27/2018	\$ 17.93					Food
06/27/2018	\$ 7.23					Food

06/22/2019		\$	6.81					Taxi				
06/27/2019		\$	28.43					Taxi				
06/28/2019		\$	50.00					Nexus				
01/12/2019					\$	1,125.90		Flight				
01/12/2019						\$	202.35	ALA Membership				
Totals	\$	230.40	\$	85.24	\$	1,962.53	\$	1,125.90	\$	715.32	\$	4,119.39

From: Shaun Karst
Sent: October 16, 2019 8:13 AM
To: Jill McLuckie
Cc: Bryce Knutson; Shaun Karst
Subject: NLLS - civil design

Hi Jill,

Further to the letter Jen-Col received from NLLS on September 19, I understand we were putting a stop on all further work with regards to the new man door, wall insulation, swale work, etc.

I wanted to advise on the civil design scope of work. As Jen-Col was previously given approval to complete the civil design, much of that work was already completed or near completion when the letter was received from NLLS. As such, we will be submitting an invoice for the civil design as quoted.

I'm currently finalizing the details with Arrow Engineering, but hope to have the complete survey and their recommendations which I can then pass on to NLLS. NLLS can then use this information in the future if it is decided to move forward with any of the civil work through Jen-Col or another company.

Regards,



Shaun Karst
Project Manager
P: 780-571-8523
C: 780-919-2239
F: 780-963-0264
www.jen-col.com

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From: Shaun Karst
Sent: October 16, 2019 7:47 AM
To: Jill McLuckie
Cc: Jill McLuckie; Bryce Knutson; Kelly Roberts; Shaun Karst
Subject: NLLS - window resealing completion

Good morning Jill,

As you may be aware, the window resealing work was completed on October 2. Jen-Col's Superintendent reviewed the work and found that it was completed in a quality manner. I believe he also met with Tracy during his final review as well.

We are currently lining up a window cleaner to do one last final clean on the exterior of the windows. Hoping to have that completed sometime this week, but I will keep you posted.

Regards,



Shaun Karst
Project Manager

P: 780-571-8523

C: 780-919-2239

F: 780-963-0264

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NLLS Policy Meeting Minutes of Friday Oct 11, 2019

In Attendance: Warren G, Barbara S, Debra M, Wil O, Julie W, Terri H, Karen S via phone.

1. Approve Meeting Minutes from previous meeting of July 10, 2019 Barb S motions, all in favor, carried.
2. Debra M motions to accept the amended agenda. All in favor, carried
3. 11:45am – Karen Shaw left the meeting
4. Annual Policy Reviews – Requires new signature
 - a. Policy Revision File – on-going
 - i. Sec 1, 1A Staff Orientation
 - ii. Sec 1, 1F Staff Reduction and Termination
 - iii. Sec 1, 1I Statutory and General Holidays
 - iv. Sec 1, 1N Pay Days
 - v. Sec 1, 1O Staff Long Service
 - vi. Sec 1, 1S Cell phone Policy
 - vii. Sec 1, 3D Financial Matters
 - viii. Sec 1, 3E Conflict of Interest
 - ix. Sec 1, 3G Political Activity
 - x. Sec 1, 3N Outside Computers
5. Policies to go back to Administration for re-work or additional information
 - a. Sec 1, 3J Internet and Computer Usage
 - b. Sec 1, 3K Spyware and Spam Control
 - c. Sec 1, 3L Social Media
 - d. Sec 1, 3M Email Usage
6. Policies Sent back to committee for review
 - a. Sec 1, 1B Compensation – Include – Grid & ORG Chart Barb S motions to send to the EC, all in favor, carried.
 - b. Sec 1, 1J Vacation Debra M motions to send to the EC, all in favor, carried.
 - c. Sec 3, 1J Grant Applications Barb S motions to send to the EC, all in favor, carried.
 - d. Sec 3, 1H Finance Fund Accounts Wil O motions to send to the EC, all in favor, carried.
 - e. Sec 3, 1G Budget Barb S motions to send to the EC, all in favor, carried.
 - f. Sec 1, 3X Executive Director Evaluation – Karen S motions to send to the EC, all in favor, carried.
 - g. Sec 2, 1K Board Member Orientation – Wil O motions to send to the EC, all in favor, carried.

Barb Smith, motions to amend Sec 1 3A-Code of Ethics policy.

7. Additional Reviews
 - a. Sec 2, 1H Committees of the Board
 - b. Barb S, motions to amend Sec 1 3A-Code of Ethics policy.
 - c. Sec 1, 3Q Grievances – Barb S motions to have this forwarded to legal for review and provide recommendations back to NLLS. All in favor, carried.
8. Amendments from Annual review
 - a. Sec 1, 1Q Retirement – amended word
 - b. Sec 1, 2C Gym Usage

5. Terms of Reference

- a. Advocacy Committee - updated
- b. Policy Committee updated
- c. Executive Committee - no Terms of reference, follow policies
- d. Executive Director Eval Committee
- e. Plan of Service Committee - NEW
- f. Grievance Committee- no Terms of reference, follow policy
- g. Building Committee

Next Policy Meeting: Nov 23 after General Board Meeting

Meeting Adjourned at 3:45pm.

Promote Indigenous representation of board members, staff and volunteers.

Promoting Indigenous representation and relations is key for board members, staff and volunteers within our libraries. Better awareness and understanding of community engagement happens when staff, Volunteers and boards reflect the community needs. Libraries benefit from employees who bring cultural experience, creativity, different worldview, and language skills into the library.

Public Library Services Branch (PLSB) recognizes the importance of Indigenous representation on library boards and in our libraries as staff. Therefore, PLSB has incorporated the following guidelines into the latest edition of *Best Practices for Public Libraries in Alberta* (2018):

- Library boards are encouraged to develop and maintain face-to-face relationships with Indigenous community representative organizations within their service areas (for example, First Nations Band Council, Métis Nation of Alberta regional representation, Metis Settlement representation, Larga Ltd. and Friendship centers).
- Library boards develop inclusive hiring practices and create deliberate and targeted strategies to encourage Indigenous applicants in advertised positions. Recruitment and retention strategies are adopted for Indigenous projects, programming, and student employees. Boards may also wish to create an ex-officio position for local Elders, or invite Elders to open meetings.
- Library boards should ensure the percentage of Indigenous persons in these positions be proportionate to the percentage of Indigenous populations in and within service areas. Library boards should make concerted effort to hire local Indigenous people and community members.
- Indigenous employees must be considered for long-term positions instead of short term positions.
- Employees should have access to relevant mental health and cultural resources.
- Employees should have safe access and recourse to grievance or complaint about structural issues around racism and sexism.
- Recognize that we all hold unconscious/implicit biases based on our experiences, socio-economic locations, and our own cultures. There are several common types of these biases:
 - ✓ *Affinity Bias*: tendency to prefer people who are more like us (this includes race and gender).
 - ✓ *Normative Bias*: preferences and assumptions about traditional skills and career pathways.
 - ✓ *Confirmation Bias*: tendency to accept facts that align with our pre-existing opinions and beliefs.
 - ✓ *Perception Bias*: judging the competency of someone based on their appearance or identity, which can be the result of stereotypes.
 - ✓ *Attribution Bias*: what people attribute success to and how they see it can cause some groups of people to be perceived as naturally capable and others not.
 - ✓ *Group Think*: when people try to fit in and end up holding back their own thoughts, and consequently their own identities.
- Ways to get more Indigenous staff members, volunteers, and board members:
 - Use targeted recruitment strategies: for example, when a position becomes available, look at where it is advertised and who is encouraged to apply.
 - When recruiting, demonstrate a commitment to inclusivity by incorporating a diversity statement in recruitment or personnel policies.

- Watch for biased language within the job posting and pre-requisites to make sure that the language is inclusive of Indigenous ways of being and knowing.
- Challenge your own assumptions and decisions, and train all staff to be aware of their own unconscious/implicit bias through communities of practice, resources and training opportunities.
- Remove unconscious bias from the interview process so that all candidates are ensured equitable consideration. (Wondering if you have an unconscious/implicit bias? *Project Implicit* offers an Implicit Association Test <https://implicit.harvard.edu/implicit/takeatest.html>).
- Create diverse recruitment and job hiring panels during the selection process.
- Consider Indigenous experiences and connections to Indigenous communities as important pre-requisites in the hiring process for library positions.
- Become informed about different ways of knowing and experiential knowledge, and the terms in which the skills can be transferrable. Implement cultural awareness training for the Board and all its employees. Remember: cultural competency is your responsibility, not the responsibility of Indigenous people and communities.
- Promote and nurture mentoring programs for Indigenous staff, volunteers and board members upon recruitment.
- Do your best to challenge structural racism and affirm Indigenous relationships.

Resources

- Dalton, S., & Villagran, M. (2018). Minimizing and addressing implicit bias in the workplace: Be proactive, part one. *College & Research Libraries News*, 79(9), 478. doi:<https://doi.org/10.5860/crln.79.9.478>
- Government of Alberta. (2017). *Diversity and Inclusion*. Retrieved from: <https://www.chrshare.alberta.ca/DMHRIC/SitePages/DnI.aspx>
- Government of Alberta. (2008). *Employing a diverse workforce: Making it work*. Retrieved from: <https://www.albertacanada.com/files/albertacanada/employdiverse.pdf>
- Hudson Talent Management. (2016). *4 types of unconscious bias in the workplace*. Retrieved from: <http://au.hudson.com/latest-thinking/infographics/4-types-of-unconscious-bias-in-the-workplace>
- Indigenous Canada Massive Online Open Course Library Toolkit: http://cfia-fcab.ca/en/indigenous/indigenous_canada_mooc/
- Ryerson University. (2016). *Types of unconscious biases and how to counteract*. Retrieved from: <https://www.ryerson.ca/content/dam/equity/documents/Types-of-Unconscious-Biases-and-Ways-to-Counteract.pdf>
- Tuck, E., & Yang, K. W. (2012). Decolonization is not a metaphor. *Decolonization: Indigeneity, education & society*, 1(1), pp. 1-40.
- Yee, B., & Young, D. (2017). *Diversity and inclusion learning session* [Webinar]. Government of Alberta.



United Nations

United Nations
DECLARATION
on the **RIGHTS**
of **INDIGENOUS**
PEOPLES



United Nations

United Nations Declaration
on the Rights of Indigenous Peoples





Resolution adopted by the General Assembly

[*without reference to a Main Committee (A/61/L.67 and Add.1)*]

61/295. United Nations Declaration on the Rights of Indigenous Peoples

The General Assembly,

Taking note of the recommendation of the Human Rights Council contained in its resolution 1/2 of 29 June 2006,¹ by which the Council adopted the text of the United Nations Declaration on the Rights of Indigenous Peoples,

Recalling its resolution 61/178 of 20 December 2006, by which it decided to defer consideration of and action on the Declaration to allow time for further consultations thereon, and also decided to conclude its consideration before the end of the sixty-first session of the General Assembly,

Adopts the United Nations Declaration on the Rights of Indigenous Peoples as contained in the annex to the present resolution.

*107th plenary meeting
13 September 2007*

Annex

United Nations Declaration on the Rights of Indigenous Peoples

The General Assembly,

Guided by the purposes and principles of the Charter of the United Nations, and good faith in the fulfilment of the obligations assumed by States in accordance with the Charter,

Affirming that indigenous peoples are equal to all other peoples, while recognizing the right of all peoples to be different, to consider themselves different, and to be respected as such,

¹See *Official Records of the General Assembly, Sixty-first Session, Supplement No. 53 (A/61/53)*, part one, chap. II, sect. A.

Affirming also that all peoples contribute to the diversity and richness of civilizations and cultures, which constitute the common heritage of humankind,

Affirming further that all doctrines, policies and practices based on or advocating superiority of peoples or individuals on the basis of national origin or racial, religious, ethnic or cultural differences are racist, scientifically false, legally invalid, morally condemnable and socially unjust,

Reaffirming that indigenous peoples, in the exercise of their rights, should be free from discrimination of any kind,

Concerned that indigenous peoples have suffered from historic injustices as a result of, inter alia, their colonization and dispossession of their lands, territories and resources, thus preventing them from exercising, in particular, their right to development in accordance with their own needs and interests,

Recognizing the urgent need to respect and promote the inherent rights of indigenous peoples which derive from their political, economic and social structures and from their cultures, spiritual traditions, histories and philosophies, especially their rights to their lands, territories and resources,

Recognizing also the urgent need to respect and promote the rights of indigenous peoples affirmed in treaties, agreements and other constructive arrangements with States,

Welcoming the fact that indigenous peoples are organizing themselves for political, economic, social and cultural enhancement and in order to bring to an end all forms of discrimination and oppression wherever they occur,

Convinced that control by indigenous peoples over developments affecting them and their lands, territories and resources will enable them to maintain and strengthen their institutions, cultures and traditions, and to promote their development in accordance with their aspirations and needs,

Recognizing that respect for indigenous knowledge, cultures and traditional practices contributes to sustainable and equitable development and proper management of the environment,

Emphasizing the contribution of the demilitarization of the lands and territories of indigenous peoples to peace, economic and social

progress and development, understanding and friendly relations among nations and peoples of the world,

Recognizing in particular the right of indigenous families and communities to retain shared responsibility for the upbringing, training, education and well-being of their children, consistent with the rights of the child,

Considering that the rights affirmed in treaties, agreements and other constructive arrangements between States and indigenous peoples are, in some situations, matters of international concern, interest, responsibility and character,

Considering also that treaties, agreements and other constructive arrangements, and the relationship they represent, are the basis for a strengthened partnership between indigenous peoples and States,

Acknowledging that the Charter of the United Nations, the International Covenant on Economic, Social and Cultural Rights,² and the International Covenant on Civil and Political Rights,² as well as the Vienna Declaration and Programme of Action,³ affirm the fundamental importance of the right to self-determination of all peoples, by virtue of which they freely determine their political status and freely pursue their economic, social and cultural development,

Bearing in mind that nothing in this Declaration may be used to deny any peoples their right to self-determination, exercised in conformity with international law,

Convinced that the recognition of the rights of indigenous peoples in this Declaration will enhance harmonious and cooperative relations between the State and indigenous peoples, based on principles of justice, democracy, respect for human rights, non-discrimination and good faith,

Encouraging States to comply with and effectively implement all their obligations as they apply to indigenous peoples under international instruments, in particular those related to human rights, in consultation and cooperation with the peoples concerned,

Emphasizing that the United Nations has an important and continuing role to play in promoting and protecting the rights of indigenous peoples,

²See resolution 2200 A (XXI), annex.

³A/CONF.157/24 (Part I), chap. III.

Believing that this Declaration is a further important step forward for the recognition, promotion and protection of the rights and freedoms of indigenous peoples and in the development of relevant activities of the United Nations system in this field,

Recognizing and reaffirming that indigenous individuals are entitled without discrimination to all human rights recognized in international law, and that indigenous peoples possess collective rights which are indispensable for their existence, well-being and integral development as peoples,

Recognizing that the situation of indigenous peoples varies from region to region and from country to country and that the significance of national and regional particularities and various historical and cultural backgrounds should be taken into consideration,

Solemnly proclaims the following United Nations Declaration on the Rights of Indigenous Peoples as a standard of achievement to be pursued in a spirit of partnership and mutual respect:

Article 1

Indigenous peoples have the right to the full enjoyment, as a collective or as individuals, of all human rights and fundamental freedoms as recognized in the Charter of the United Nations, the Universal Declaration of Human Rights⁴ and international human rights law.

Article 2

Indigenous peoples and individuals are free and equal to all other peoples and individuals and have the right to be free from any kind of discrimination, in the exercise of their rights, in particular that based on their indigenous origin or identity.

Article 3

Indigenous peoples have the right to self-determination. By virtue of that right they freely determine their political status and freely pursue their economic, social and cultural development.

Article 4

Indigenous peoples, in exercising their right to self-determination, have the right to autonomy or self-government in matters relating to

⁴Resolution 217 A (III).

their internal and local affairs, as well as ways and means for financing their autonomous functions.

Article 5

Indigenous peoples have the right to maintain and strengthen their distinct political, legal, economic, social and cultural institutions, while retaining their right to participate fully, if they so choose, in the political, economic, social and cultural life of the State.

Article 6

Every indigenous individual has the right to a nationality.

Article 7

1. Indigenous individuals have the rights to life, physical and mental integrity, liberty and security of person.
2. Indigenous peoples have the collective right to live in freedom, peace and security as distinct peoples and shall not be subjected to any act of genocide or any other act of violence, including forcibly removing children of the group to another group.

Article 8

1. Indigenous peoples and individuals have the right not to be subjected to forced assimilation or destruction of their culture.
2. States shall provide effective mechanisms for prevention of, and redress for:
 - (a) Any action which has the aim or effect of depriving them of their integrity as distinct peoples, or of their cultural values or ethnic identities;
 - (b) Any action which has the aim or effect of dispossessing them of their lands, territories or resources;
 - (c) Any form of forced population transfer which has the aim or effect of violating or undermining any of their rights;
 - (d) Any form of forced assimilation or integration;
 - (e) Any form of propaganda designed to promote or incite racial or ethnic discrimination directed against them.

Article 9

Indigenous peoples and individuals have the right to belong to an indigenous community or nation, in accordance with the traditions and customs of the community or nation concerned. No discrimination of any kind may arise from the exercise of such a right.

Article 10

Indigenous peoples shall not be forcibly removed from their lands or territories. No relocation shall take place without the free, prior and informed consent of the indigenous peoples concerned and after agreement on just and fair compensation and, where possible, with the option of return.

Article 11

1. Indigenous peoples have the right to practise and revitalize their cultural traditions and customs. This includes the right to maintain, protect and develop the past, present and future manifestations of their cultures, such as archaeological and historical sites, artefacts, designs, ceremonies, technologies and visual and performing arts and literature.
2. States shall provide redress through effective mechanisms, which may include restitution, developed in conjunction with indigenous peoples, with respect to their cultural, intellectual, religious and spiritual property taken without their free, prior and informed consent or in violation of their laws, traditions and customs.

Article 12

1. Indigenous peoples have the right to manifest, practise, develop and teach their spiritual and religious traditions, customs and ceremonies; the right to maintain, protect, and have access in privacy to their religious and cultural sites; the right to the use and control of their ceremonial objects; and the right to the repatriation of their human remains.
2. States shall seek to enable the access and/or repatriation of ceremonial objects and human remains in their possession through fair, transparent and effective mechanisms developed in conjunction with indigenous peoples concerned.

Article 13

1. Indigenous peoples have the right to revitalize, use, develop and transmit to future generations their histories, languages, oral traditions, philosophies, writing systems and literatures, and to designate and retain their own names for communities, places and persons.
2. States shall take effective measures to ensure that this right is protected and also to ensure that indigenous peoples can understand and be understood in political, legal and administrative proceedings, where necessary through the provision of interpretation or by other appropriate means.

Article 14

1. Indigenous peoples have the right to establish and control their educational systems and institutions providing education in their own languages, in a manner appropriate to their cultural methods of teaching and learning.
2. Indigenous individuals, particularly children, have the right to all levels and forms of education of the State without discrimination.
3. States shall, in conjunction with indigenous peoples, take effective measures, in order for indigenous individuals, particularly children, including those living outside their communities, to have access, when possible, to an education in their own culture and provided in their own language.

Article 15

1. Indigenous peoples have the right to the dignity and diversity of their cultures, traditions, histories and aspirations which shall be appropriately reflected in education and public information.
2. States shall take effective measures, in consultation and cooperation with the indigenous peoples concerned, to combat prejudice and eliminate discrimination and to promote tolerance, understanding and good relations among indigenous peoples and all other segments of society.

Article 16

1. Indigenous peoples have the right to establish their own media in their own languages and to have access to all forms of non-indigenous media without discrimination.

2. States shall take effective measures to ensure that State-owned media duly reflect indigenous cultural diversity. States, without prejudice to ensuring full freedom of expression, should encourage privately owned media to adequately reflect indigenous cultural diversity.

Article 17

1. Indigenous individuals and peoples have the right to enjoy fully all rights established under applicable international and domestic labour law.

2. States shall in consultation and cooperation with indigenous peoples take specific measures to protect indigenous children from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development, taking into account their special vulnerability and the importance of education for their empowerment.

3. Indigenous individuals have the right not to be subjected to any discriminatory conditions of labour and, inter alia, employment or salary.

Article 18

Indigenous peoples have the right to participate in decision-making in matters which would affect their rights, through representatives chosen by themselves in accordance with their own procedures, as well as to maintain and develop their own indigenous decision-making institutions.

Article 19

States shall consult and cooperate in good faith with the indigenous peoples concerned through their own representative institutions in order to obtain their free, prior and informed consent before adopting and implementing legislative or administrative measures that may affect them.

Article 20

1. Indigenous peoples have the right to maintain and develop their political, economic and social systems or institutions, to be secure in the enjoyment of their own means of subsistence and development, and to engage freely in all their traditional and other economic activities.

2. Indigenous peoples deprived of their means of subsistence and development are entitled to just and fair redress.

Article 21

1. Indigenous peoples have the right, without discrimination, to the improvement of their economic and social conditions, including, inter alia, in the areas of education, employment, vocational training and retraining, housing, sanitation, health and social security.

2. States shall take effective measures and, where appropriate, special measures to ensure continuing improvement of their economic and social conditions. Particular attention shall be paid to the rights and special needs of indigenous elders, women, youth, children and persons with disabilities.

Article 22

1. Particular attention shall be paid to the rights and special needs of indigenous elders, women, youth, children and persons with disabilities in the implementation of this Declaration.

2. States shall take measures, in conjunction with indigenous peoples, to ensure that indigenous women and children enjoy the full protection and guarantees against all forms of violence and discrimination.

Article 23

Indigenous peoples have the right to determine and develop priorities and strategies for exercising their right to development. In particular, indigenous peoples have the right to be actively involved in developing and determining health, housing and other economic and social programmes affecting them and, as far as possible, to administer such programmes through their own institutions.

Article 24

1. Indigenous peoples have the right to their traditional medicines and to maintain their health practices, including the conservation of their vital medicinal plants, animals and minerals. Indigenous individuals also have the right to access, without any discrimination, to all social and health services.

2. Indigenous individuals have an equal right to the enjoyment of the highest attainable standard of physical and mental health. States shall take the necessary steps with a view to achieving progressively the full realization of this right.

Article 25

Indigenous peoples have the right to maintain and strengthen their distinctive spiritual relationship with their traditionally owned or otherwise occupied and used lands, territories, waters and coastal seas and other resources and to uphold their responsibilities to future generations in this regard.

Article 26

1. Indigenous peoples have the right to the lands, territories and resources which they have traditionally owned, occupied or otherwise used or acquired.
2. Indigenous peoples have the right to own, use, develop and control the lands, territories and resources that they possess by reason of traditional ownership or other traditional occupation or use, as well as those which they have otherwise acquired.
3. States shall give legal recognition and protection to these lands, territories and resources. Such recognition shall be conducted with due respect to the customs, traditions and land tenure systems of the indigenous peoples concerned.

Article 27

States shall establish and implement, in conjunction with indigenous peoples concerned, a fair, independent, impartial, open and transparent process, giving due recognition to indigenous peoples' laws, traditions, customs and land tenure systems, to recognize and adjudicate the rights of indigenous peoples pertaining to their lands, territories and resources, including those which were traditionally owned or otherwise occupied or used. Indigenous peoples shall have the right to participate in this process.

Article 28

1. Indigenous peoples have the right to redress, by means that can include restitution or, when this is not possible, just, fair and equitable compensation, for the lands, territories and resources which they have traditionally owned or otherwise occupied or used, and which have been confiscated, taken, occupied, used or damaged without their free, prior and informed consent.
2. Unless otherwise freely agreed upon by the peoples concerned, compensation shall take the form of lands, territories and resources

equal in quality, size and legal status or of monetary compensation or other appropriate redress.

Article 29

1. Indigenous peoples have the right to the conservation and protection of the environment and the productive capacity of their lands or territories and resources. States shall establish and implement assistance programmes for indigenous peoples for such conservation and protection, without discrimination.
2. States shall take effective measures to ensure that no storage or disposal of hazardous materials shall take place in the lands or territories of indigenous peoples without their free, prior and informed consent.
3. States shall also take effective measures to ensure, as needed, that programmes for monitoring, maintaining and restoring the health of indigenous peoples, as developed and implemented by the peoples affected by such materials, are duly implemented.

Article 30

1. Military activities shall not take place in the lands or territories of indigenous peoples, unless justified by a relevant public interest or otherwise freely agreed with or requested by the indigenous peoples concerned.
2. States shall undertake effective consultations with the indigenous peoples concerned, through appropriate procedures and in particular through their representative institutions, prior to using their lands or territories for military activities.

Article 31

1. Indigenous peoples have the right to maintain, control, protect and develop their cultural heritage, traditional knowledge and traditional cultural expressions, as well as the manifestations of their sciences, technologies and cultures, including human and genetic resources, seeds, medicines, knowledge of the properties of fauna and flora, oral traditions, literatures, designs, sports and traditional games and visual and performing arts. They also have the right to maintain, control, protect and develop their intellectual property over such cultural heritage, traditional knowledge, and traditional cultural expressions.

2. In conjunction with indigenous peoples, States shall take effective measures to recognize and protect the exercise of these rights.

Article 32

1. Indigenous peoples have the right to determine and develop priorities and strategies for the development or use of their lands or territories and other resources.
2. States shall consult and cooperate in good faith with the indigenous peoples concerned through their own representative institutions in order to obtain their free and informed consent prior to the approval of any project affecting their lands or territories and other resources, particularly in connection with the development, utilization or exploitation of mineral, water or other resources.
3. States shall provide effective mechanisms for just and fair redress for any such activities, and appropriate measures shall be taken to mitigate adverse environmental, economic, social, cultural or spiritual impact.

Article 33

1. Indigenous peoples have the right to determine their own identity or membership in accordance with their customs and traditions. This does not impair the right of indigenous individuals to obtain citizenship of the States in which they live.
2. Indigenous peoples have the right to determine the structures and to select the membership of their institutions in accordance with their own procedures.

Article 34

Indigenous peoples have the right to promote, develop and maintain their institutional structures and their distinctive customs, spirituality, traditions, procedures, practices and, in the cases where they exist, juridical systems or customs, in accordance with international human rights standards.

Article 35

Indigenous peoples have the right to determine the responsibilities of individuals to their communities.

Article 36

1. Indigenous peoples, in particular those divided by international borders, have the right to maintain and develop contacts, relations and cooperation, including activities for spiritual, cultural, political, economic and social purposes, with their own members as well as other peoples across borders.
2. States, in consultation and cooperation with indigenous peoples, shall take effective measures to facilitate the exercise and ensure the implementation of this right.

Article 37

1. Indigenous peoples have the right to the recognition, observance and enforcement of treaties, agreements and other constructive arrangements concluded with States or their successors and to have States honour and respect such treaties, agreements and other constructive arrangements.
2. Nothing in this Declaration may be interpreted as diminishing or eliminating the rights of indigenous peoples contained in treaties, agreements and other constructive arrangements.

Article 38

States, in consultation and cooperation with indigenous peoples, shall take the appropriate measures, including legislative measures, to achieve the ends of this Declaration.

Article 39

Indigenous peoples have the right to have access to financial and technical assistance from States and through international cooperation, for the enjoyment of the rights contained in this Declaration.

Article 40

Indigenous peoples have the right to access to and prompt decision through just and fair procedures for the resolution of conflicts and disputes with States or other parties, as well as to effective remedies for all infringements of their individual and collective rights. Such a decision shall give due consideration to the customs, traditions, rules and legal systems of the indigenous peoples concerned and international human rights.

Article 41

The organs and specialized agencies of the United Nations system and other intergovernmental organizations shall contribute to the full realization of the provisions of this Declaration through the mobilization, inter alia, of financial cooperation and technical assistance. Ways and means of ensuring participation of indigenous peoples on issues affecting them shall be established.

Article 42

The United Nations, its bodies, including the Permanent Forum on Indigenous Issues, and specialized agencies, including at the country level, and States shall promote respect for and full application of the provisions of this Declaration and follow up the effectiveness of this Declaration.

Article 43

The rights recognized herein constitute the minimum standards for the survival, dignity and well-being of the indigenous peoples of the world.

Article 44

All the rights and freedoms recognized herein are equally guaranteed to male and female indigenous individuals.

Article 45

Nothing in this Declaration may be construed as diminishing or extinguishing the rights indigenous peoples have now or may acquire in the future.

Article 46

1. Nothing in this Declaration may be interpreted as implying for any State, people, group or person any right to engage in any activity or to perform any act contrary to the Charter of the United Nations or construed as authorizing or encouraging any action which would dismember or impair, totally or in part, the territorial integrity or political unity of sovereign and independent States.

2. In the exercise of the rights enunciated in the present Declaration, human rights and fundamental freedoms of all shall be respected. The exercise of the rights set forth in this Declaration shall be subject only to such limitations as are determined by law

and in accordance with international human rights obligations. Any such limitations shall be non-discriminatory and strictly necessary solely for the purpose of securing due recognition and respect for the rights and freedoms of others and for meeting the just and most compelling requirements of a democratic society.

3. The provisions set forth in this Declaration shall be interpreted in accordance with the principles of justice, democracy, respect for human rights, equality, non-discrimination, good governance and good faith.

Chair's attendance October 15, 2019

https://indigenousfoundations.arts.ubc.ca/sixties_scoop/

<https://www.ssisa.ca/>

SSISA

Sixties Scoop Indigenous Society of Alberta (SSISA) is a non-profit society formed to represent survivors in Alberta, create dialogue and engagement and develop true reconciliation.

Email:

Phone: 587-520-5910

Address: 10107 - 134 Avenue NW Edmonton

Mailing Address: P.O. Box 69128 Skyview, Edmonton AB, T6V 1G7

. Join us for a hands-on free learning exploring the effects of the Sixties Scoop on Indigenous people in Alberta. Hosted by Sixties Scoop Indigenous Society of Alberta at the main branch of Lac La Biche County Libraries. Agenda for the Day: 9:00 AM Pipe Ceremony 10:00 AM Opening Prayer – Local Elder 10:10 AM Dignitaries Welcoming Remarks 10:30 AM Break 10:45 AM Sixties Scoop Indigenous Society of Alberta PowerPoint Presentation / Next Steps Forward 11:30 AM – 12:30 PM Lunch & Break 12:30 PM – 3:15PM Reflections from the 60's Scoop Exercise 3:30 – 3:55 PM Sharing Circle – Check in 3:55 – 4:00 PM Thank you & Closing Prayer Event Details When: Tuesday, October 15, 2019 09:00 AM - 04:00 PM Location: Stuart MacPherson Public Library Wild Rose Room Lac La Biche, Alberta Canada

I was invited up Lac La Biche for this event and was happy I went because I learned about the 60's scoop. Federal government transferred responsibility of Indigenous to provinces in 1951. Actual events transpired starting from 1950s-1980's, a continuation of the residential schools thoughts and policies drove the scoop.

Estimated 130,000 affected with about 20, 000 survivors

Governments believed they would save the children from poverty, poor living conditions, hunger, alcoholism etc. so removed children from homes or at

birth when considered at risk and placed with non-Indigenous families far away through foster homes and adoption. They had not considered the long term effects of what the children lost with their identities, culture and language. The extended families were unable to assist i.e. grandparents' aunts or uncles when social services removed from their unsafe environments in their homes.

This has resulted in some long term effects that are still being dealt with today such as trauma and PTSD. A national compensation package was provided and some public apologies done.

The SSISA group is going around to different libraries had picked 12 in Alberta and are providing workshops to explain all this and to work on the understanding and healing for their people. This was a very dedicated group that after providing us with the details in the morning session then provided the lived experiences felt by their brothers and sisters. We were given folders to read out loud and to move around a map of where these young children had been sent from birth to adulthood. This was very difficult to hear and the lack of respect, poor conditions and horrendous treatment they received was very moving.

What I liked about the presentation was there was discussion on what are some of the next steps. How can we change things, work on policies, and have some empathy for those with struggles and just a general respect for our fellow human beings. Foster care training, parental training, caring about mental health as well as physical, welcome and accept different cultures by recognises their strengths to help break the cycle.

Sandra Rowling is to send me her presentation as well as her notes online so we can share. The slide presentation was good but her speaking notes are needed to give the full benefit of the slide. When these are sent to me I will share.

I would recommend we invite them for a session (probably only ½ day condensed version) for our library manages and board members. We could also invite to our conference. They would also be good to invite to the ALC for people to attend a session. They are funded by grants and we could access. I have attached an anti-racism.