

CONSENT CALENDAR
November 7, 2023

To: Honorable Mayor and Members of the City Council
 From: Tess Mayer, Director of Library Services
 Submitted by: Tess Mayer, Director of Library Services
 SUBJECT: Appointment of Tanir Ami to the Board of Library Trustees

RECOMMENDATION

Adopt a Resolution appointing Tanir Ami to the Board of Library Trustees (“BOLT”) for a term of four years beginning November 8, 2023.

FISCAL IMPACTS OF RECOMMENDATION

No fiscal impacts.

CURRENT SITUATION AND ITS EFFECTS

At the October 4, 2023 regular meeting of the Board of Library Trustees, Trustees voted to recommend that the City Council appoint Tanir Ami for a 4-year term on the Board.

BACKGROUND

Pursuant to Section 30 of the Charter of the City of Berkeley, “[f]ive Library Trustees shall be appointed and may be removed by a vote of five members of the Council.” BMC Section 3.04.010 further provides that “[t]he term of office of the members of the board shall be four (4) years.” In addition, it is traditional that BOLT formally recommends to the City Council a preferred candidate for appointment.

The process BOLT undertakes to identify and recommend a candidate is to broadly promote the Board vacancy to the general public, review questionnaire responses, interview all candidates at a public meeting or meetings, and vote to recommend an applicant to the City Council for appointment. The current vacancy was created when Trustee Diane Davenport’s second four-year term ended May 15, 2023. The vacancy was widely publicized and the City Clerk’s Office of the City of Berkeley received 25 applications from interested candidates by the April 17, 2023 deadline, indicating a record high level of community interest in serving our libraries as a Trustee. An ad hoc subcommittee consisting of Trustee Davenport, President Roth, and Director Mayer (serving as Secretary to the Board), was appointed at the April 19 regular BOLT meeting to review applications and select candidates to interview. Per the Board of Library Trustees Nomination Policy, the subcommittee reviewed each application based on the applicant’s submitted information, and identified nominees that met the search objectives, will be able to carry out the duties and functions of the Trustee as stated in the Bylaws, will advance the Vision and Mission of the Library, will be a resource for

collaboration and partnerships on behalf of the Library, and meet the criteria as described in the BOLT Selection Criteria Summary. The ad hoc subcommittee recommended six candidates for BOLT to interview. One of the six candidates withdrew their application. Five applicants were interviewed at BOLT Regular Meeting on May 3, 2023. Following the interviews, Trustees discussed the candidates, noting the many highly qualified individuals who applied and were interviewed. The Trustees voted to recommend Lupe Gallegos-Diaz to serve as Trustee.

It was later determined that this candidate was not eligible to serve under Section 9.5 of the Berkeley City Charter.

At the June 7 Board meeting, Trustees Hahn, Greene, Roth and Selawsky discussed how to proceed with the current vacancy, given the fact that the BOLT Bylaws do not explicitly address what occurs in the event that someone is selected by BOLT and is unable to serve. For this reason, it was necessary for the Board to act to delineate the process. If this did not occur, the process would have defaulted to the existing process enumerated for new vacancies in the BOLT Vacancies Policy. A motion to follow the following process carried at the June 7 BOLT meeting:

Process:

- The President appoints a new nomination subcommittee
- Staff sends a letter to all current applicants (or a specific subset) and asks if they would like to be considered again, due to the change in the original recommendation
- The new Subcommittee reviews the applicants still in the pool, and either:
 - Recommends up to five for consideration by the full board - OR -
 - Recommends that a new process be initiated, that would allow both past applicants, and new applicants, to participate
- On the basis of the recommendation by the subcommittee, the staff either coordinates interviews for the next possible BOLT meeting, or reinitiates the recruitment process.
- Additionally, President Roth appointed a new ad hoc subcommittee including herself and Vice President Hahn.

President Roth, Vice President Hahn, and Secretary Mayer met on Wednesday June 21, 2023 and determined that staff would send an inquiry to all current applicants, inquiring as to whether they still want to be considered for the current vacancy. Then, the subcommittee met on August 3 to review the applications of those expressing continued interest and prepare to recommend to BOLT a subset of candidates to interview at an upcoming BOLT meeting.

BOLT scheduled a special meeting on September 21 to conduct interviews of the candidates selected to participate that have confirmed their participation.

CURRENT SITUATION AND ITS EFFECTS

The Library originally received and reviewed 25 applications for the vacancy. 17 candidates responded and confirmed that they still wanted to continue to participate in the process. The ad hoc subcommittee consisting of President Roth, Vice President Hahn, and Director Mayer (serving as Secretary to the Board), reviewed applications and selected six candidates to interview.

Four people participated in the interviews scheduled on September 21.

On October 4, BOLT engaged in an informal discussion of the candidates, followed by a vote.

BOLT's recommendation will be referred to City Council. A majority vote of all the members of the City Council is required to appoint a member to the board.

The new Trustee's term is anticipated to begin November 8, 2023.

After thoughtful consideration, BOLT voted to approve Resolution No. R23-047 (Attachment 2), recommending that the City Council appoint the preferred candidate, Tanir Ami, to the Board of Library Trustees. Vote: Ayes: Trustees Hahn, Roth and Selawsky. Noes: None. Abstentions: Greene.

ENVIRONMENTAL SUSTAINABILITY

Not applicable.

RATIONALE FOR RECOMMENDATION

The City Council needs to appoint a new Trustee for a 4-year term to fill the current vacancy, fulfilling the Charter requirement that the Board consist of five members. Tanir Ami has been recommended by the BOLT and exceeds the stated qualifications and experience desired in a Trustee, including (1) a demonstrated commitment to equity, diversity and inclusion, (2) executive leadership, business, financial and administrative skills, (3) leadership experience in community-based, non-profit, or government agencies, and (4) strong public library advocacy and a passion for lifelong learning and community engagement.

ALTERNATIVE ACTIONS CONSIDERED

None.

CONTACT PERSON

Tess Mayer, Director of Library Services and Secretary to the Board of Library Trustees
510-981-6195

Attachments:

1. Resolution to Appoint Tanir Ami to the Board of Library Trustees
2. Board of Library Trustees Resolution No. R23-047
3. Tanir Ami BOLT application
4. Board of Library Trustees Nomination Policy

5. BOLT Selection Criteria Summary

RESOLUTION NO. ##,###-N.S.

APPOINTMENT OF TANIR AMI TO THE BOARD OF LIBRARY TRUSTEES

WHEREAS, the Board of Library Trustees consists of five members appointed by the City Council to serve four-year terms; and

WHEREAS, the Board of Library Trustees currently has an open position to be filled by the City Council; and

WHEREAS, the Board of Library Trustees undertook a robust recruitment effort to identify a candidate to recommend for appointment by the City Council to fill the current opening on the Board; and

WHEREAS, at a regular meeting of the Board of Library Trustees on May 3, 2023, the Trustees voted unanimously to recommend Lupe Gallegos-Diaz be appointed to the Board of Library Trustees to serve a four-year term; and

WHEREAS, the Lupe Gallegos-Diaz was not able to serve; and

WHEREAS, the Board established a process and conducted a new round of interviews; and

WHEREAS, at a regular meeting of the Board of Library Trustees on October 4, 2023, the Trustees voted (Vote: Ayes: Trustees Hahn, Roth and Selawsky. Noes: None. Absent: None. Abstentions: Trustee Greene.) to recommend Tanir Ami be appointed to the Board of Library Trustees to serve a four-year term; and

WHEREAS, the Board recommends Council set the conditions for this appointment as a 4-year term with the effective date of November 8, 2023; and

WHEREAS, Tanir Ami exceeds the qualifications, experience, and passion for public libraries desired in a Library Trustee.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that Tanir Ami be appointed to a four-year term on the Board of Library Trustees beginning on November 8, 2023.

**BOARD OF LIBRARY TRUSTEES
RESOLUTION NO: R23-047**

**RECOMMENDATION TO THE CITY COUNCIL OF THE CITY OF BERKELEY
REGARDING THE PREFERRED CANDIDATE TO FILL THE TRUSTEE VACANCY
ON NOVEMBER 8, 2023 ON THE BOARD OF LIBRARY TRUSTEES**

WHEREAS, Trustee Davenport’s four-year term ended on May 15, 2023; and

WHEREAS, during the March 1, 2023 meeting of the Board of Library Trustees (BOLT), the Board instructed staff to begin solicitation for applications to fill the upcoming vacancy; and

WHEREAS, the Board of Library Trustees directed staff to issue a press release, advertise on website, at all library locations, in newsletter, and as an insert with City Councilmember communications to constituents.

WHEREAS, the City Clerk’s Office of the City of Berkeley received 25 applications from interested parties; and

WHEREAS, the Board of Library Trustees interviewed 6 of the applicants during the regular BOLT meeting on May 3, 2023; and

WHEREAS, the first candidate nominated was not able to serve; and

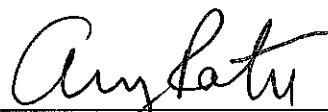
WHEREAS, the Board established a process and conducted a new round of interviews; and

WHEREAS, the Board recommends Council set the conditions for this appointment as a 4-year term with the effective date of November 8, 2023; and

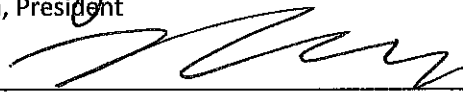
NOW, THEREFORE, BE IT RESOLVED that the Board of Library Trustees of the City of Berkeley recommends to the City Council of the City of Berkeley that the preferred candidate Tanir Ami be appointed to the Board of Library Trustees beginning November 8, 2023.

ADOPTED by the Board of Library Trustees of the City of Berkeley during a regular meeting held on October 4, 2023.

AYES: Trustees Hahn, Roth, and Selawsky
NOES: None
ABSENT: None
ABSTENTIONS: Trustee Greene



Amy Roth, President



Tess Mayer, Director of Library Services
Serving as Secretary to the Board of Library Trustee

APPLICATION FOR APPOINTMENT TO BERKELEY BOARDS AND COMMISSIONS

CITY OF BERKELEY - CITY CLERK

2023 APR 3 PM 2:13



NAME: Tanir Ami

PREFERRED PRONOUN(S): She/Hers

RESIDENCE ADDRESS: [Redacted] Street City Zip

BUSINESS NAME/ADDRESS: Tanir Ami Coaching [Redacted] Street City Zip

EMAIL ADDRESS: [Redacted]

OCCUPATION/PROFESSION: Non-Profit Administrator and Professional Coach

HOME PHONE: [Redacted] BUSINESS PHONE: [Redacted]

I have been a resident of Berkeley since: 1997

I am interested in being considered for appointment to the following Berkeley board(s)/commission(s):

Name of board/commission: Berkeley Public Library Board of Library Trustees

Name of board/commission: [Redacted]

List any qualifications (work experience, education, attributes and training) which you feel would provide positive input to the work of the commission and the reason why you are interested in being appointed:

See attached separate sheet of paper.

[Redacted lines for qualifications]

Please use another sheet of paper, if necessary.

The following individuals are qualified to comment on my capabilities:

Table with columns: NAME, ADDRESS, PHONE NO. Rows: Jane Sperling Wise, Tamar Kurlaender, Seonaid Dickinson, Jodi Ravel

***PLEASE COMPLETE DEMOGRAPHIC SURVEY ***

Demographic survey form with checkboxes for gender, student status, and racial/ethnic categories.

*The City of Berkeley's Conflict of Interest Code requires members of all City of Berkeley Commissions except the Youth Commission and Commission on Status of Women to file Statements of Economic Interests – FPPC Form 700. The Form 700 is a public document. For more information, please contact the City Clerk's Department at 981-6900, or visit our website at <https://berkeleyca.gov/your-government/public-records/conflict-interest-reports>.

AFFIDAVIT OF RESIDENCY*

I, Tanir Ami, hereby declare, under penalty of perjury, that I am a resident of the City of Berkeley. I understand that, with the exception of a temporary relocation outside of Berkeley not to exceed six months, I may no longer serve on a Berkeley Commission should this cease to be true.

Signature of Applicant: [Signature] Date: March 29, 2023

*Not required for Police Review Commission, Loan Administration Board, Elmwood BID, Solano BID, or BUSD appointees

Return this form to the City Clerk Department: 2180 Milvia Street, Berkeley, 94704



APPOINTMENT FORM - BOARDS AND COMMISSIONS
(For Mayor and Council use only)

MAYOR/COUNCILMEMBER _____

NAME OF APPOINTEE _____

RESIDENCE ADDRESS
Street _____ City _____ Zip _____

BUSINESS NAME/ADDRESS
Name _____
Street _____ City _____ Zip _____

EMAIL ADDRESS _____

OCCUPATION/PROFESSION _____

HOME PHONE: _____ **BUSINESS PHONE:** _____

Check appropriate box: New Appointment Reappointment Temporary Appt.

Temporary Appt.: From (date) _____ To (date) _____
(only if appointing for more than one meeting)

Please send mail to: Home Business

Please indicate the name of the board/commission to which you are appointing this individual

Board/Commission Name: _____

***Please indicate the **SPECIAL CATEGORY** being fulfilled, if appointment is to ANY of the following boards or commissions: Elmwood BID Advisory Board, Human Welfare & Community Action Commission, Loan Administration Board, Solano Avenue BID Advisory Board.

Special Category _____

Signature: _____ **Date:** _____
Mayor/Councilmember

For Mayor/Councilmember and City Use Only:

Interview Date	Appoint. Date	Process Date

List any qualifications (work experience, education, attributes and training) which you feel would provide positive input to the work of the commission and the reason why you are interested in being appointed:

I would love to join the library board of trustees for the city of Berkeley. I grew up locally (in Albany) and then raised my three children here in Berkeley and have been a long-time and heavy user of the library's services and programming. As I state in my supplemental questionnaire, I am deeply passionate about books and the democratization of access to information. Beyond even those two feelings, I hold a vision of the library as a central and critical hub of a community and place where needs get met and questions get answered. When I think about new immigrants, or people experiencing homelessness, or young people without a safe place to be – I imagine the library as a haven for all of them.

I think my work and volunteer experience make me well suited for the role because I have served on many non-profit boards, and even some quasi-public agency boards. In my paid professional career, I got my MBA at UC Berkeley and have been working in non-profit administration every since. The focus of my work has been on providing health care services for historically underserved populations, including migrant farm workers and people experiencing homelessness. I was the CEO of a Federally Qualified Health Center and spent many years thinking about how to broaden services to populations who lack traditional resources. I am now the CEO of a health care foundation that focuses on improving EMS services throughout California with a racial equity lens. All of this is to say that in my day jobs, I have vast experience with boards of directors and know very well what the role of a board is, and what makes a great board member. I have had many opportunities to fine tune this by volunteering on boards, both through my work (ex. Trustee on the Board of the Partnership Health Plan, the Medicaid service insurance plan for Northern California) and in my personal life (ex. Urban Adamah the Jewish Farm in Berkeley).

I have comfort reading financial statements, and serving in board leadership roles as well as doing the important work of board committees like executive, finance, and nominating. I also know what a good partnership with library's CEO could look like and would build strong relationships with the other Trustees. Finally, I have been a part of many strategic planning processes and very much enjoy the visionary thinking that this process allows for.

As is evident in my application, I identify as a White, Jewish woman. I deeply appreciate my own privilege and have done extensive learning and self-reflection on how I hold and use my power. The journey is by no means over and I am always open to opportunities for continued learning. My adult life has been devoted to manifesting equity in my community, state and country and I would bring that to the work of Library board as well.

It would be a privilege to serve my community in this very special way.



SUPPLEMENTAL QUESTIONNAIRE
FOR THE
BERKELEY BOARD OF LIBRARY TRUSTEES

In addition to filling out the "Application for Appointment to Berkeley Boards and Commissions", candidates are requested to provide additional information to assist the Board of Library Trustees in their process to recommend names to the City Council.

1. Describe your interest in serving as a Library Trustee.
I have a long-standing commitment and passion for public libraries. Some of my earliest and fondest memories are getting lost in stacks of books for hours, running my hands over titles and finding treasures I could not have imagined existed. Later, in college, a friend and I fashioned a cross country road trip with small town libraries as the rest stops along the way. When I became a parent, I savored children's story time and art project afternoons with my kids. Not only do I love the libraries themselves, but I believe that libraries sit at the core of a solid democratic society, standing proudly as a statement that information should belong to everyone. I would love to help preserve this resource for our community.
2. What qualities do you consider necessary for an effective Trustee, and how do you demonstrate those qualities?
I think good board members are engaged in board processes. An ideal trustee will ensure the basics are being met, like; showing up to all meetings, being on time, reading materials in advance, participating actively in discussions, debates and decisions, while all the while being very mindful of respectful discourse. Above and beyond that, a good Trustee will support the executive leader by serving on a committees as needed, being a sounding board for difficult decisions, and going above and beyond as the organization demands it. A good board member can offer feedback appropriately and can step up and do things that are asked of them like building relationships in the community and being a great ambassador for the work of the library
3. Provide examples of current or previous community service and leadership roles.
Although I do not currently serve on a board, I have served on many boards over the past 20 years, including several in the city of Berkeley. I was a founding board member of Urban Adamah, served as a trustee of the Berkwood Hedge School, the Redwood Community Health Coalition, and the Partnership Health Plan. On all of those boards I eventually served on the Executive Committee and served as Board Chair and or Treasurer
4. What do you see as the Library's role in the community now and in the future?
I think the Library's role in the community now and even more so in the future, will be to provide a consistent, neutral community hub. A place where people go to feel safe, and to access resources well beyond books. I love the addition of the cafe to the Central branch and would support more social service programming, education classes for new immigrants and other community training programs like civic engagement. I think the library could serve as non-religious version of how some folks feel about their church - a place to gather, learn and be a central point of contact and communication for a vibrant and engaged population.

*Please return this form and the **Application for Appointment to Berkeley Boards and Commissions** to the Office of the City Clerk*

**BERKELEY PUBLIC LIBRARY
POLICIES****SUBJECT: Board of Library Trustees Vacancies
Policy**

ORIGINAL DATE:	05/04/2022
BOLT Resolution #:	R22-025
REVISED DATE:	05/04/2022
PAGE:	1 of 2

I. PURPOSE

Pursuant to Section 30 of the Charter of the City of Berkeley (the "Charter"), "five Library Trustees shall be appointed and may be removed by a vote of five members of the Council and one of such trustees must be appointed by the Council from its own members."

When a Board of Library Trustees ("BOLT") vacancy has occurred or is planned to occur, the Board of Library Trustees can assist the City Council by facilitating a nomination process. This policy enumerates that process.

II. POLICY

- A. **Ad-hoc Trustee Nominating Sub-committee** - When a BOLT vacancy has occurred or is planned to occur, the President of BOLT will appoint an ad hoc trustee nominating sub-committee to identify candidates. The Library Director as Secretary to BOLT will assist the sub-committee.
- B. **Candidate Search Objectives** - The sub-committee's purpose will be to ensure that nominations are inclusive and broadly represents the diverse perspectives of the community. The sub-committee will seek candidates with varied backgrounds, knowledge, abilities, expertise, and networks that can advance the Mission and Vision of the Library. The search objectives include finding candidates able to carry out the trustee role, functions, and duties, as described in the BOLT Bylaws.
- C. **Search Process** - The sub-committee will convene to take account of current BOLT needs and to schedule the process for its purposes. The process will include the creation and posting of a vacancy announcement, the application period, the review of candidates, the recommendation to BOLT, and action taken by BOLT.
- D. **Vacancy Announcement** - The sub-committee will write an announcement that BOLT is seeking interested parties, including the requirements thereof, the manner and form of applying, and the due date for submission of applications; the sub-committee, working with the Library Director and the City, and with the approval of BOLT, will advertise the call for interest.
- E. **Application Procedure** - For consideration, any applicant must be a resident of the City of Berkeley, California. Applicants must submit a resume and a supplemental statement

of interest that addresses questions or topics enumerated by the ad hoc trustee nominating sub-committee.

- F. **Review of Candidates** - The sub-committee will review each application based on the applicant’s submitted information. The purpose of the review is to identify nominees that meet the search objectives, will be able to carry out the duties and functions of the Trustee as stated in the Bylaws, will advance the Vision and Mission of the Library, and will be a resource for collaboration and partnerships on behalf of the Library.

- G. **Nominations** – The sub-committee will provide a summary of its process, evaluation, and recommendation for one or more nominees to BOLT for action and furtherance to the Council. A recommendation from the ad hoc trustee nominating sub-committee is not binding.

Reviewed by: _____ Director of Library Services	_____
	Date
Approved by: _____ Chair, Board of Library Trustees	_____
	Date

Board of Library Trustees, Selection Criteria Summary

Desired Qualifications:

- Candidates should be public library champions, passionate about lifelong learning and community engagement.
- A demonstrated commitment to equity, diversity and inclusion is essential.
- Candidates with executive leadership, technology, business, financial management and/or administrative skills are encouraged to apply.
- Candidates with leadership experiences in community-based, non-profit, or government agencies

General Qualifications

- Demonstrated interest in and enthusiasm for the library
- Readiness to devote time and effort
- An open mind coupled with respect for the opinion of others and, a steadfast belief in intellectual freedom and privacy.
- Ability to plan creatively.
- Courage to withstand pressures and resist influences based on prejudice
- Ability to analyze the business and administrative procedures, and to be part of the accountability process to the public and provide oversight.
- Possession of common sense
- Reflects the diversity of the Berkeley community, including a diversity of experiences working in different sectors of the community as well as age, ethnicity, religion, gender identities, abilities, and sexual orientation
- Willing and able to work with management, staff and the union.

Practical background and/or direct experience in one or more of these areas is desirable:

- Involvement in community organizations
- An understanding of local government operations, of public boards, and commissions; previous experience highly valued
- An interest in long-range planning
- Personal experience in one or more of these areas:
 - Education
 - Architecture/Construction Accounting/Finance Business
 - Personnel management Technology Law/Government
 - Humanities
 - The Arts
- Availability and openness to the public

