

# Diversity, Equity & Inclusion

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*AKA: Every day library service at the  
Monticello Public Library*

## What we do!

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- Honor those special months, holidays or people with displays!
  - Easy to do, informative to patrons, promotes the collection, introduces patrons to new subjects or authors
  - Offer diverse programming and outreach

## How we do it!

- Connect with your community! Get involved.
- Listen to patron's requests, get feedback
- Get ideas from other libraries to promote the collection, and/or share programming ideas

# Dia De los Muertos 2022

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- **COMPAS Artists Kalpulli Ketzal Coatlicue—Dance Team funded by our Legacy Arts and Heritage Fund**
- This event was co-hosted by the Monticello School District, and coordinated by the Monticello Diversity Team
- Library booth offered information, books and puzzle prizes. Many of our handouts and materials are now in Spanish, German and Somali to help with language barriers.

# Monticello Diversity Team

## Dia De Los Muertos

Listen to your community and get involved!

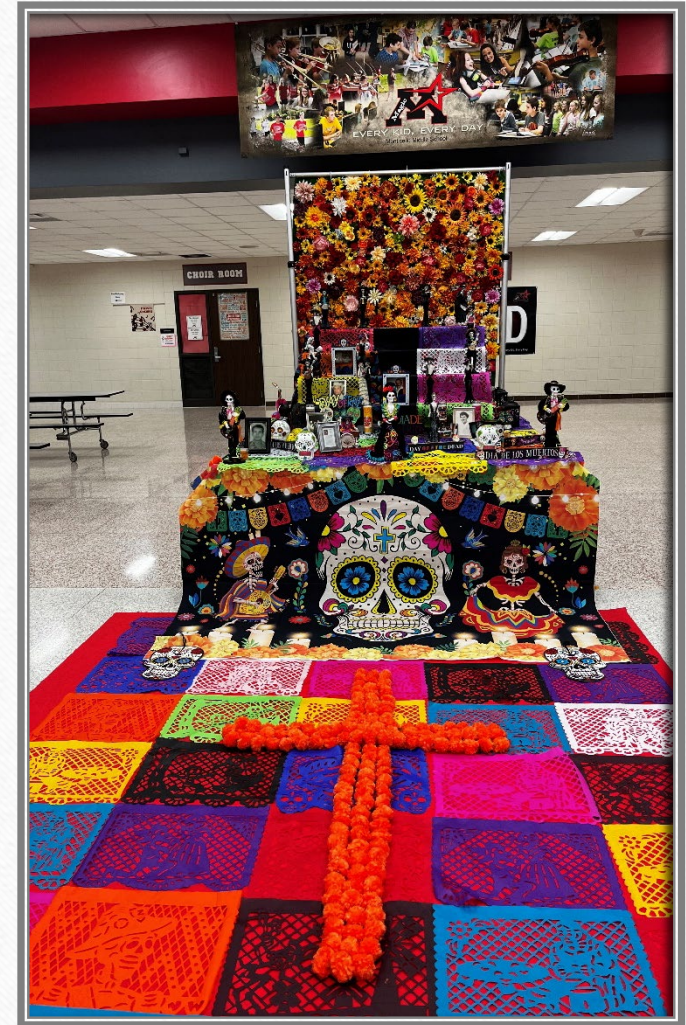
Meets monthly at the Monticello Library

Has hosted Dia De Los Muertos program for the past two years at Monticello Middle School

Is hosting “Around the Globe” Multi-cultural Festival on Saturday, April 20

at Monticello Middle School 3-6pm

Free family events to celebrate cultural diversity through food, music, dance and more.



# Dia de Los Muertos November 2022



# October 2021 Afoutayi Dance Center



# Banned Books Week

September 22-28, 2024

Usually gets some good discussion

Great conversation starters with patrons



# Asian Pacific American Heritage Month

May 1-31, 2024



# Black History Month



# Women's History Month



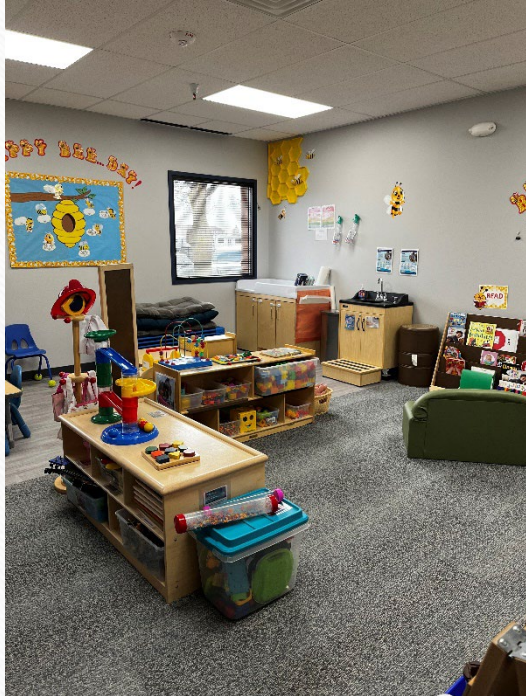


# Promote the Collection with Diverse Titles

*Windows, Mirrors and Sliding Glass Doors*



# Partnerships are important!!



- Tri-Valley Head Start
- Monticello Senior Center
- Monticello Public Schools
- Rally to Read
- City of Monticello





**MEMORANDUM OF AGREEMENT**  
**between**  
**AFSCME COUNCIL 65, LOCAL 1345 LIBRARY SERVICES COORDINATOR UNIT**  
**and**  
**GREAT RIVER REGIONAL LIBRARY**

This Memorandum of Agreement is entered into between Great River Regional Library (hereafter "Employer") and AFSCME Council 65, Local Union 1345 (hereafter "Union") representing employees in the General bargaining unit.

**WHEREAS**, the Employer and the Union are parties to a collective bargaining agreement; and

**WHEREAS**, the Governor signed Senate File 13 amending Minnesota Statute 645.44, subdivision 5 establishing June 19 ("Juneteenth") as an official state holiday effective August 1, 2023, and on March 23, 2023, a provision in HF1830, the state and local government omnibus bill, changed the effective date to June of 2023, requiring that Juneteenth be observed in 2023.

**WHEREAS**, the Employer and Union's Labor Management Committee has worked collectively to recommend modifications to the current contract language of Article 7 - Holidays to allow for the observance of Juneteenth as a paid holiday and implementation of the GRRL Board of Trustees adoption of policy 4E. Holidays on July 18, 2023.

**NOW, THEREFORE**, the Employer and the Union agree as follows effective for 2024:

1. Article 7. Holidays, shall be amended as follows:

**7.1 Holidays.** The following days shall be paid holidays:

New Year's Day – January 1  
Martin Luther King Day – Third Monday in January  
Presidents' Day – Third Monday in February  
Memorial Day – Last Monday in May  
Juneteenth – June 19  
Independence Day – July 4  
Labor Day – First Monday in September  
Veteran's Day – November 11  
Thanksgiving Day – Fourth Thursday in November  
Christmas Eve Day – December 24  
Christmas Day – December 25

When New Year's Day, Juneteenth, Independence Day, Veteran's Day or Christmas Day falls on Sunday, the following day will be a holiday. When Christmas Eve falls on a Sunday, the preceding Saturday will be a holiday. When Juneteenth

or Veteran's Day falls on a Saturday, the preceding Friday will be a holiday in conjunction with other governmental offices.

2. This Memorandum of Agreement represents the complete and total agreement between the parties regarding this matter.

Approved this \_\_\_\_\_ day of \_\_\_\_\_, 2024 by the Employer and the Union.

FOR THE EMPLOYER

FOR THE UNION

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**WHEREAS**, the Employer and the Union are parties to a collective bargaining agreement; and

**WHEREAS**, the Employer and Union's Labor Management Committee has worked collectively to recommend modifications to the current contract language of Article 11 - Reimbursement for Use of Personal Vehicle to allow for the implementation of the GRRL Board of Trustees adoption of policy 2M. Automobile Usage on September 19, 2023.

**NOW, THEREFORE**, the Employer and the Union agree as follows:

1. Article 11. Reimbursement for Use of Personal Vehicle, shall be replaced with the following:

**Article 11. REIMBURSEMENT FOR USE OF PERSONAL VEHICLE**

**11.1 Mileage Reimbursement for Use of Personal Vehicle**

Employees may request reimbursement for use of their personal vehicle to travel to a temporary work location when these locations are further than 15 miles apart. Mileage is reimbursed at the IRS standard mileage rate and paid from home library(ies) or residence (whichever location is less) to a temporary work location.

Employees are assigned a home library within the GRRL region and may be assigned multiple home library(ies) as part of their regular position(s). Mileage to and from scheduled hours at those location(s) are not reimbursed.

If an employee is assigned more than one employer location during a workday as part of their regular schedule, Patron Services Supervisor and Associate Director - Human Resources approval is required in advance.

Employees do not receive mileage reimbursement for commuting between their home library(ies) and their residence.

**11.2 Compensation for Travel Time to Temporary Work Locations**

If a temporary work location is the first or last location worked for the day, employees are compensated for travel time to return to their home library(ies) or residence, whichever location is less.

When assigned to work adjoining shifts in more than one GRRL location during a workday, employees are compensated for travel time. Adjoining shifts must be approved in advance by a Leadership Support Team member.

Employees do not receive travel time for commuting between their home library(ies) and their residence.

**Definitions:**

Home Library(ies) – The primary location(s) an employee was hired to work at.

Temporary Work Location – A short-term location where a GRRL employee attends or conducts pre-approved library business, training, or meetings.

Approved Library Business – LST approved training, programming, work schedule(s), and regularly scheduled trainings or meetings conducted outside of a home library(ies).

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