

LAS VEGAS-CLARK COUNTY LIBRARY DISTRICT  
BOARD OF TRUSTEES REGULAR BOARD MEETING  
AT THE WHITNEY LIBRARY AND VIA ZOOM  
THURSDAY, MARCH 13, 2025

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[Meeting began at 5:02 p.m.]

CHAIR WAUGH: I'm going to call this meeting of the Las Vegas-Clark County Library District Board of Trustees to order at 5:02 p.m.

Ms. Nance, will you please call roll?

MS. NANCE: Chair Waugh.

CHAIR WAUGH: Here.

MS. NANCE: Trustee Rogers.

[No heard response.]

MS. NANCE: Trustee Jiron.

SECRETARY JIRON: Here.

MS. NANCE: Trustee Whiteley.

TREASURER TURNER WHITELEY: Here.

MS. NANCE: Trustee Sanchez.

[No heard response.]

MS. NANCE: Trustee Dutkowski.

TRUSTEE DUTKOWSKI: Here.

MS. NANCE: Trustee White.

TRUSTEE WHITE: Here.

MS. NANCE: Trustee Jimenez.

1 TRUSTEE JIMENEZ: Here.

2 MS. NANCE: Trustee Williams.

3 TRUSTEE WILLIAMS: Here.

4 MS. NANCE: Trustee Jones.

5 TRUSTEE JONES: Here.

6 MS. NANCE: And we do have a quorum, Chair.

7 CHAIR WAUGH: And please mark Trustee Rogers and  
8 Trustee Sanchez as absent, excused.

9 Everyone please rise for the Pledge of Allegiance.

10 [Pledge of Allegiance]

11 CHAIR WAUGH: Agenda Item No. II, Public Comment.

12 Topics raised under this item must be limited to matters on today's  
13 agenda. Anyone wishing to speak during this item must sign up  
14 prior to the public comment period. The signup must include  
15 commenter's name, legal address, and agenda item that is being  
16 commented on.

17 Ms. Nance, do we have anyone signed up for public  
18 comment for this portion of the meeting?

19 MS. NANCE: No, we do not.

20 CHAIR WAUGH: Then I will close public comment and  
21 move to Agenda Item No. III, Board action to accept proposed  
22 agenda. Do I have a motion to accept the agenda?

23 TREASURER TURNER WHITELEY: So moved.

24 CHAIR WAUGH: First from Trustee -- a motion from  
25 Trustee Turner Whiteley.

1 Do I have a second?

2 SECRETARY JIRON: Second.

3 CHAIR WAUGH: Second from Trustee Jiron.

4 Any discussion?

5 [No heard response.]

6 All those in favor, please say aye.

7 [ALL BOARD MEMBERS WERE IN AGREEMENT]

8 CHAIR WAUGH: Opposed, no.

9 [No heard response.]

10 Motion carries.

11 Agenda Item No. IV, Approval of Proposed Minutes for the

12 February 13th Board Meeting. Do I have a motion or any changes

13 to the Minutes at this time? Or a motion to accept -- to approve the

14 Minutes.

15 TRUSTEE DUTKOWSKI: I'll motion to accept the Minutes.

16 CHAIR WAUGH: We have a motion from Trustee

17 Dutkowski.

18 Do I have a second?

19 TRUSTEE WHITE: Second.

20 CHAIR WAUGH: Second from Trustee White.

21 Any discussion?

22 [No heard response.]

23 All those in favor, please say aye.

24 [ALL BOARD MEMBERS WERE IN AGREEMENT]

25 CHAIR WAUGH: Opposed, no.

1 [No heard response.]

2 Motion carries

3 Agenda Item No. III -- V, wow, Chair's Report. So I want to  
4 begin by welcoming our two newest Trustees, Trustee Jones and  
5 Trustee Williams, as well as express my appreciation on the record  
6 for the County Commission appointing me to another four years  
7 that you all get to see my lovely face.

8 So welcome Trustee Jones and Trustee Williams. I'll turn  
9 it over to you if either of you have anything you would like to say or  
10 any reflections. So Trustee Jones, we'll start with you.

11 TRUSTEE JONES: No, I will just start off by saying thank  
12 you and this is an honor. Long time Las Vegas and long-time  
13 library attendee and participant and really excited about the  
14 opportunities ahead.

15 CHAIR WAUGH: Thank you, Trustee Jones.

16 Trustee Williams.

17 TRUSTEE WILLIAMS: Trustee Williams. Once again, I  
18 would like to say the same. Thank you. I appreciate the  
19 appointment from the County Commissioners. Today I won't say  
20 much because I just had a root canal, and a crown put in, so. I have  
21 to go back for another one on Saturday. So I just wanted to say  
22 thank you and I look forward to working with you guys and doing  
23 some amazing work that has been already done before we got here  
24 and look forward to continuing the great work that has already  
25 started.

1 CHAIR WAUGH: Thank you. We're thankful to have both  
2 of you join us.

3 So I'm going to move on to -- I just had some thoughts  
4 that I'm going to share and as Chair, I can let myself do that. So as  
5 Chair of this Board, I want to acknowledge there have been some  
6 concerns, confusion and disappointment that many people feel  
7 about some recent decisions as it relates to diversity, equity and  
8 inclusion programs in the library.

9 Change, especially when it comes to language, can feel  
10 unsettling and I want to assure you that while terminology may  
11 evolve, our commitment to serving every member of our diverse  
12 community remains steadfast. The Public Library has always been  
13 a place of inclusion, learning, and access to opportunities for all;  
14 that fundamental mission is unchanged.

15 Our priority is to ensure that we continue providing vital  
16 services and programs while also preserving the critical federal  
17 funding that makes much of our work possible. This decision was  
18 made in response to shifting federal guidelines, but it does not  
19 change who we are or the values we uphold.

20 We will continue to offer programs that celebrate diverse  
21 voices, create equitable access to resources and foster a welcoming  
22 space for all. What we call these efforts may shift, but their purpose  
23 and impact remain the same. We deeply value the trust and  
24 support of our community, and we encourage open dialogue. If  
25 you have concerns, ideas or questions, we welcome your input, and

1 I know many of you are here for that. And know that our doors and  
2 our commitment to serving everyone are always open.

3 I also want to take a moment to share the American  
4 Library Association's Library Bill of Rights, which this Board  
5 adopted in 1995, as part of Library District policy.

6 The American Library Association affirms that all libraries  
7 are forums for information and ideas, and that the following basic  
8 policies should guide their services.

9 I. Books and other library resources should be provided  
10 for the interest, information, and enlightenment of all people of the  
11 community the library serves. Materials should not be excluded  
12 because of the origin, background, or views of those contributing to  
13 their creation.

14 II. Libraries should provide materials and information  
15 presenting all points of view on current and historical issues.  
16 Materials should not be proscribed or removed because of partisan  
17 or doctrinal disapproval.

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

20 IV. Libraries should cooperate with all persons and  
21 groups concerned with resisting abridgment of free expression and  
22 free access to ideas.

23 V. A person's right to use a library should not be denied  
24 or abridged because of origin, age, background, or views.

25 VI. Libraries which make exhibit spaces and meeting

1 rooms available to the public they serve should make such facilities  
2 available on an equitable basis, regardless of the beliefs or  
3 affiliations of individuals or groups requesting their use.

4 With that, I will open it up to Trustee comments. Any  
5 Trustees have anything they would like to share this time?

6 TRUSTEE WHITE: Yes.

7 CHAIR WAUGH: Trustee White.

8 TRUSTEE WHITE: Thank you. I thank you for those  
9 words. I need to share that with lots of people and I have done --  
10 I've said similar things to what you just said, so I am very -- I'm  
11 thrilled that I have been able to communicate well to my friends  
12 and people who are concerned about the action that was taken. So  
13 thank you for that.

14 And I'd like to welcome Asha Jones and Harry Williams to  
15 this Board. It's so wonderful to be working with the two of you.

16 CHAIR WAUGH: And I do want to -- and seeing Trustee  
17 White reminded me, congratulate Trustee White on being  
18 recognized as a Distinguished Nevadan by the Nevada System of  
19 Higher Education Board of Regents. So congratulations, Trustee  
20 White.

21 TRUSTEE WHITE: Thank you so much.

22 CHAIR WAUGH: And an honorary doctorate, so that as  
23 well.

24 Any other Trustees at this time?

25 [No heard response.]

1               With that, I'll move on to Las Vegas-Clark County Library  
2 Foundation, President Ortiz.

3               PRESIDENT ORTIZ: Good afternoon. Felipe Ortiz for the  
4 record. Thank you, Chair Waugh and Executive Director Watson. If  
5 I can digress real quick? First of all, the Library Board is in excellent  
6 hands. I worked with new Trustee Harry Williams for 12 years at  
7 the City of Las Vegas. And Ms. Asha Jones, I've known her since --  
8 a very, very long time, I won't say how many years. And also  
9 Trustee Jimenez and her husband for about 15 to 18 years.

10              All three individuals understand three things: the public  
11 policy doctrine, budgets, and community engagement. And so they  
12 hit the ground running with this Board. They really do understand  
13 it and I really value their friendship and their attention to detail.  
14 And their appointments, they hit it out of the park. They'll be a  
15 compliment to the rest of you that are already here doing great  
16 things. And with the Director's vision, we'll get it all together.  
17 Thank you for allowing me to say that Chairman Waugh.

18              As far as the Library Foundation report, not really much to  
19 report. We're still working on the Global Agreement; the attorneys  
20 are looking at that. I designated or assigned three Foundation  
21 Board members to look at a job description for the Director --  
22 Executive Director. We're not sure what we're going to call them  
23 because whatever you call them means more pay, so it depends on  
24 what we decide. But we're going to bring that to the Foundation  
25 Board here in about a week or so.



1                   And then our goal is to then use that to really have a  
2 conversation with the Director and still shooting for July to bring  
3 somebody on board as an Executive Director for the Foundation.  
4 And that's really all I have to report. If there's any questions?

5                   CHAIR WAUGH: Thank you, President Ortiz. Are there  
6 any questions for President Ortiz at this time?

7                   [No heard response.]

8                   Thank you very much and we'll see you next month.

9                   Moving on to Agenda Item No. VI, Library  
10 Reports/Executive Director's Report. Director Watson.

11                  DIRECTOR WATSON: Thank you, Chair Waugh and  
12 Trustees. So I've submitted my report as always and I'll take  
13 questions on that afterwards, but I'm also going to take a point of  
14 privilege to also speak to and address some of the information as  
15 well that has been put out.

16                  So, good evening and welcome to all of you in  
17 attendance, as well as those listening to our live feed. I want to take  
18 a few minutes to share some important context around the recent  
19 changes to the Library District's internal DEIA initiatives, which  
20 were based on advice from legal counsel and to provide some facts  
21 to address and correct the unfortunate misinformation that  
22 continues to be spread around this topic.

23                  I want to speak directly tonight to our many stakeholders,  
24 which includes our dedicated staff and the public that we serve at  
25 the Library District. In order to have an honest conversation around

1 the sunseting of our internal DEIA initiatives, it is crucial to  
2 remember that the sole reason we're even having this conversation  
3 around DEIA is because of steps that are -- that were and are being  
4 taken by the federal government. The media has provided in depth  
5 coverage concerning the new administration's executive orders,  
6 which required any organization that receives federal funding to  
7 end any DEIA initiatives.

8 I would also like to provide some perspective that I think  
9 we can all use right now. This is a challenging time filled with  
10 uncertainty for institutions that depend on federal dollars in order  
11 to serve the underserved. This includes not just libraries, but  
12 educational institutions, nonprofits and other entities that support  
13 the social and ideological ideals of free access to information,  
14 education and social services.

15 Like the library, these institutions provide a pathway to  
16 uplift those who are striving to overcome forces that would  
17 otherwise block their advancement in life. These institutions, and  
18 the values that they represent, are the bedrock of our nation and of  
19 any free society.

20 In order to achieve these goals, however, we do need  
21 reliable funding sources, and the federal government has  
22 traditionally been an important revenue source for us. As you know  
23 from reading the daily headlines, the future of federal funding is  
24 suddenly uncertain. I will address how this specifically impacts the  
25 Library District in just a few moments.

1 First, I want to share with you what DEIA means to me,  
2 personally. As a man of color, I understand and share the concerns  
3 that many of you feel around preserving the value that DEIA  
4 represents. I have fought fiercely and proactively, in both my  
5 personal life and professional career, to defend the work of free  
6 access to information and to demand recognition of all the value  
7 that people bring to our society.

8 I came up in a heavily segregated community in St. Louis,  
9 Missouri and I have been called the N-word more times than I can  
10 count, even as a young child, not yet fully understanding the racist  
11 hatred behind the word. As a parent too, I hope for a more secure  
12 and inclusive future for my children than what I encountered. So I  
13 hope that you can understand how my life experiences have  
14 informed my deep commitment to DEIA and the advocacy work in  
15 our country that has elevated the rights and dignity of people from  
16 all walks of life. But although I have seen some improvements  
17 around racism and discrimination over my lifetime, in some ways  
18 many things, as you know, have not changed.

19 During my four years at the Library District, I have been  
20 proud to implement DEIA hiring practices and procedures,  
21 including the establishment of the DEIA Committee, which I hope  
22 we can repurpose in another form. We have also implemented  
23 numerous special programs around DEIA topics, most recently  
24 actually in this library that we're in today, the Whitney Library's  
25 Independent Author Collection, which currently has compiled

1 almost 500 books in less than two months by independent authors  
2 of color and diverse voices. However, in my role as Executive  
3 Director of the Library District, my primary duty is to protect and  
4 defend free access to the materials and services that our libraries  
5 provide.

6           It might surprise a lot of you to learn that 63 percent of the  
7 Library District's operating budget is comprised of employees,  
8 salaries and benefits. In addition, 15 percent of our operating  
9 budget is dedicated to purchasing library materials. This leaves  
10 only 22 percent of our operating budget for other critical needs  
11 such as employee training, tuition reimbursement, conferences and  
12 travel expenses, programming costs, branch expenses, as well as  
13 urgently needed maintenance and renovations to our library  
14 buildings. This is why every single dollar matters.

15           I appreciate staff members who have shown the courage  
16 of their convictions by coming to me personally to raise questions  
17 and concerns about our internal changes. We have had productive  
18 conversations about experiences of discrimination and why they  
19 are fearful in this new environment that we find ourselves in. I  
20 think that those conversations helped us to better understand each  
21 other's perspectives, and it gave me a chance to share the financial  
22 pressures that libraries are under in today's atmosphere.

23           But here is the bottom line from my perspective, we are  
24 all -- we all love our libraries and what they mean to our  
25 community. I would simply ask of those who comment

1 anonymously in newspaper reports and on social media threads  
2 that they also come to me for honest conversations and to get their  
3 hard questions answered. I fully appreciate and understand what  
4 it's like to feel passionate about this topic; however, passion must  
5 always be tempered by truth.

6           Spreading untruths about the Library District serves no  
7 one's interest. I have seen comments circulating online and in the  
8 newspaper which directly contradict the factual statements about  
9 our adjustments that have been previously shared with the media  
10 and the public. As I clearly explained in my public statement, no  
11 Library District public programming, no library materials, no in-  
12 branch displays and no staff jobs will be impacted by the relatively  
13 minor pre-emptive steps that we have taken based on the advice of  
14 our legal counsel.

15           I have also shared internally with staff and externally with  
16 the media that the Library District's commitment to fostering a  
17 positive, respectful and welcoming environment for our valued  
18 employees and customers remains unchanged. While we were  
19 advised to remove references to the DEIA acronym, we will  
20 continue to focus, as we always have, on the work and the values  
21 behind this term. I believe that we must be committed to far more  
22 than just an acronym.

23           If you love the library and all that we stand for, I would ask  
24 you to please reach out, ask questions, seek information, and then  
25 make informed suggestions about how we can improve internally.

1 We should all be united in supporting each other and the important  
2 work that we do for the communities that we serve. Again,  
3 inaccurate information supports no one and only creates a faulty  
4 narrative.

5 And please remember, when it comes to DEIA that I am  
6 with you, but I also have the serious responsibility of keeping our  
7 Library District financially viable and growing to serve an ever-  
8 expanding population.

9 Just to be crystal clear about what is at stake, I would like  
10 to share some of the critical areas where federal funding impacts  
11 our services. I've already talked about our operating budget, which  
12 is 96.6 million dollars; 63 percent goes towards employee salaries  
13 and benefits, 15 percent towards the library materials and 22  
14 percent for everything else.

15 Just in 2024 and in 2025, our Adult Learning Program  
16 where we help with English as a Second Language, our Career  
17 Online High School Program, as well as other literacy  
18 programming; we received 1.4 million dollars in 2024, 1.5 million in  
19 2025. Our E-Rate, the Library District's internet access and  
20 networking systems, and our equipment; we received 1.4 million in  
21 2024, and 1.5 million in 2025.

22 Also, over the past few years, several programs that  
23 receive federal funding, such as our mobile device lending  
24 program, was \$200,000 from the federal government in 2022. Our  
25 additional digital collection in 2023, we received 234,000. Our New

1 Market Tax Credit Program, which helps and allows us to build new  
2 libraries, in 2017, we received a total of eight million dollars for two  
3 libraries, East Las Vegas and Mesquite Library and in 2024 we  
4 received 6.5 million for the West Las Vegas Library.

5 We also have outstanding funding that we haven't  
6 received but has been earmarked, such as money from HUD for the  
7 West Las Vegas Library, \$500,000. We also have a renovation  
8 project that we are planning to receive money for Rainbow Library  
9 from HUD for \$150,000 and additional New Market Tax Credit  
10 funding of six million dollars. Other federal appropriations that is  
11 being pursued; 16.4 million dollars for our Homework Help and  
12 Tutoring Program, as well as an additional 5.5 million for our  
13 Rainbow Refresh project.

14 So what we're talking about is serious funding that is not  
15 just what we focus on for now, but also in the future. And so those  
16 are my comments, and I'll take any questions from the Board, Chair.

17 CHAIR WAUGH: Are there any questions for Director  
18 Watson?

19 [No heard response.]

20 No. Trustees, are there any reports that anyone would  
21 like to pull forward to discuss?

22 [No heard response.]

23 I would like to take a moment to thank the Branding and  
24 Marketing Department. Where is Betsy?

25 There's Betsy. So I just got back from Carson City today

1 and went to check my mail for the first time in a month and we  
2 have television screens in our mailroom, and they cycle KCLV. So I  
3 walk in, and I see a big advertisement for the Las Vegas-Clark  
4 Library District and visiting the website and all the service and all  
5 that stuff. So I just wanted to give credit to Branding and  
6 Marketing. I see the license plates out and about. And so wherever  
7 I go, I cannot escape the library, which is a good thing. So I just  
8 wanted to give credit to the BAM team for the work that you guys  
9 are doing.

10 Are there any other comments or thoughts on the reports?

11 [No heard response.]

12 Seeing none, I will accept the reports.

13 We will drop all the way down to Agenda Item No.  
14 VIII.A.1, which this is a consent, so it doesn't need a presentation  
15 unless the Board would like, which is discussion and possible Board  
16 action regarding authorization to extend the appointment of the  
17 District's current auditor HintonBurdick CPAs & Advisors for one  
18 year for the fiscal year ending June 30, 2025.

19 Trustees, could I get a motion to approve the item or to  
20 pull it, if that is the desire of the Board?

21 TRUSTEE WHITE: So moved.

22 CHAIR WAUGH: We have a motion from Trustee White  
23 for approval.

24 Do I have a second?

25 SECRETARY JIRON: Second from Trustee Jiron.



1 CHAIR WAUGH: Any discussion?

2 [No heard response.]

3 All those in favor, please say aye.

4 [ALL BOARD MEMBERS WERE IN AGREEMENT]

5 CHAIR WAUGH: Opposed, no.

6 [No heard response.]

7 Motion carries.

8 Agenda Item No. X, Announcements. The Finance and  
9 Audit Meeting will be held on Tuesday, April 8th, 2025, at 11:00 a.m.  
10 via Zoom.

11 The April Board Meeting will be held on Thursday, April  
12 10th, 2025, at 5:00 p.m., at the West Las Vegas Library. It's probably  
13 our last -- well, I won't say our last meeting at the old library, but  
14 maybe it is.

15 The May Board Meeting will be held on Thursday, May  
16 22nd, at the East Las Vegas Library.

17 And the June Board Meeting will be held on Thursday,  
18 June 12, 2025, at 5:00 p.m., at the Centennial Hills Library.

19 Agenda Item No. XI, Public Comment. Topics raised  
20 under this item cannot be acted upon until the notice provisions of  
21 the open meeting law have been met. If you wish to make public  
22 comment on this item, you must sign up on the roster provided  
23 prior to the public comment period.

24 So the way that we're going to do this is Ms. Nance will  
25 call everyone's name, and we'll have the first person come up to

1 the podium. As she calls everyone's name, just please line up in  
2 that order and we'll just -- we'll hear from all of you in turn.

3 We have a max time limit of 45 minutes for public  
4 comment. So if you use all your three minutes, 15 people can talk,  
5 so -- but -- and Ms. Nance will keep time for each individual  
6 speaker, you have three minutes. And then we'll keep time of the  
7 45 minutes overall.

8 So I'll head over to Ms. Nance to have everyone line up.  
9 Ms. Nance.

10 MS. NANCE: Okay. Could everyone please line up on the  
11 right side to my right over here? The first person is Daniel  
12 Pastorius[phonetic]. You can actually just go to the podium, sir.

13 The next person will be Heather Russell, Ameil Bravo,  
14 Paige Opp[phonetic], Anahi Bravo, Amy, I don't want to mess up  
15 your last name, but, Amy, you would be next. Joey Hines will be  
16 after Amy. And Mark -- are you, Mark? Oh, okay, you're Mark.

17 Okay. So I have some names here that did not sign up  
18 with your addresses. We will need your full address before you say  
19 your public comment.

20 Zack Freed, Monica Flores, Sabrina Brooks, Misty  
21 Subbit[phonetic], and Jessica Rosenfeld[phonetic].

22 Mr. Daniel, you may start, and the timer will start once  
23 you start.

24 MR. PASTORIUS: Yes, my name is Daniel Pastorius. I live  
25 at 1386 Lorilyn Ave., Unit 1, in University Crest Condominiums.

1 I'm here about the DEI also. And I know you're talking  
2 about being misinformed, but I'd like to read you the funding for  
3 the library, okay? Based on research, Las Vegas Library money  
4 comes from property taxes, grants, the American Library  
5 Association, the Institute of Museum and Library Services, federal  
6 funding; for example, Congressman Horsford did get us a grant to  
7 build the new Westside Library.

8 You're changing something due to an executive order.  
9 That's overreach from the executive department. Congress funds  
10 our grants. You do not change something. Our state, Nevada,  
11 controls all the education, all the libraries, all our community  
12 activities. They can give us a grant, but they can't tell us what we  
13 have to do. You are cowing to the executive branch. You do not  
14 change anything in our policies.

15 The community has requested the prior policies, and the  
16 policies state change no matter what the person in the White House  
17 puts out as an executive order, you do not listen to it. Congress  
18 funds us, Congress creates our budget, Congress approves our  
19 grants and our Congress representatives, it's their job to get us as  
20 much money as possible from our tax dollars back to better our  
21 community.

22 We're not doing any favors by cowing to the executive  
23 branch, period. That's all it is. It's cowing. That's all I have to say.  
24 And I do not approve of any changes, and you shouldn't make any  
25 changes because the executive branch has no legal right to tell us

1 to, period. That's the end of it. It's illegal.

2 Yeah, I don't know who your insurance is, but yeah, I'm  
3 sure to be on this Board you have to have some understanding of  
4 the US Constitution and the Nevada Constitution. Our education  
5 and our libraries is a state right and we don't give that up for any  
6 idiot in the White House, period.

7 CHAIR WAUGH: Thank you, sir.

8 Next speaker, please.

9 MS. RUSSELL: Hi, my name is Heather Russell, and I live  
10 in Centennial Hills. Do I need to --

11 UNIDENTIFIED SPEAKER: Can you speak up a little bit?

12 MS. RUSSELL: Oh. Can you hear me better? Okay.

13 My name is Heather Russell. I live in Centennial Hills.  
14 And I thought that I would share two book reports and a quote with  
15 you since it has to do with DEI and what our felon-in-chief has  
16 decided to deem as words that are not included and that are being  
17 banned, including a woman, a female, things like that.

18 So in 1933, the Nazi Party stormed an institute for sexual  
19 research, smashing all they could. A few days later, a massive book  
20 burning was organized that destroyed more than 12,000 books, as  
21 well as Doctor Hirschfield's important collection of photographs.  
22 The Nazis organized the burning of thousands of un-German books,  
23 what is determined as un-American now, now that we're getting rid  
24 of DEI.

25 And this book -- this -- I'm sorry, this I wanted to bring

1 because this is Branded by the Pink Triangle. This image of the  
2 pink triangle was put on our felon-in-chief's truth social this week,  
3 which is the pink triangle, is for the LGBTQIA plus people that were  
4 put in Nazi camps. So when will that happen? If we continue to  
5 back down to this president, felon-in-chief, when will it end?

6 And then this book I've had for over 30 years. It was  
7 printed in 1992, and I've carried it for over 30 moves in my life. This  
8 book is similar to Anne Frank, but she survived because she got  
9 out. But she lost all her hair while she was trying to get out of  
10 modern-day Ukraine back then, I guess Russia or USSR in the  
11 1920s, because the Jews were persecuted way before the Nazis  
12 took over Germany.

13 And my final quote is from the book Parable of the Sower  
14 by Octavia E Butler: Embrace diversity. Unite or be divided,  
15 robbed, ruled, killed by those who see us as prey. Embrace  
16 diversity or be destroyed.

17 Thank you.

18 CHAIR WAUGH: Thank you. And ma'am? Ma'am?  
19 Excuse me. Excuse me, can you come -- can you state your address  
20 for the record, please?

21 MS. RUSSELL: Oh, the full address?

22 CHAIR WAUGH: Yes, ma'am.

23 MS. RUSSELL: It's 7350 W Centennial Parkway. I don't  
24 want to put my apartment, but it is in Las Vegas 831 -- 893 -- oh, I'm  
25 sorry, 89131. Thank you.

1 CHAIR WAUGH: Thank you very much.

2 And the next speaker. And as you as you come up,  
3 please -- when you state your name, please include your address as  
4 well.

5 MS. BRAVO: Hi, good evening. My name is Amiel Bravo.  
6 My address is 312 N 8th St., 89101.

7 I'm here today, like many others, to share my concern and  
8 disappointment regarding the recent decisions to phase out the  
9 DEIA initiatives at our Library District. While I understand the need  
10 to comply with the new federal regulations, I believe the cold,  
11 impersonal nature of how this was communicated to staff has  
12 created a great deal of harm and distress.

13 The e-mail notifying us of these changes sent, without any  
14 direct communication or personal touch from our leadership, felt  
15 abrupt and incredibly insensitive. It is one thing to make a decision  
16 for the organization, it is another to show disregard for the  
17 employees who have dedicated their time, effort and some of them  
18 their entire career to support these initiatives. For many of us, DEIA  
19 were not just policies, they were a representation of our values, our  
20 commitment to diversity, equity, inclusion and accessibility.

21 Removing these efforts with no personal  
22 acknowledgement or respect for the work put in by so many, hurts  
23 our sense of identity and the sense of belonging we have worked so  
24 hard to create here. Furthermore, it was only after the e-mail went  
25 public on social media that our leadership sent a follow up e-mail

1 attempting to offer further clarification. This afterthought of  
2 communication underscores a lack of empathy towards the  
3 employees who were directly impacted by these changes. A  
4 decision of this magnitude should have been addressed personally  
5 with more context and more transparency from the beginning.

6 The library is supposed to be a place where all feel  
7 welcome, valued and heard. But when actions like these are taken  
8 without due care for the people affected, it sends the message that  
9 we are not being seen or heard by our leadership. This is  
10 unacceptable. As leaders, you must prioritize fostering an  
11 environment where people feel respected and valued, and that  
12 begins with how we communicate and how we support staff  
13 through these unfortunate changes. Thank you.

14 CHAIR WAUGH: Thank you.

15 Next speaker, please.

16 MS. OPP: Hello, my name is Paige Opp, address is 6233  
17 Blossom Wood Ave., 89108.

18 I understand these are unprecedented times, times where  
19 there is a threat of lost funds, but for the Library District to  
20 discontinue their DEIA pre-emptively, keyword pre-emptively, is a  
21 threat to what libraries stand for. Libraries are a place for all, and  
22 while per the District's e-mail, no jobs or programs will be lost,  
23 sending out an e-mail detailing the discontinuation of committees  
24 and the senseless removing of pronouns from e-mail signatures,  
25 which is something I personally fought for when I was a Library

1 District employee, goes against intellectual freedoms that are our  
2 rights.

3 If LVCCLD truly needs to comply in order to keep its  
4 federal funding, admin could have opted instead to change the  
5 names of their DEIA programs. CCSD was faced with a deadline  
6 and thus far has chosen not to comply with executive orders. Their  
7 Antiracism, Equity and Inclusion Task Force is still functioning, and  
8 the School District website has not removed any of its policies in  
9 support of DEIA.

10 Over the last three years, CCSD has received  
11 approximately 770 million dollars from federal funding.  
12 Comparatively, I see LVCCLD as being afraid to stand up for its  
13 employees and the community it serves for 2.4 million dollars.  
14 Those emails told the community that the library can be bought.

15 To the Board members and to library administration, I ask  
16 you this, will you roll over pre-emptively if an executive order  
17 comes through demanding banned books be pulled from shelves or  
18 when mentions of Black History Month, Women's History Month  
19 and Pride Month are not allowed in buildings that receive federal  
20 funding? Thank you.

21 CHAIR WAUGH: Thank you.

22 Next speaker, please.

23 MS. BRAVO: Good afternoon, my name is Anahi Bravo. I  
24 live on 7112 Pine Lake Rd., Las Vegas, NV 89145.

25 I stand before you today, not only as a library staff



1 member, but also someone from the community. I deeply care  
2 about the values our library represents. Today I'm voicing my  
3 concern about the significant shift that has occurred within our  
4 institution and the dissolution of the DEIA initiative.

5 We've heard that the initiative will not affect the programs  
6 and our books yet, and that yet hangs over our heads, okay. What  
7 will happen when we as staff are questioned about our book  
8 displays? What will happen as staff when we do cultural programs,  
9 or we're asked about diversity related content? Will we, the  
10 frontline workers be left vulnerable, exposed and unsupported by  
11 our admin? Well, that's what we feel like is happening.

12 There's a danger in underestimating how these changes  
13 affect us as library workers and our ability to engage with our  
14 community that we serve. When we as staff are told to remove our  
15 pronouns from our emails, it isn't a minor change, it's a signal. It's  
16 how it starts. What's next? Will we be expected to abandon our  
17 values we've worked so hard to uphold just for simply following  
18 orders?

19 The biggest concern here isn't just the loss of DEIA  
20 initiatives, it's a lack of support that we as staff members who are  
21 directly interacting with the community every single day. We are  
22 the ones who answer questions, we provide resources, we uphold  
23 the principles of inclusion, accessibility and diversity. Yet when a  
24 major shift like this happens, we are left to face a fallout without  
25 any support or transparency.

1           Yeah, we got transparency now, but after what? After  
2 everything that happened online and everything. It's clear that our  
3 staff is confused, and we're frustrated too by how this was  
4 communicated. We are the ones who connect with our patrons  
5 face to face every day. We cannot allow ourselves to be plunged  
6 backwards, we cannot let years of hard work, dedication and  
7 growth unravel simply because of a shift in policy. We stand for  
8 something greater than just policies and budgets. We stand for  
9 every individual who walks into the library looking for knowledge,  
10 support, and a place where they belong. Thank you.

11           CHAIR WAUGH: Thank you.

12           Next speaker, please.

13           MS. ZADOROZNY: Amy Zadorozny, 6420 --

14           CHAIR WAUGH: Can you speak closer to the microphone,  
15 please?

16           MS. ZADOROZNY: Amy Zadorozny, 6420 Saddle Up,  
17 Henderson, NV 89011.

18           I was not actually planning on this today. I sent a letter  
19 but I'm deciding to be brave even though my voice is going to  
20 shake. So I'm going to read my letter.

21           Our national chapter of showing up for racial justice has  
22 been working for months to resist antidemocratic, fascist efforts of  
23 the Trump/Musk regime even before he was elected. We continue  
24 to show up to protect the rights, safety and dignity of the people in  
25 our communities and resist Trump's antidemocratic agenda.

1 Together, we hold the real power.

2           The long history of nonviolent resistance shows us then,  
3 when communities, institutions, leaders, and individuals have  
4 banded together and actively resisted to defend each other and our  
5 rights, people have wielded the brave power to undermine  
6 authoritarian agendas. Surge Las Vegas and our supporters are  
7 calling on our community leaders, institutions and organizations to  
8 support commitment to the resistance.

9           Our Clark County Library District is being threatened by an  
10 executive order to abandon all DEIA policies in order to retain any  
11 federal funding. The library receives less than 4 percent of its total  
12 budget from the federal government, meaning that this is a threat  
13 designed to gain anticipatory compliance to a rule meant to erase  
14 history and silence the voices of BIPOC and disabled people.

15           Some of the Library District employees are very upset  
16 about this and some are too afraid to speak out. I am writing to  
17 support them and raise my voice to the Board of Trustees meeting  
18 this day. We are asking that the Board allow all existing DEIA  
19 policies to stand as they currently exist.

20           Libraries are a cornerstone of democracy, where  
21 information is free and equality -- and equally available to  
22 everyone. People tend to take that for granted and they don't  
23 realize what is at stake when that is put at risk. And that's a quote  
24 from Carla Hayden, first woman and first African American  
25 Librarian of Congress. Please keep the Trump/Musk presidency out

1 of our libraries. Thank you.

2 CHAIR WAUGH: Thank you.

3 Next speaker, please.

4 MR. HINES: My name is Joseph Hines. I live at 6233  
5 Blossom Wood Ave. in Las Vegas, NV 89108.

6 What will the library do when it starts being ordered  
7 around by a president who does not read and who has been the key  
8 piece in a deliberate disinformation campaign which has led us into  
9 what Oxford Languages calls post truth politics, making the library  
10 one of the last institutions treating information as a science and  
11 protecting the very concept of a reliable source?

12 The American Medical Association, the National Institute  
13 of Health, the Association for Behavioral and Cognitive Therapies,  
14 the American Academy of Pediatrics, Psychology Today, the  
15 Physiological Society, the Human Rights Campaign Foundation, the  
16 Trevor Project, and the American Library Association all agree that  
17 using chosen names and gender affirming pronouns can  
18 significantly improve mental health outcomes for transgender and  
19 gender diverse people, including reducing depression, suicidal  
20 ideation and suicidal behavior.

21 So am I free to put my pronouns in my e-mail signature?  
22 And if not, why not? What mental health outcome exactly is it that  
23 my employer wants for their transgender and nonbinary  
24 employees? Is it increased depression or suicidal ideation? Or  
25 perhaps suicidal behavior? I'm not sure if my employer has

1 realized it, but none of the above are going to have a good effect on  
2 employee morale or the quality of their work.

3 In neither Executive Order No. 14151, titled Ending Radical  
4 and Wasteful Government DEI Programs, nor Executive Order No.  
5 14173, titled Ending Illegal Discrimination, do the words pronoun,  
6 gender or even e-mail appear anywhere. What are we complying  
7 with? What is actually going on here?

8 It's true that federal employees were ordered on January  
9 31st to remove pronouns from their e-mail signatures, but we are  
10 not federal employees and have received no such orders. And even  
11 if we had, the morally defensible response would be to disobey  
12 these orders because they are unjust.

13 On that note, I'd like to read you some words by Martin  
14 Luther King Junior, written to fellow clergymen from Birmingham  
15 City Jail in 1963, in a letter which we carry in the library's collection.

16 You express a great deal of anxiety over our willingness  
17 to break law. Since we so diligently urge people to obey the  
18 Supreme Court's decision of 1954 outlawing the segregation in the  
19 public schools, one may well ask how can you advocate breaking  
20 some laws and obeying others? The answer is that there are two  
21 types of laws. There are just laws and there are unjust laws. One  
22 has not only a legal but a moral responsibility to obey just laws,  
23 conversely one has a moral responsibility to disobey unjust laws.

24 Thank you.

25 CHAIR WAUGH: Thank you.

1 Next speaker, please.

2 MR. DIEFFENBACHER: Hello, my name is Mark  
3 Dieffenbacher, 3960 Cantal Globe Court 89147.

4 I propose the District remain steadfast in what you know  
5 is morally right. Retain your DEIA programs and force the  
6 government to act and remove its relatively small funding. Why?  
7 White supremacy fears diversity. White supremacy fears equity.  
8 White supremacy fears inclusion. We know these threaten the  
9 unfair power structure in America that maintains an unfair  
10 economic system, keeping us poor, struggling or fearful of losing  
11 what we have.

12 We know that this administration promotes white  
13 supremacy and is attacking DEIA efforts because it wants white  
14 people like myself to blame black, indigenous and other people of  
15 color, along with the trans community and immigrants for the  
16 issues -- for this country's issues, and to see these communities as  
17 a threat. I say no; I refuse. I have more in common with my black  
18 neighbor, my immigrant neighbor, and my trans neighbor, than I'll  
19 ever have with rich, mostly white guys set on preventing basic  
20 fairness and equality in this country.

21 You maintaining your strong DEIA programs sends a  
22 message that encourages the rest of the community to retain their  
23 DEIA programs. You serve as a pillar in this community and have  
24 an opportunity to perform an antiracist act that can serve as a  
25 catalyst for others to resist. While external legal counsel advised

1 you to make these pre-emptive adjustments, I encourage this Board  
2 to pay more heed to external community council and resist this  
3 white supremacy attack. Thank you.

4 CHAIR WAUGH: Thank you.

5 Next speaker, please.

6 MR. FREED: Hi, my name is Zachary Freed. My pronouns  
7 are he/him. My address is 7000 Paradise Ave., 89119. Was there  
8 one other thing I needed to --

9 CHAIR WAUGH: No.

10 MR. FREED: Yeah. Yeah, thank you for giving us this  
11 forum today. I'm a local filmmaker and documentarian. I spent the  
12 past year working on a film for Clark County Public Arts. It's called  
13 Uplifting Historic Legacy. It's about the Pearson Recreation Center  
14 in the Westside. We go into history about Former Commissioner  
15 Member Doctor William Pearson. He broke the barrier within the  
16 city, being the first Black Council member in the 80s.

17 Over the course of that film, I've really had the privilege of  
18 accessing UNLV special collections, having conversations with  
19 Claytee White, taking advantage of the library resources here to go  
20 back in time and to really look at the history of the Westside and to  
21 look at the history of our politics in the 80s and a lot of the activist  
22 movements. And it's just so clear to see through history because of  
23 diversity, equity and inclusion, we were able to get segregation out  
24 of our community, we were able to get people like Doctor Pearson  
25 an opportunity to be a part of our Council Member, you know,

1 Board, other Boards within our communities.

2 So, you know, being here today, I think it's a part of that  
3 conversation if we can't access federal funding because the  
4 government federally doesn't want to support diversity, equity and  
5 inclusion, you know, where else can we turn to that funding? Could  
6 it be through more funds with the Beverly Rogers Foundation  
7 locally, who, you know, currently does have a great commitment to  
8 diversity?

9 I think if we continue to follow patterns of what we're  
10 seeing in the federal government, we will slowly just start to peel  
11 back layers in our communities where, you know, currently it might  
12 just be pronouns and words on a piece of paper, but, you know,  
13 seeing that significantly, we might be seeing changes made in our  
14 libraries about what is on the bookshelf, what types of topics we're  
15 talking about.

16 It's also very clear to see that within our libraries here in  
17 the community, you know, activists and leaders like Sarann Knight-  
18 Preddy, a lot of the history on Doctor Pearson, it's been very  
19 whitewashed. The materials are very limited. And if I didn't have  
20 resources at UNLV where I could listen to the oral histories from  
21 some of these community members, I might have never known  
22 what their experiences were because it wasn't well documented.

23 And, for example, if Sarann Knight-Preddy, if her oral  
24 histories were removed for any reason, because of diversity, equity  
25 and inclusion, I may not have known, you know, how special it is.



1 Here I am today in 2025 getting to work on a project for the county,  
2 getting to tell stories of locals and very prominent people in our  
3 community. Ruby Duncan is another one who helped start the first  
4 Library District for the Westside. Thank you so much.

5 CHAIR WAUGH: Thank you.

6 Trustee White, it sounds like someone has made  
7 extensive use of your work at UNLV.

8 TRUSTEE WHITE: I'm so proud.

9 MS. FLORES: Good afternoon, Members of the Board.  
10 My name is Monica Flores, 2108 E Margaret Ave., 89101.

11 I am a resident and patron of the Library District. I am  
12 here today because I strongly disagree with the decision to  
13 eliminate the diversity, equity and inclusion program. Libraries are  
14 meant to be a place of learning, accessibility and community, a  
15 resource for everyone, regardless of background. DEI programs  
16 ensure that our libraries serve all members of the community fairly  
17 by making resources available to historically underrepresented  
18 groups, fostering inclusive programming and ensuring that the  
19 library staff are equipped to serve a diverse public.

20 Removing this program sends a message that diversity,  
21 inclusion -- and inclusion are no longer priorities. But our  
22 community is diverse, and our library should reflect that and  
23 support that reality. DEI initiatives help ensure that every patron,  
24 regardless of race, gender, ability or economic status feels  
25 welcomed and represented in library spaces, collections, and

1 services.

2 I urge this Board to reconsider. Eliminating DEI doesn't  
3 eliminate the need for it. In fact, it risks alienating parts of our  
4 community who rely on the library as one of the few equitable  
5 places -- spaces available to them. I ask you, what kind of Library  
6 District do we want to be; one that welcomes and serves all or one  
7 that quietly excludes by failing to prioritize inclusion?

8 Erasure of language is never a good thing and the past  
9 confirms that. With everything happening in the world right now, it  
10 is important to stay on the right side of history. Please stand up for  
11 what is right. Thank you.

12 CHAIR WAUGH: Thank you.

13 Next speaker, please.

14 MS. BROOKS: Good evening, everyone. Sabrina Brooks,  
15 4852 San Sebastian Ave., 89121.

16 While growing up, there were a few years that I spent  
17 entire weekends at the library. Unimpeded, I was able to explore  
18 any ideas in print that were available and that changed my  
19 trajectory by giving me a history that shows my greatness and  
20 ideas that opened my world beyond the streets of Chicago.

21 How will we guarantee that the mission is unchanged  
22 when we can't even guarantee that it stays the same in writing?  
23 The power of the pen has been used to control the power of the  
24 people. At what point do we push back to protect the public in  
25 writing? If we take lightly now, what is simply a change in

1 terminology, how will we handle it when we are told to do more or  
2 to do less?

3 Without backing in writing, the priorities of the current  
4 Board members do not transfer to any incoming Board members.  
5 The words erased will outlast us all. Sorry, I'm a bit nervous.

6 In what way is the county of Clark, the cities of the Las  
7 Vegas Valley, the state of Nevada so injured as to not find a way to  
8 stand up on our own feet. We understand that nothing happens  
9 overnight; however, if we don't want to continue to bend to the will  
10 of people who seek to make your efforts obsolete, we cannot make  
11 it a habit in saying, Yes, Massa.

12 My daughter uses the Whitney Library, she's 10, and  
13 hearing the numbers today about how much federal funding we  
14 received make me feel like we may be too hooked on the support of  
15 a government that we know wants to tear all of this down. That's  
16 called power and I believe the focus needs to be aimed at self-  
17 sustaining initiatives urgently and deliberately in a direction  
18 towards independence.

19 Bring the power back home so that we don't have to  
20 covertly circumvent orders and laws, but that the decisions belong  
21 to who they should, and that's you. If this is a move from diversity,  
22 equity and inclusion, it is absolutely a move towards singularity,  
23 disparity and exclusion. Where is the line in the sand? Thank you.

24 CHAIR WAUGH: Thank you.

25 Next speaker, please.

1 MS. ROSENFELD: Hi, I'm Jessica Rosenfeld, 9901 W  
2 Sahara Ave., 89117.

3 Las Vegas is a city that thrives on diversity. We are a  
4 community of people from all backgrounds, cultures and walks of  
5 life. Our differences do not divide us, they strengthen us. That is  
6 why it's so troubling to see the Las Vegas County Library District  
7 eliminating its DEI program, despite claiming that diversity and  
8 inclusion remain a priority.

9 But let's be clear, when you remove committees that  
10 advocate for equality, when you strip pronouns from email  
11 signatures, when you erase DEIA from job descriptions, and when  
12 you dissolve the very structures that ensured progress you are not  
13 making diversity a priority, you are systematically disabling it. A  
14 priority is something you invest in, not something you erase from  
15 your policies.

16 This decision does not just remove a program, it silences  
17 the voices that fought for fairness, it eliminates the mechanisms  
18 that ensure equality wasn't just a buzzword, but an actual  
19 commitment. How can we trust that diversity is still valued when  
20 the infrastructure to protect it is being torn down? The DEI  
21 Committee existed to ensure that every policy, every hiring decision  
22 and every initiative reflected the reality of our community; that it  
23 served everyone.

24 Its removal means that there is no longer a dedicated  
25 team fighting for inclusion; no longer a formal structure to hold

1 leadership accountable. When you remove DEI from job  
2 descriptions, you send a message that inclusivity is no longer an  
3 expectation. When you erase pronouns, you send a message that  
4 identity does not matter. When you take diversity updates or Board  
5 reports, you send a message that equality is no longer worth  
6 tracking.

7           And let's not forget who this affects the most. It affects  
8 the students in our community because Clark County School  
9 District, one of the most diverse in the nation serves over 300,000  
10 students, many are from historically marginalized[sic] backgrounds.  
11 The kids deserve to see themselves reflected in the institutions  
12 meant to serve them.

13           It affects the disabled community, who rely on  
14 accessibility initiatives that are now at risk. It affects the LGBTQ  
15 plus community who are already fighting just to be seen. It affects  
16 the very people who libraries were built to uplift; those seeking  
17 knowledge, opportunity and belonging. Thank you.

18           CHAIR WAUGH: Thank you.

19           Next speaker, please.

20           MR. LEFFEL: Good afternoon. My name is Ben Leffel,  
21 1651 American Pacific Dr., Henderson, 89074.

22           I'm an Assistant Professor of Public Policy at UNLV. Right  
23 now, libraries and universities alike are either complying in advance  
24 with Trump's anti-DEI executive order or they're fighting back. And  
25 Las Vegas libraries don't technically need to implement any pre-

1 preemptive adjustment, even minimal and here's why. Federal judges  
2 granted a nationwide injunction against the executive order; that  
3 essentially means that the order is over.

4           The Court finds that the order violates free speech and  
5 brings harm to Americans, and that should those victims be --  
6 should those harmed challenge it in court, they would win. That  
7 means we now have the choice whether or not to comply, or if we  
8 want to fight, and that's why the Trump Administration knows it  
9 will lose. That's why it's also currently resorting to intimidation.

10           Trump's top lawyer recently resorted to intimidation when  
11 it threatened Georgetown Law. They said the US Attorney's Office  
12 would not hire any Georgetown Law graduates if Georgetown  
13 failed to get rid of its DEI program. But the Dean responded in an  
14 instructive way. The Georgetown Law School Dean responded that  
15 given the First Amendment's protection of the university's freedom  
16 to determine its own curriculum and how to deliver it, the  
17 constitutional violation behind this threat, Trump's threat, is -- as is  
18 the attack on the university's mission, is clear.

19           And so I think the same can be said for libraries. We  
20 should take a -- precisely the same position. We do not have to pre-  
21 emptively act on it, even making risk averse, small adjustments  
22 internally. And this reminds me of the -- in the 80s, Ronald Reagan,  
23 Secretary of State, harassed American governors for divesting from  
24 apartheid South Africa, saying that fighting apartheid would hurt  
25 American businesses first.

1 But exactly the same -- in exactly the same way the Trump  
2 administration claims that DEI somehow hurts meritocracy, arguing  
3 that fighting injustice is somehow bad for business. But governors  
4 resisted then. In fact, Michael Dukakis responded, famously, that  
5 the State Department should follow Massachusetts's example and  
6 that they have a moral duty to fight repression.

7 And so governors resisted Reagan, Deans are resisting  
8 Trump now, and I think libraries should resist Trump today. Thank  
9 you.

10 CHAIR WAUGH: Thank you.

11 Seeing no other public comment, we will close public  
12 comment and move on to Agenda Item No. XII, Adjournment. Do I  
13 have a motion to adjourn?

14 TRUSTEE JIMENEZ: So moved.

15 CHAIR WAUGH: We have a motion from Trustee Jimenez.

16 Do I have a second.

17 SECRETARY JIRON: Second.

18 CHAIR WAUGH: Second from Trustee Jiron.

19 Any discussion?

20 [No heard response.]

21 All those in favor, please say aye.

22 [ALL BOARD MEMBERS WERE IN AGREEMENT]

23 ...

24 ...

25 ...

CHAIR WAUGH: Opposed, no.

[No heard response.]

We are adjourned at 6:02. Thank you.

[Meeting concluded at 6:02 p.m.]

\* \* \* Total Meeting Run Time – 60 minutes\* \* \*

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ATTEST: I do hereby certify that I have truly and correctly transcribed the audio/video proceedings in the above-entitled meeting to the best of my ability.



Brittany Mangelson  
Mangelson Transcribing



## 2025 ATTENDANCE

2025		January 16 Regular Board Mtg	February 6 Finance and Audit Comm. Mtg	February 13 Regular Board Mtg	March 13 Regular Board Mtg	April 8 Finance and Audit Comm. Mtg	April 10 Regular Board Mtg	May 22 Regular Board Mtg	June 12 Nominations Comm. Mtg	June 12 Risk Management Comm. Mtg	June 12 Regular Board Mtg	July 10 Regular Board Mtg	AUGUST	September Finance and Audit Comm Mtg	September 11 Regular Board Mtg	October 9 Regular Board Mtg	November Finance and Audit Comm. Mtg	November 13 Regular Board Mtg	December 11 Regular Board Mtg
Waugh	Nathaniel	A-E		P	P														
Rogers	Keith	P		P	A-E														
Jiron	Jennifer	P		P	P														
Turner Whiteley	Kate	P		P	P														
Foyt (Term ended 3/2/25)	Elizabeth	P		P															
Benavidez (Term ended 3/2/25)	Kelly	P		P															
Sanchez	Elaine	P		P	A-E														
Dutkowski	Karen	P		P	P														
White	Claytee	A-E		P	P														
Jimenez	Aranzazu	P		P	P														
Williams (Term Began 3/4/25)	Harry				P														
Jones (Term Began 3/4/25)	Asha				P														

P	Present
A-E	Excused Absence
A-U	Unexcused Absence
	Attended Committee meeting but not a member
X	Term Ended/ New