

Veronica Hallam

From: fig <figfitz1@gmail.com>
Sent: Monday, December 7, 2020 9:42 AM
To: Douglas Co. Public Library
Subject: Lorraine Fitzhugh

From: fig <figfitz1@gmail.com>
Date: December 7, 2020 at 9:05:31 AM PST
To: info@douglas.lb.nv.us
Subject: Lorraine Fitzhugh

To whom this may concern,

I am very concerned about our community and the message sent by the sheriff; with a threatening tone, implying their office would withdrawal protection for the library if they were to call and need it! An apology is not enough!

The catalyst for my concern was the letter by Sheriff, Dan Coverley. Our attorney general's response soon afterwards corrected the letter's inflammatory and racist content, especially the letter's last paragraph.

I am a retired teacher who honored every ethnic background. A library is open to all ideas and had every right to discuss concern and representation that black lives do matter. The BLM organization is getting backlash for their few who have mistakenly chosen violent means to express their voice but the majority in that organization act peacefully which is public knowledge.

The well worded police mission statement was not honored in this conflict between the library and sheriff. Checks and balances need to be installed so that when under pressure, the mission statement will be upheld. I suggest an anonymous hotline for police be installed, perhaps that directly sends concerns within their organization to the attorney general's office.

We are a free country and when a library is attacked for this representation, compassionate action to uphold those freedoms is crucial. When the police are struggling to represent every community member, compassionate actions also need to be employed to them.

Please let me know how this concern will be included in the current investigation.

Thank you,
Lorraine

775-232-7869

Sent from my iPad

Veronica Hallam

From: Lee Lynch <greenhat66@gmail.com>
Sent: Monday, December 7, 2020 6:40 PM
To: Douglas Co. Public Library
Subject: Library Diversity Statement

Dear Minden Library Board Members:

I was very impressed when I read the diversity statement from your library. It describes a standard that should be followed by every library, everywhere.

I am distressed that library funds are being earmarked for an investigation of what I consider a simple model of fairness.

Thank you,
Lee Lynch
Newport, Oregon

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Veronica Hallam

From: Susan Harper <sharper75@gmail.com>
Sent: Tuesday, December 8, 2020 9:24 AM
To: Douglas Co. Public Library
Subject: Diversity statement

To the Board of Directors for the Douglas County Library:

I would like to voice my support of Ms. Dodson's diversity statement of this past summer. I absolutely agree with Ms Dodson's statement that the library should be absolutely equal and fair to all regardless of religion, race, sexual orientation, etc. I understand the DCSO's heightened sensitivity to the Black Lives Matter movement given the activity that took place this past summer. However, I do not believe that Ms Dodson's diversity statement was in any way suggesting non-support of our local law enforcement. I encourage the board to end this investigation and redirect any remaining funds earmarked for this investigation to the purchases and needs of our local library. I think this is a very unfortunate action on behalf of the Board of Directors. It is my hope that we can come together as a community and treat everyone equally and fairly and encourage Ms. Dodson's continued success as our Librarian.

Susan Harper
Resident of Minden

Veronica Hallam

From: Alison Macrina <alison@libraryfreedom.org>
Sent: Tuesday, December 8, 2020 9:28 AM
To: Douglas Co. Public Library
Subject: letter in support of Amy Dodson

To whom it may concern,

My name is Alison Macrina and I am a librarian writing in support of my colleague Amy Dodson. Amy is a respected member of the library community, supported by librarians and patrons alike. I know that the investigation against her will bear out this truth. Many members of my profession have supported Amy throughout this time and will continue to do so no matter what happens at today's board meeting.

Sincerely,

Alison Macrina

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Alison Macrina
Director
Library Freedom Project

Veronica Hallam

From: NR R <n9r999999999@gmail.com>
Sent: Tuesday, December 8, 2020 9:54 AM
To: Douglas Co. Public Library
Subject: Amy Dodson investigation

My name is Nikki and I'm a librarian in Iowa. I called too late to make a public comment in the board meeting, but I'm extremely unimpressed that Amy Dodson and her staff are *under investigation* for daring to align the library with the political position that the lives of Black people have value. It looks ridiculous to the profession and shows a deep misunderstanding by the board about the purpose of a library. It also makes you look like racist jerks, so there's that.

Veronica Hallam

From: Jen Wilson <anotherlibraryjen@gmail.com>
Sent: Tuesday, December 8, 2020 9:59 AM
To: Douglas Co. Public Library
Subject: Public Comment for today's meeting - support for Director Dodson

To the members of the Douglas County Library Board of Trustees,

I am writing to commend Douglas County Library director Amy Dodson for sharing the draft diversity statement which affirmed that Black Lives Matter, and for taking the action of signing on to the Urban Libraries Council statement on Race and Social Equity. I want to thank her for taking this step which was so clearly necessary in the Douglas County community, as evidenced by the level of backlash she received for simply choosing to stand on the right side of history.

I (along with many other library workers and patrons across the country) was horrified and disappointed by the Douglas County Board of Trustees decision to move forward with a costly \$30,000 investigation into Director Dodson and the Douglas County Library for sharing the statement.

The aforementioned Urban Libraries Council statement reads, in part, "Libraries are trusted, venerable and enduring institutions, central to their communities and an essential participant in the movement for racial and social equity."

Racial and social equity are principles which are key to the stewardship of any library, and it should not be controversial to state this publicly. Part of ensuring equitable access to all patrons is making sure that they know they are safe and welcome in our institutions. When Black life is repeatedly and publicly treated as disposable across the nation (I'd like to note that the August 25th board meeting in which the investigation was discussed took place just two days after Jacob Blake was shot seven times in the back by police in Kenosha, WI; and per statistics documented on the website mappingpoliceviolence.org, there have only been 17 days in this entire year in which the police did not kill someone), it is important to reiterate that we, as libraries, believe that Black life is valuable, and that our Black patrons will be treated as valuable when they access our spaces.

Stating the simple fact that Black Lives Matter should not be an invitation to censure. This year, we saw many libraries and library organizations across the country affirm that Black Lives Matter, an affirmation which is not political in nature and is instead a values statement and a necessary response to this current moment. In fact, the US Office of Special Counsel issued a ruling that Black Lives Matter "is not an inherently political statement", and that "using BLM terminology [...] is not political activity."

I urge the board, as they discuss the investigation results, to take a step back from reacting to the public outcry, and consider that Director Dodson's statement was not meant to stir controversy; it was meant merely to express solidarity with Douglas County's minority population and to extend the library's welcome to all of your community.

Finally, I would like to remind the Douglas County Library Board of Trustees of the following, taken verbatim from the interpretation of the American Library Association's Library Bill of Rights:

"III. Libraries should challenge censorship in the fulfillment of their responsibility to provide information and enlightenment.

By challenging censorship, libraries foster an inclusive environment where all voices have the opportunity to be heard. Inclusive materials, programs, and services may not be universally popular, but it is the library's responsibility to provide access to all points of view, not just prevailing opinions. Libraries should prepare

themselves to deal with challenges by adopting appropriate policies and procedures. Libraries should respectfully consider community objections and complaints, but should not allow controversy alone to dictate policy."

Thank you for taking the time to read this letter. I hope to see your investigation result in the conclusion that Amy Dodson is a wonderful library director who did not deserve the censure the community and the board subjected her to.

Sincerely,

Jen Wilson

Library Board of Trustees
Special Meeting
12/8/2020

Public Comment Voicemail

Dictation

Jessica Salvador – I am calling in support of Amy Dodson, the Douglas County Public Library Director, DCPL Director. First, support for Black Lives Matter and for public safety are not mutually exclusive. The DCPL has a constitutional right to express positions announcing violence and racism and such a statement should in fact enhance the public's trust in the library, in Amy Dodson and other library leadership that supports that statement. So I am calling in support of Amy Dodson. Received at 10:00 a.m. on 12/8/2020

Jen Wilson – I am calling in support of Director Amy Dodson. I wanted to address the Library Board of Trustees and express my disappointment in the decision to move forward with a very costly investigation into Director Dodson and the Douglas County Library for simply sharing a draft diversity statement which affirmed that black lives matter and for taking the action of signing on to the Urban Library Council's statement on race and social equity. I want to thank her for taking this step because it was so clearly necessary in your community as evidenced by the level of backlash she received for simply choosing to stand on the right side of history. Racial and social equity are principles which are key to the stewardship of any library and it shouldn't be controversial for her to state this publicly. I think it is important to reiterate that as libraries we believe that black lives are valuable and that our black patrons will be treated as valuable when they access our spaces. I'd also like to note that the August 25th board meeting in which this investigation was first discussed took place just two days after Jacob Blake was shot seven times in the back by police in Kenosha, Wisconsin and (inaudible) documented on the website mappingpoliceviolence.org there have only been 17 days in this entire year in which the police did not kill someone. I think that Amy Dodson expressed a very nonpartisan, nonpolitical statement when she said that black lives matter and I believe the attempt to censor her from supporting the black community was hugely disappointing on the part of both the community and the Library Board of Trustees and I hope to see a good decision is made in the conclusion of this investigation today. Thank you very much for your time. Received at 10:05 a.m. on 12/8/2020.

Jim Del Rosso – I'm a librarian and I'm just calling to express my support for Amy Dodson, the director of the Douglas County Public Library. I believe that Amy Dodson has shown tremendous courage and bravery both in drafting the diversity statement in the first place but also in the face of receiving a tremendous amount of hate and threat from the public, being effectively attacked by the County Sheriff and now in the face of this investigation. Amy Dodson strikes me as someone who has been doing a phenomenal job in trying to support her community, her entire community and the community served by the Douglas County Public Library. She has my complete support and I hope that she will have your complete support as well to be able to continue doing the great job that she's been doing and that you will let her keep doing that and support her in pushing back against the amount of hate, threat and attacks that she has received. Thank you so much. Received at 10:14 a.m. on 12/8/2020

Nicholas Maier, a resident of Gardnerville – I am calling regarding the investigation into the diversity statement that was posted by the Library Director. My comment is as follows: the investigation leaves

many questions unanswered. In the investigation as presented by the investigator there was no reference to the Douglas County social media policy, which was violated. The social media policy clearly states that if an employee of the county posts social media that they must include the statement that says that this view is theirs personally and does not represent policy of the county. The Library Director violated that policy, and there was no reference in the investigation to the posted published Douglas County social media policy. Second, the investigator said that the diversity statement by the Library Director was reviewed by library directors. Who specifically reviewed the statement? There was no mention of any person who reviewed that statement by the Library Director. Third, the Library Director Information officer specifically told the Library Director not to engage with the media, however the Library Director unilaterally decided to ignore that advice and to talk to the media. I think that this investigation needs to answer those specific questions as they relate to the social media policy and that specific person's need to be named who reviewed the diversity statement by the Library Director. Received at 10:40 a.m. on 12/8/2020

Charles Macquarie – I'm calling in support of Library Director, Amy Dodson and the original library statement that was drafted in support of Black Lives Matter. I find it utterly dismaying that in this particular climate the Library Board has not provided their own support for such a statement and it seems to me that if Douglas County cannot support even such a basic statement it's hard to consider it anything less than a (inaudible). The fact that many of those who are most vocally in opposition to the library statement are themselves blatant white supremacists that could only leave me to conclude that the board supports those white supremacists viewpoints. The library's previous statement was completely based in library professional practice and in the larger national conversations about militarized police violence in the United States. The board's actions against Amy Dodson constitute not only a deliberate action to interfere with that existing professional library practice but also amount to what seems to me a basically tacit support for white supremacists who are seeking to build a base in Northern Nevada. I really urge you to support Amy Dodson much more strongly than I'm speaking against this investigation against her. Thank you. Received at 10:52 a.m. on 12/8/2020

Ilia Arberman (sp – name was not spelled) – I'm calling in today to leave a message in support of Amy Dodson. I just wanted to express my unwavering support of any effort by any person to increase what I would consider progressive diversity in municipal and any type of public services. I think that when people talk about the phrase Black Lives Matter and say that that doesn't apply to the library I would strongly disagree. That's exactly where it does apply; in places like education, in the books that people read and who has access to resources, etc., etc. I think it is a blatant and bold face political attack to rile up people's lesser natures to attack the director to investigate her for no reason when she is simply doing what she thinks is just her basic duty as a human being. I think that the library can take a very firm stand here particularly against Sheriff Coverley and his dog whistling and racist attitude as exemplified by his treatment of peaceful protesters on August 8th in Minden. The library can easily take a stand and say hey, we are about diversity here, we're about hearing other opinions and a statement such as, Black Lives Matter in any type of form like the library is perfectly appropriate. All it says is that all are welcome here and we want to make people feel welcome here and that is how we are going to contribute to the well-being of the world and more specifically of our community. So once again I'm leaving my support in this message for Amy Dodson. Thank you very much. Received at 10:53 a.m. on 12/8/2020.