



## BPL Board Agenda

### Regular Meeting

**Date** Thursday, December 11, 2025  
**Time** 6:00pm  
**Location** Boardroom  
 Bob Prittie Metrotown Library  
 6100 Willingdon Ave Burnaby, BC V5H 4N5

**Chair** Anna Lu

*We respectfully acknowledge that Burnaby Public Library is located on the unceded territories of the [xʷməθkʷəy̓əm \(Musqueam\)](#), [Skwxwú7mesh \(Squamish\)](#), [səlilwətaʔ \(Tsleil-Waututh\)](#), and [kʷikʷəʔəm \(Kwikwetlem\)](#) Peoples. Each Nation has distinct histories and distinct traditional territories that fully or partially encompass the city of Burnaby.*

*We encourage you to learn more about the Host Nations whose ancestors have occupied and used these lands, including parts of present-day Burnaby, for thousands of years.*

AGENDA	TIME	PAGE NO.
1. Agenda		
1.1 <b>Motion</b> to receive Agenda.		
2. Minutes		
2.1 <b>Motion</b> to adopt the minutes of the regular meeting held October 16, 2025 as circulated.		
3. Presentation		
3.1 CUPE Local 23	20 min	
4. Reports	10 min	
4.1 Board Chair (verbal)		
4.2 Council Liaison (verbal)		
4.3 InterLINK Representative (verbal)		
5. Items for Decision		
5.1 Staff presentation schedule	10 min	1 - 2
6. Items for Information		
6.1 Equity Working Groups	20 min	3 - 4
6.2 Retired employees	5 min	5 - 6

7. Other Business

8. Next Library Board Meeting

January 15, 2026 at 6:00pm at the Bob Prittie Metrotown Branch.

9. Adjournment

9.1 **Motion** that the regular meeting adjourn and that the Board resolve itself into an in camera meeting from which the public is excluded to consider patron bans and bargaining.



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**TO:** CHAIR AND TRUSTEES  
BURNABY PUBLIC LIBRARY BOARD

**FROM:** CHIEF LIBRARIAN  
BURNABY PUBLIC LIBRARY

**DATE:** DECEMBER 11, 2025

**SUBJECT:** STAFF PRESENTATIONS TO BOARD 2026

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**RECOMMENDATION:**

**THAT** The Library Board approve the proposed schedule of staff presentations to Board in 2026

**REPORT**

Library trustees have expressed interest in hearing directly from staff on the work of library staff teams.

Recent presentations have included:

- Teen Librarians / Julia's Studio (November 2022)
- Home Library & Accessible Services (March 2024)
- Public Engagement & Awareness (June 2024)
- Digital Studio (July 2024)
- Indigenous Initiatives Working Group (October 2024)
- September 2025 (Children's Services)
- October 2025 (Cataloguing)

In addition, staff and consultants presented in 2025 on specific projects:

- BPL Facilities Strategic Plan (February 2025, September 2025)
- Services in Languages other than English (May 2025)
- Tour of McGill renovations (May 2025)

In 2024 and 2025, the Board also heard delegations from members of the public.

Going forward, it is recommended that each board meeting include a limited number of presentations, so that trustees have time for discussion and decision, and that board meetings are a manageable length. Decisions on how to prioritize presentations and delegations will be made by the Board Chair and Vice Chair in consultation with the Chief Librarian.

In 2026, the following tentative schedule of staff presentations is proposed. The schedule includes staff presentations in months where there is also a board meeting in the previous month, as these months typically have lighter agendas:

February 2026: Collections

May 2026: Community Development

October 2026: Adult Programming

November 2026: Systems

Beth Davies  
CHIEF LIBRARIAN  
BURNABY PUBLIC LIBRARY



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**TO:** CHAIR AND TRUSTEES  
BURNABY PUBLIC LIBRARY BOARD

**FROM:** CHIEF LIBRARIAN  
BURNABY PUBLIC LIBRARY

**DATE:** DECEMBER 11, 2025

**SUBJECT:** EQUITY WORKING GROUPS

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**RECOMMENDATION:**

**THAT** The Library Board receive this report for information

## REPORT

### Background

Burnaby Public Library created three staff-led working groups to focus on equity issues:

- Transgender Inclusion Working Group (formed 2019)
- Anti-Racism Working Group (formed 2020)
- Indigenous Initiatives Working Group (formed 2019)

Working Group leads and members are given four paid hours a week to do this work, either by working additional shifts, or by working within their existing schedule and being replaced as needed.

These groups have contributed significantly to changes in BPL services, facilities and procedures, to cultural shifts in our organization, and to staff learning. BPL has also undertaken extensive equity work outside of the working groups, in particular around anti-racism.

### Working Group Evaluation Project

The 2024-2027 Operating Plan includes a project to Evaluate BPL's Working Group Structure. This project enables BPL to take a fresh look at how staff can be involved in equity, diversity, inclusion and accessibility (EDIA) work, to look at different models for supporting staff from equity-seeking groups, such as affinity groups, and to make sure that any groups have a clear mandate and specific funding.

BPL does not have a budget line for the equity working groups. When the BPL budget was in surplus, the cost of the working groups could be easily absorbed. With increasing pressures on the BPL budget, this is no longer possible.

In September 2025, the Chief Librarian and working group sponsors began scoping the project to evaluate the working groups. As part of that scoping, the Chief Librarian and working group sponsors decided that the BPL working groups would end in their current form at the end of 2025. This decision was communicated to working group leads at the end of September, and to all staff in early October.

### **Staff Reaction**

Some staff have expressed disappointment that the equity working groups in their current form are ending. Other staff have expressed understanding for the need to evaluate this work, and a desire to have the work be more systemic and operationalized. *The Tyee* published an [article](#) about the decision that quoted an anonymous staff source. Their comments included, “It feels like a really horrible time to put a pause on this work” and “I am very angry and upset and disappointed. I feel like the rug was pulled out from under us.”

### **Next Steps**

Equity work continues to be a priority for BPL. It’s reflected in our values and in our strategic plan, and management are committed to prioritizing and funding this work on an ongoing basis.

Equity working group sponsors will be working with the working groups to identify what work needs to wrap up, and to identify any specific projects that need to continue.

Staff will be working on a project to develop a framework for creating and supporting equity-seeking groups going forward. This will include recommendations on funding. The project team will seek input from staff, in particular from staff from equity-deserving groups, for their input in developing this framework. The project is in its early stages and is scheduled to end in early Q2 2026. As part of this project, a report will be brought to the Board with recommendations, which will likely include an ask for funding from the BPL Endowment Fund.

Beth Davies  
CHIEF LIBRARIAN  
BURNABY PUBLIC LIBRARY



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**TO:** CHAIR AND TRUSTEES  
BURNABY PUBLIC LIBRARY BOARD

**FROM:** CHIEF LIBRARIAN  
BURNABY PUBLIC LIBRARY

**DATE:** DECEMBER 11, 2025

**SUBJECT:** RETIRED EMPLOYEES

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**RECOMMENDATION:**

**THAT** The Library Board receive this report for information.

**REPORT**

The following staff members retired recently. Those eligible received a gift equalling approximately \$25 per year of service, per Board Policy for [Staff Privileges and Awards](#):

**Camille Ho**

Camille began with Burnaby Public Library in March 1991. She worked as a Library Clerk at the Metrotown branch, an Acquisitions Clerk, and finally as a Cataloguing Library Technician. After 34 years of service, she retired in February 2025.

**Georgina Flynn**

Georgina began with Burnaby Public Library in August 1995. She worked as a Librarian 1 at the Metrotown and McGill branches and became Librarian 2 at the Metrotown branch in March 2014. After 30 years of service, she retired in March 2025.

**Gordon Bennett**

Gordon began with Burnaby Public Library in March 2011. He worked as a Building Service Worker at the Metrotown and McGill branches. After 14 years of service, he retired in April 2025.

**Neill Vanhinsberg**

Neill began with Burnaby Public Library in May 2008. He worked as a Librarian 1 at the Kingsway and Tommy Douglas branches and then as a Librarian in Collections beginning in 2021. After 17 years of service, he retired in April 2025.

**Elizabeth Davies**

Elizabeth began with Burnaby Public Library in May 1989. She worked as a Librarian 1 at the Central Park, Metrotown, McGill and Cameron branches. She became branch manager of the Metrotown branch in June 2010. After 36 years of service, she retired in May 2025.

**Ramon Busaing**

Ramon began with Burnaby Public Library in December 2001. He worked as a Building Service Worker at the Metrotown branch and as a temporary Building Service Supervisor in August 2023. After 24 years of service, he retired in June 2025.

**Terry Petruck**

Terry began with Burnaby Public Library in November 2008. She worked as a Library Clerk at the Kingsway and Tommy Douglas branches. After 17 years of service, she retired in September 2025.

Beth Davies  
CHIEF LIBRARIAN  
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