

**BOULDER PUBLIC LIBRARY DISTRICT**  
-SPECIAL MEETING-  
Tuesday, March 11, 2025  
Boulder Public Library, Canyon Meeting Room  
1001 Arapahoe Ave, Boulder CO  
and  
Via Zoom  
6:00 p.m.  
Join Zoom Meeting  
<https://tinyurl.com/yckjjw7v>

<u>Board of Trustees</u>	<u>Term Expiration</u>
Andy Sayler	2029
Benita Duran	2028
Tom Cosgrove	2028
Sylvia Wirba	2027
Doug Hamilton	2027
Cara O'Brien	2026
Sam Fuqua	2025

Follow [link](#) to review long range agenda planning document.

**AGENDA**

1. Call to Order and Declaration of Quorum
2. Trustee Matters
  - a. Review trustee applications and make recommendations on candidates to interview.
3. Adjournment

**NEXT MEETING: Tuesday, March 18, 2025**

# Boulder Public Library District Board of Trustees

## 2025 Application Packet

Appoint member to expired 5-year term to replace Trustee Fuqua, ending in 2030

### List of Candidates

Stephanie Bachman

Rebecca Boyle

Nadine Struzziero

Al Vincent

Lori Lucas

Jadzia-Dax Aurelius von Beres

Pamela Payne

Arthur Lieb

Shari Leach

Elise Edson

Lawrence Wojcik

Sepideh Miller

Jason Burton

Ellen Mitchell

Justin Rufa

Diana Sadighi

William Aspray

Brian Kearney

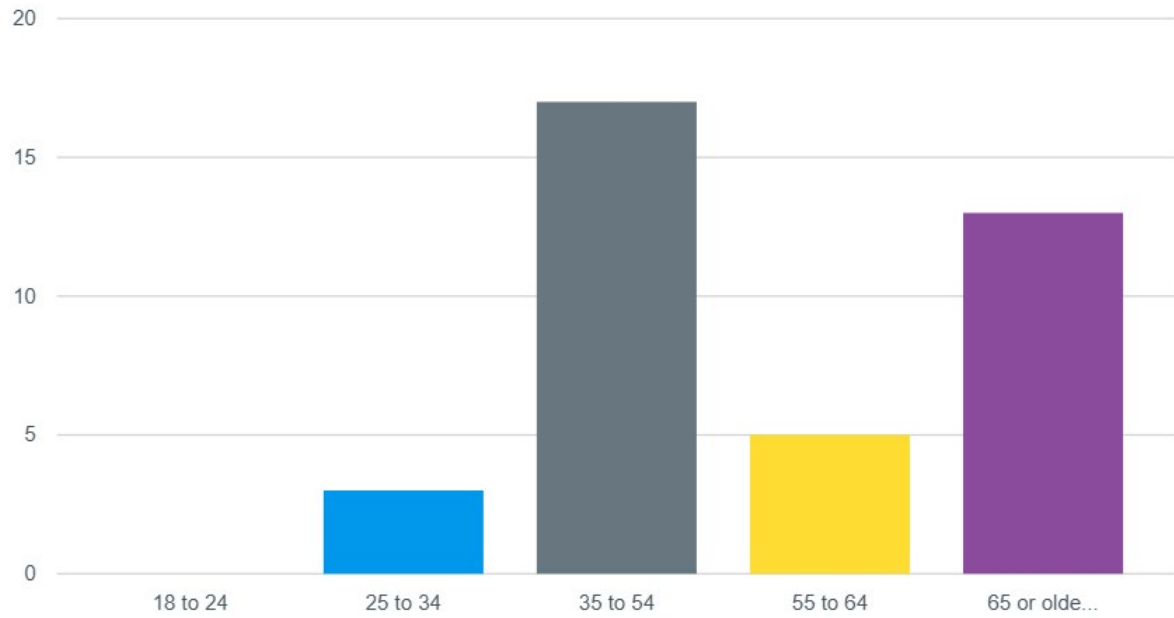
Christina Godbout

Cassidy Ragle  
Alan O'Hashi  
Aspen Everett  
Barbara Stern  
Elizabeth Carmichael  
Adrian Caponera  
Lisa Feria  
David Boonin  
Thomas Bogdan  
Frances Dahlberg  
Jamie Donahoe  
Benjamin Bayer  
Gary Bardsley  
Lauren Alweis  
Mary Steiner  
Erin Foley  
Georg Apitz  
David Martus

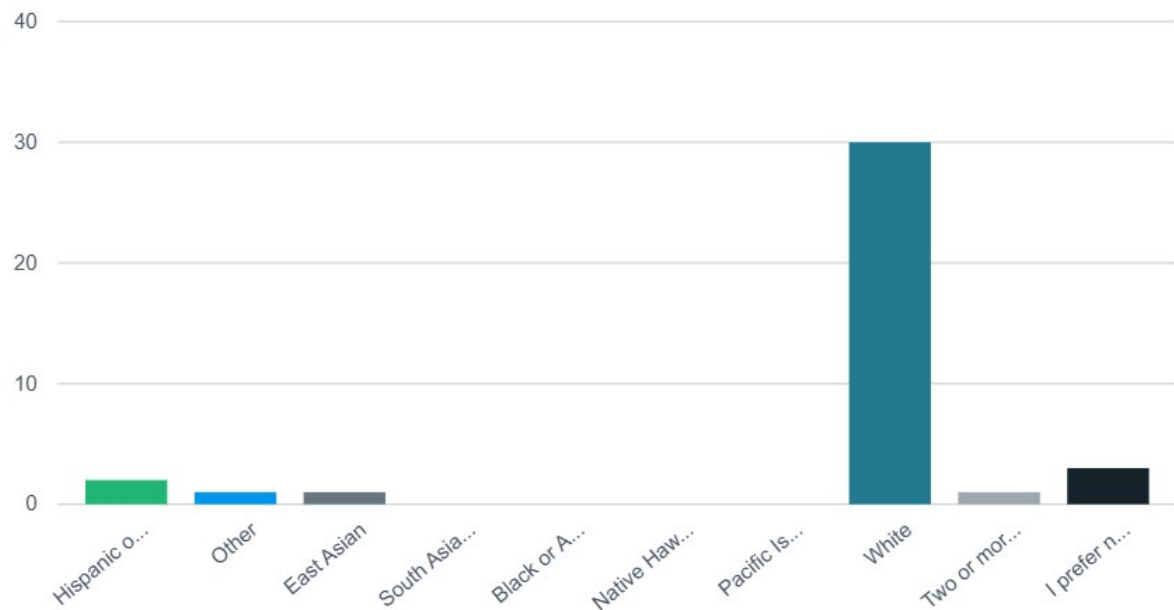
4

## Applicant Demographics

What is your age range?



Which race or ethnicity do you identify with most?





Form Name:	Board of Trustee Application
Submission Time:	February 15, 2025 3:49 pm
Browser:	Chrome 132.0.0.0 / OS X
IP Address:	73.203.127.193
Unique ID:	1315337757
Location:	39.5884, -105.0776

## Application Information

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## Applicant Contact Information

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Name	Stephanie Bachman
Email	[REDACTED]
Address	[REDACTED] Boulder, CO 80305
Phone	[REDACTED]
Please upload your resume, including volunteer work.	[REDACTED]

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## Demographic Questions

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What is your age range?	35 to 54
Which race or ethnicity do you identify with most?	White

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## Application Questions

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1. Why are you interested in serving on the Library District Board of Trustees?	I am interested in supporting the mission of connecting people, ideas, and information and ensuring that all members of the community have access to the library.
2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.	<p>Board member for Boulder Aquatic Masters, a local swimming non-profit, for five years.</p> <p>I am a lawyer with over 20 years of transactional law and litigation experience.</p> <p>I have created and negotiated budgets as a non-profit board member and in my job as general counsel, technology and legal operations at Quadient.</p>

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<b>3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.</b>	<p>At Quadient I worked with the HR team to implement a HR information systems solution to monitor the company's achievement of its equity goals while also working with our talent acquisition team to make sure that our roles were visible and appealing to potential employees from all different kinds of backgrounds. I would employ the same strategy at the library, determining the potential audience of library users and addressing outreach and content to each such audience.</p>
<b>4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?</b>	<p>While I understand that individuals can have different views on what constitutes a "suitable" book, program, or item, I would discourage removal of items from the library. Because the library is designed to be knowledge source for the entire community, removing materials risks limiting the knowledge available at the library and should therefore be avoided.</p>
<b>5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?</b>	<p>No known conflicts</p>
<b>6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?</b>	<p>I would see the top priorities for the board of trustees to be (1) safeguarding prudent spending of library funds to ensure that the libraries continue operating to serve the community, (2) encouraging library access by all community members, especially those who are not current library users, and (3) adjusting to changing information requirements of the community, whether in the technology or the collections available at the library.</p>

Form Name:	Board of Trustee Application
Submission Time:	February 17, 2025 11:42 am
Browser:	Chrome 132.0.0.0 / OS X
IP Address:	209.180.247.70
Unique ID:	1315690212
Location:	39.7301, -104.9078

## Application Information

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### Applicant Contact Information

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Name	Rebecca Boyle
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Email	[REDACTED]
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Address	[REDACTED] Boulder, CO 80305
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Phone	[REDACTED]
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Please upload your resume, including volunteer work.	[REDACTED]
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### Demographic Questions

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What is your age range?	25 to 34
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Which race or ethnicity do you identify with most?	White
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### Application Questions

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**1. Why are you interested in serving on the Library District Board of Trustees?**

I am interested in serving on the library board of trustees because, obviously, I love the library, and I love Boulder. My volunteer experience demonstrates this. I love helping to shape our community into a place that is just, equitable, and enjoyable for all. I see the library as an essential institution in that mission, given its wide variety of services, programs, and opportunities. I would be honored to help shape the future of such an important and valuable institution in our city.



**2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.**

As seen in my work and volunteer experiences, I have excellent organizational and administrative skills. Most of my career has been spent in a leadership position developing strategy and executing project goal, and I hold executive positions in volunteer roles now, in both the City of Boulder Tenant Advisory Committee and in the Sierra Club Indian Peaks Group. I value my ability to identify what an organization is aiming for or needs, and finding ways to achieve those goals and needs. I take excellent notes and track action items and schedules well, and I find those to be the key to this skill.

i think another great skill that I have is my ability to build and foster relationships. My job and volunteering both turn on making connections with others, communicating with them constantly, and negotiating many perspectives in order to achieve a common goal. In areas like this, where no one policy is perfect and not all are perfectly aligned, being an excellent relationship builder is critical.

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**3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.**

My greatest example of this comes from my work experience, where I support the federal government's obligations to consult with Tribes when the government is taking certain actions in the environment. I have learned over the years how to most effectively speak to Tribes about their concerns and values, and how to advise and guide the government in better acknowledging and addressing Tribal concerns and values in their consultation processes. The history of the Tribes and the Federal government is a fraught one, and the government's track record is terrible. I am a single person but have tried hard to understand my role and responsibility in making it better. In my work on the City of Boulder tenant advisory committee, I have also become more sensitive to the fact that Boulder's English as Second Language (ESL) tenants are the most affected by unfair rental practices and that often policymaking leaves them out due to language barriers. I want to commit better outreach to these communities, and I even see the library has a key opportunity for that.

**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

This is an interesting and tough question that would require many factors to come into play. I find book bans to historically represent a leveraging of power to silence marginalized groups and control discourse, so that a certain hegemony remains in power. Censorship and control of this nature are responsible for the erosion of a free and fair democracy. These days in particular, book bans have little to do with controlling legitimate harm and more to do with this sort of censorship and control. The library is the last place that should be considering abiding by book bans or removals of materials.

On the other hand, we now live in an age of extreme mis- and dis-information, where uncontrolled circulation of certain narratives can also destroy productive social dialogue and free expression.

I struggle to develop a specific, iron-clad scenario where removal of a book, program, or item would be appropriate, but I do think it would turn on its contribution to the circulation of mis- and dis-information. However, before making such a decision, the library would have to give serious consideration to who is requesting removal and why, and what harms or benefits are the outcome of such a removal.

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**5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?**

I retain relationships in the local conservation community via Sierra Club, and certain city relationships through the Tenant Advisory Committee. I am not sure if these generate any conflict of interest, but I will be sure to manage or mitigate these potential conflicts by noting them as they arise to the Board and recusing myself if needed when it comes to critical decisions to protect the best interests of the organization.

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**6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?**

I think the obvious top priority is to continue to uphold and protect the principles found in the library bill of rights, where all individuals have equal, free, fair, and safe access to the library and ideas contained therein.

A major issue for Boulder at large seems to be the rising cost of living. Accordingly, I find a top priority of the board to be, on top of the previously stated, ensuring that the library is a place of free or low-cost access to information, programs, services, and opportunities for all people.

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Form Name:	Board of Trustee Application
Submission Time:	February 18, 2025 8:42 pm
Browser:	Chrome 132.0.0.0 / OS X
IP Address:	75.70.205.41
Unique ID:	1316179097
Location:	40.5377, -105.0546

## Application Information

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## Applicant Contact Information

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Name	Nadine Struzziero
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Email	[REDACTED]
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Address	[REDACTED] Boulder, CO 80302
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Phone	[REDACTED]
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Please upload your resume, including volunteer work.	[REDACTED]
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## Demographic Questions

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What is your age range?	35 to 54
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Which race or ethnicity do you identify with most?	Hispanic of Latino/Latina
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## Application Questions

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**1. Why are you interested in serving on the Library District Board of Trustees?**

I am passionate about serving on the Library District Board of Trustees because reading has been my lifelong passion, and I want to share that love with our community. From a young age, books transported me to new worlds and broadened my understanding of different experiences. Growing up in central Pennsylvania, some of my fondest memories were weekly library visits with my mom-moments that nurtured my deep appreciation for literature.

Now, as a mother of two, I am passing this love of reading to my children. Our family visits the Boulder library often, where my kids delight in choosing books to bring home. My son, Colton, proudly won the library card art contest last year, and this summer, he received his first library card featuring his own artwork-an experience that deepened his connection to the library.

While I am committed to fostering my own children's love of reading, I want to extend that dedication to all children in our community. I believe the library should be a welcoming cornerstone for everyone-a safe, inspiring place where every child knows they belong and can discover the joy of books. Serving on the board would allow me to contribute to that mission and ensure that our library remains a vital resource for generations to come.

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**2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.**

I am both a business woman and a mother, and while these characteristics may not be unique independently, together they are a perfection combination that will be an asset to our public libraries.

I am a Marketer with over 15 years of experience at both large corporation and small start-ups (including a tech start up in Boulder). As a Marketer, I would be a valuable addition to the board because I bring a deep understanding of customer needs, market trends / perception, and communication strategies, which can be crucial for guiding an organization's outreach, fundraising efforts, and overall public image - especially when making strategic decisions and positioning and messaging. As a marketer passionate about the future of AI, I believe it has the power to democratize access to information and enhance learning opportunities. I see a meaningful role for AI in shaping the library of the future, integrating it thoughtfully to expand accessibility, engagement, and innovation in how we discover and share knowledge.

I am also a Mother, and I bring valuable insight by advocating for family-friendly programming, early literacy, and community engagement. I have first hand experience using library resources with my children, and I understand the importance of accessibility, inclusivity, and digital literacy. I have a vested interest in ensuring the library remains a welcoming, enriching space for all children and families fostering a lifelong love of reading for future generations.



**3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.**

I lead the Revenue and Performance Marketing team at Publicis Sapient, a global group of 30 talented individuals. Among them, five were the first in their families to graduate college.

As a senior leader, I am deeply committed to fostering young, diverse, and underrepresented marketing talent. These five individuals joined my team after completing a company internship program, drawn by the opportunities, leadership, and inclusive culture I strive to cultivate.

They represent the future of our workforce, and I am honored to play a role in their growth, helping to build a team where diverse perspectives thrive and talent is nurtured.

I will bring this same commitment to equity, access, and opportunity to the Library District. Just as I have built an inclusive team, I will work to ensure the library remains a welcoming and accessible space for all, particularly for underrepresented communities. By championing initiatives that expand access to books, technology, and educational programs, I will help shape a library system that serves the diverse needs of our community.

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**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

I believe in the power of the individual and / or the parent to determine what is right or not right for an individual to read. I believe the public library should not censor books, and it is up to the individual to decide what is best for them.

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**5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?**

N/A

**6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?**

One of the top priorities for the Library District Board of Trustees should be ensuring that the library remains a safe, welcoming space for families and children. Libraries are more than just buildings filled with books-they are vital community hubs where people of all backgrounds can come together to learn, grow, and connect. Every child should feel a sense of belonging when they walk through the doors, knowing they have a place to explore new ideas, develop a love for reading, and engage in enriching programs.

Beyond fostering literacy, the library should serve as a cornerstone of the community, offering resources and opportunities that support families, promote inclusivity, and bridge gaps in access to education and technology. As a trustee, I would advocate for programs and policies that ensure every family, regardless of background or circumstance, can benefit from the library's offerings, reinforcing its role as a trusted space for lifelong learning and community connection.

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Form Name:	Board of Trustee Application
Submission Time:	February 23, 2025 1:58 pm
Browser:	Firefox 135.0 / Windows
IP Address:	71.237.91.62
Unique ID:	1317558196
Location:	40.0142, -105.2853

## Application Information

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### Applicant Contact Information

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Name	Al Vincent
Email	[REDACTED]
Address	[REDACTED] Boulder, CO 80302
Phone	[REDACTED]
Please upload your resume, including volunteer work.	[REDACTED]

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### Demographic Questions

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What is your age range?	65 or older
Which race or ethnicity do you identify with most?	White

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### Application Questions

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1. Why are you interested in serving on the Library District Board of Trustees?	First off, public libraries have always been a valuable part of my life. In the past two years I have become more and more interested in the Boulder Public Library and its mission. I have made use of several of its facilities and services (e.g. BoulderLiteracy, Makerspace, research, Kanopy, etc.) and have been impressed by all. When the library became a "district" in 2022, I felt that that was an important step to increasing its value to the community. However, that brought with it an additional set of responsibilities and requirements that needed specific management skills. I believe I am in a position to assist.
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**2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.**

Based on my current, and past, government experience, I believe I have a number of applicable skills that will assist in supporting the Library "mission". Specifically, I have handled sizable budgets which include responsibilities for property management, operations funding, and personnel. I have also been involved in the creation and support of organizational policies, in the public interest, and coordinating with staff to support those. Finally, I am aware of various reporting and regulatory burdens that the existence of a district adds to a Board of Trustees' "plate". I have been dealing with such requirements through a number of administration changes.

**3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.**

Equitable has several meanings in my mind. One is that patrons and residents find what they need to find regardless of their background and the needs that they specifically bring to the library. Another is that the library is known to be a welcoming environment for all. My personal diversity experiences revolve around the government's DEI and diversity hiring policies (still in effect for me). I actively supported a number of special interest periods (such as black history month) so as to bring all of the agency's staff into awareness of a group's contributions throughout history. This also focuses on our need to make sure various underserved groups get the opportunities that they deserve. As a manager, I also had to support employees with special needs and make sure they were not further disadvantaged. This included a trans employee who needed to reintegrate into the work force, and a handicapped employee who needed special physical access to the facility as well as emergency egress in the case of an emergency. In the case of the library, this includes a supportive environment, and the tools needed for all to avail themselves of the library resources.

**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

I know of none. Throughout my life, whenever I had a question that people could not or would not answer, the public library was where I went to get answers.

**5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?**

I know of none. BTW, this application has no relationship to my current government posting.

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**6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?**

As I am not on the Board, these are early perceptions. The board always needs to be on top of both long- and short-term financial planning w/r/t the facilities, property, library collection acquisitions, and staff. It also needs to manage the regulatory processes of a taxing district. As far as my observations are concerned, I always believe in simple surveys of the users as to what works, what doesn't and "suggestions". This is backed up by usage metrics as to what facilities and services are actually used. These measurements aid in ongoing resource allocations by the board. Finally the board's policies and priorities need to be shared with the community at large.

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Form Name:	Board of Trustee Application
Submission Time:	February 24, 2025 1:01 pm
Browser:	Safari 18.3 / OS X
IP Address:	207.237.159.117
Unique ID:	1317857524
Location:	40.7503, -74.0014

## Application Information

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### Applicant Contact Information

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Name	lori lucas
Email	[REDACTED]
Address	[REDACTED] boulder, CO 80302
Phone	[REDACTED]
Please upload your resume, including volunteer work.	[REDACTED]

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### Demographic Questions

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What is your age range?	65 or older
Which race or ethnicity do you identify with most?	White

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### Application Questions

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1. Why are you interested in serving on the Library District Board of Trustees?	I have been an avid reader all my life, as my mother was, and have always found the library of any town or city to be a kids of sanctuary.
2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.	As a long time parent/grandparent I have patience and compassion and of course leadership skills as a teacher ...

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**3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.**

Both my personal and professional communities encompass fairness and equitability.

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**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

None!

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**5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?**

None.

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**6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?**

To create an open and comfortable environment.

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Form Name:	Board of Trustee Application
Submission Time:	February 24, 2025 1:28 pm
Browser:	Chrome Mobile 131.0.6778.73 / iOS
IP Address:	71.218.124.187
Unique ID:	1317869393
Location:	39.7628, -105.0263

## Application Information

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## Applicant Contact Information

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Name	Jadzia-Dax Aurelius von Beres
Email	[REDACTED]
Address	[REDACTED] Boulder, CO 80302
Phone	[REDACTED]
Please upload your resume, including volunteer work.	[REDACTED]

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## Demographic Questions

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What is your age range?	35 to 54
Which race or ethnicity do you identify with most?	Two or more races

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## Application Questions

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1. Why are you interested in serving on the Library District Board of Trustees?	I am deeply committed to serving on the Library District Board of Trustees due to my extensive history of community service at national, state, and local levels, and my passion for promoting learning and equitable access to resources. I have volunteered with organizations supporting literacy, advocated for library funding, and collaborated with local schools and nonprofits to bridge gaps in access. I believe libraries are vital community hubs that foster learning, creativity, and inclusivity. Serving on the board would allow me to contribute to ensuring the Boulder Public Library remains a dynamic, inclusive, and innovative resource for all, empowering our community to thrive.
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**2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.**

My experience in AmeriCorps, where I promoted childhood literacy and supported students struggling to read at grade level, has equipped me with strong program development and community engagement skills. Additionally, my dedication to protecting access to knowledge for all, demonstrated through advocacy for inclusive library policies and resources, aligns with the board's mission. These experiences, combined with my collaborative mindset and commitment to equity, will help guide the library district in serving our diverse community effectively.

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**3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.**

In my work with local schools, I promoted STEM education for low-income, minority, special needs, and Spanish-speaking children, ensuring equitable access to learning opportunities. I also advocated for inclusive policies and resources during my time in AmeriCorps, focusing on childhood literacy for underserved populations. These experiences have honed my ability to identify and address barriers to access. On the board, I would prioritize expanding inclusive programs, enhancing multilingual resources, and fostering partnerships to ensure the library system serves all residents equitably, aligning with the BPLD's vision.

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**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

I firmly oppose any government or local action to ban books, as it contradicts the First Amendment and undermines equity, education, and access for marginalized communities. Libraries must remain spaces of intellectual freedom, offering diverse perspectives and resources for all. I believe in empowering individuals to make their own choices about what to read and explore, ensuring the library remains inclusive and equitable.

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**5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?**

Not applicable

**6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?**

The top priorities for the board of trustees should include expanding access to books in languages spoken within our community to ensure inclusivity and representation. Additionally, providing resources that promote civic understanding empowers individuals to know their rights and engage meaningfully in society. Finally, prioritizing STEM materials and programs will equip underserved populations with the tools and knowledge needed for future opportunities. By addressing these needs, the library can better serve as a hub for equity, education, and empowerment for all residents.

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Form Name:	Board of Trustee Application
Submission Time:	February 24, 2025 2:00 pm
Browser:	Mobile Safari 18.1.1 / iOS
IP Address:	70.190.121.176
Unique ID:	1317882977
Location:	33.4656, -111.9956

## Application Information

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## Applicant Contact Information

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<b>Name</b>	Pamela Payne
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<b>Email</b>	[REDACTED]
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<b>Address</b>	[REDACTED] Boulder, CO 80304
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<b>Phone</b>	[REDACTED]
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## Demographic Questions

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<b>What is your age range?</b>	65 or older
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<b>Which race or ethnicity do you identify with most?</b>	White
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## Application Questions

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<b>1. Why are you interested in serving on the Library District Board of Trustees?</b>	Think it would be interesting & I have the time
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<b>2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.</b>	I'm a college graduate in education. I have been a volunteer naturalist with Boulder County Parks & Open Space for 22 years. I give programs on many topics, mainly to school age children. I retired from jewelry design & manufacturing after a 30 year career
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<b>3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.</b>	While I may not have experience in some of these areas, the school groups that I teach are often mixed races. I try to treat everyone the same & include everyone in our discussion.
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**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

Not sure I would as long as the more adult type books were kept in a separate place

**5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?**

I have no conflicts

**6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?**

Not sure what the unmet needs might be but would like to be part of a team to help solve these

Form Name:	Board of Trustee Application
Submission Time:	February 24, 2025 2:07 pm
Browser:	Chrome 133.0.0.0 / Windows
IP Address:	73.243.160.45
Unique ID:	1317886094
Location:	40.0373, -105.279

## Application Information

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## Applicant Contact Information

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Name	Arthur Lieb
Email	[REDACTED]
Address	[REDACTED] Boulder, CO 80304
Phone	[REDACTED]

## Demographic Questions

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What is your age range?	65 or older
Which race or ethnicity do you identify with most?	White

## Application Questions

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1. Why are you interested in serving on the Library District Board of Trustees?	I am a big fan of our Library and would like to serve to help maintain its quality and perhaps contribute something that might make it even better.
2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.	(1) I am a retired librarian.  (2) I served as a board member of the Library of Congress Federal Credit Union and became familiar working with large budgets.
3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.	At the Library of Congress I headed a section of about 100 employees. My predecessor made promotions based upon seniority. I made my promotions based upon performance. To promote fairness and inclusivity you simply have to do the correct thing.

**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

Books MUST NOT be removed from the Library's shelves because of pressure groups. Parents have the responsibility of monitoring what their children read. Since my undergraduate years I have have studied the Soviets' censorship of literature, music and the fine arts. My conclusion to this is that it bad and harmful.

**5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?**

I have none. I wish to serve my community.

**6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?**

I am very happy with our Library and I would not approach my service just to change things.  
Improve things, yes.

Form Name:	Board of Trustee Application
Submission Time:	February 24, 2025 3:31 pm
Browser:	Firefox 135.0 / OS X
IP Address:	186.96.26.121
Unique ID:	1317918393
Location:	20.7972, -103.471

## Application Information

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### Applicant Contact Information

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Name	Shari Leach
Email	[REDACTED]
Address	[REDACTED] Boulder, CO 80304
Phone	[REDACTED]
Please upload your resume, including volunteer work.	[REDACTED]

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### Demographic Questions

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What is your age range?	35 to 54
Which race or ethnicity do you identify with most?	White

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### Application Questions

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1. Why are you interested in serving on the Library District Board of Trustees?	I have loved the Boulder Public Library for literally my entire life. My mom brought me there as a child. I remember doing research for my high school Spanish class paper at the library. The audiobook availability is what got me through COVID. And it's been fascinating to watch how library has changed over the years in terms of who it serves and how. I want to both learn more about the library wants to evolve with the community and see how I can help it do so.
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**2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.**

I have a lot of work and personal experience in learning and teaching leadership skills. I think I can provide help with making difficult decisions as a group, coaching staff in areas like leadership, feedback, and strategic planning. I bring a lot of experience as a professional meeting facilitator who knows how to bring a group together.

Additionally, as a person who has experience living and working in other countries (Mexico, Honduras, Ecuador, Colombia, Chile...) I bring an openness to seeing the world through multiple lenses and from different perspectives. I appreciate that when we are new to a community we might have different wants and needs from a library versus if we know our community well already. And that depending on the resources available to a person, computer access might have different value than a printed book.

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**3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.**

As the Executive Director of Women's Wilderness, an organization serving girls from a variety of income levels and family backgrounds, I met with families from many different walks of life. Each place (like a library), each experience (Citizenship Class, a day rock climbing...) can hold a different meaning and place for each person. So it's important that the board pay attention to who is using the library and how, as well as what needs exist in the community that no place is currently meeting. I'd like to think that I'm good at asking questions, at seeing things from a variety of different perspectives, and of recognizing that I have much to learn about my community even to this day.

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**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

That is such an interesting question! I have made it a point to read a number of books on banned books lists in the past. It's hard not to be hypocritical at times though. Additionally I think that forbidden fruit has its open special appeal to many people.

But I think the more we can try to provide context for people and then let them make their own choices the better off we all are.

The mission statement of the library is "connecting people, ideas, and information to transform lives and strengthen our community." So I could see myself supporting getting/keeping something out of the library that went against this mission - that weakened rather than strengthened our community. But it's definitely a question I would want to solicit a lot of information, past experience and wisdom on from library staff, other/former trustees, and community members before making the decision to remove something from the library simply because it made me personally uncomfortable in some way.

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**5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?**

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I don't think I have an potential conflicts of interest.

**6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?**

From the outside, I'd say two things. First is meeting the goals set out in the 2023 / 2024 annual reports including

- Address the facilities maintenance backlog.
- Restore library hours to pre-COVID 19 pandemic levels.
- Restore Carnegie Library for Local History staff positions and resume open hours.
- Restore staff positions for BLDG61 makerspace.
- Increase staff to support programs and rental of the Canyon Theater.
- Expand the BoulderReads family literacy program.
- Open a Gunbarrel Corner Library.
- Expand early literacy and outreach programs to Latinx community members

I love that the One Book One Boulder was available in Spanish in 2023 - it's a great example of movement towards these goals.

One area I don't see specifically addressed in the goals above is our incoming "Silver Tsunami". I'd encourage the library to look at how we can continue to evolve so we are serving our older community members as well as our young new ones.

Good luck in your selection process - I hope you get a lot of great candidates and that you are able to put together an amazing team!

Application Information

Applicant Contact Information

Name	Elise Edson
Email	
Address	<div></div> <div>Boulder, CO 80305</div>
Phone	
Please upload your resume, including volunteer work.	

Demographic Questions

What is your age range?	35 to 54
Which race or ethnicity do you identify with most?	White

Application Questions

1. Why are you interested in serving on the Library District Board of Trustees?	Libraries are the cornerstone of a thriving, inclusive community. Serving on the Library District Board of Trustees would allow me to contribute my passion for lifelong learning and community engagement in a tangible way. As a longtime resident, I have benefited firsthand from library resources and would be honored to help guide the district's strategic direction, ensuring that future generations have access to inclusive and innovative library services.
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**2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.**

I bring over 15 years of experience as a human factors engineer and manager, where I developed strong analytical, strategic planning, and leadership skills. My professional background includes creating inclusive and user-friendly designs, a perspective I would bring to ensuring the library remains accessible and welcoming to all.

Example 1: As a human factors engineer at Outset Medical, I helped design a medical device that prioritized ease of use and accessibility for diverse user groups, including those with varying levels of technology literacy.

Example 2: I am an active member of the Boulder community, organizing events such as the Boulder County Seed Swap and teaching yoga classes that promote wellness and community connection. These experiences have strengthened my ability to engage with diverse groups and foster a sense of belonging.

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**3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.**

I am committed to promoting equity and inclusivity in every aspect of my work and community involvement. As a yoga instructor, I strive to create a welcoming environment for students of all backgrounds, abilities, and identities. Additionally, my work in human factors engineering involves designing systems that accommodate users with diverse needs, ensuring fair and inclusive access to critical resources. I would bring this same focus on equity to my role as a trustee, advocating for initiatives that remove barriers to library access and enhance the library's role as a community hub.

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**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

I would never support the removal of books, programs, or items based on ideological or political grounds. However, if an item were found to pose a legitimate legal or safety risk or violated established library policies, I would support a transparent, thoughtful review process to address the concern while upholding the library's commitment to free expression and inclusivity.

<p><b>5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?</b></p>	<p>I have no current or past relationships, affiliations, or business interests that would create a conflict of interest. Should any potential conflicts arise, I am fully committed to transparency and recusal from related decisions to ensure my actions align with the best interests of the Boulder Public Library District.</p>
<p><b>6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?</b></p>	<p>I see opportunities to expand access to library resources, particularly for underserved populations, and to enhance community outreach programs. The Board of Trustees should prioritize initiatives that reduce barriers to library services, support early literacy and lifelong learning, and create inclusive spaces where all community members feel represented and valued.</p>

Form Name:	Board of Trustee Application
Submission Time:	February 24, 2025 7:06 pm
Browser:	Chrome Mobile 133.0.6943.120 / iOS
IP Address:	12.184.115.130
Unique ID:	1317977387
Location:	32.8131, -96.8141

## Application Information

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## Applicant Contact Information

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Name	Lawrence Wojcik
Email	[REDACTED]
Address	[REDACTED] Boulder, CO 80304-3110
Phone	[REDACTED]

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## Demographic Questions

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What is your age range?	65 or older
Which race or ethnicity do you identify with most?	White

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## Application Questions

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### 1. Why are you interested in serving on the Library District Board of Trustees?

I believe that strong and effective libraries are the cornerstone of any community of democratic values. I spent 46 years practicing trial and regulatory law on a national basis. Through this experience I learned that the fundamental rights of communities to information is critical to the education of our community members and is essential to the democratic process in allowing citizens to make informed decisions in casting their votes in the local, statewide and national elections, and serving as jurors. In the last couple of years libraries have become under attack in the efforts by certain groups of individuals to censor folks access to information. These censorship and book banning efforts are diametrically opposed to the First Amendment and all individuals right to access fully all information.

### 2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.

Apart from my legal experience and life long support of the First Amendment, and my love of literature, I am also a CPA with a strong financial education, experience and knowledge that has been helpful in my effort to help the non profit organizations with which I have been associated apply and secure private and governmental funding.



<p><b>3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.</b></p>	<p>In my pro bono efforts as a lawyer, I have been involved in advocating for the rights of juveniles entangled in our criminal justice system, as well as adult prisoners. These efforts have included advocating for the right to libraries and information. As such, I am a fervent believer in that all people should have access to books and information.</p>
<p><b>4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?</b></p>	<p>I concede that this is a difficult inquiry. Hate speech unfettered can be very harmful to a community. That said, I believe that if community members have access to all information, that they will ultimately make sound decisions. So, as long as all ideas are represented by a library's collection, we need to trust the community to make the right decisions.</p>
<p><b>5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?</b></p>	<p>Both my wife and I support the Library's Foundations, but I do not view that as a conflict.</p>
<p><b>6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?</b></p>	<p>To increase the access of our community members to all information in different languages and different media. To facilitate the library's ability to conduct educational programs and community outreach to all individuals, from multiple locations and other information delivery systems.</p>

Form Name:	Board of Trustee Application
Submission Time:	February 25, 2025 9:41 am
Browser:	Chrome 133.0.0.0 / OS X
IP Address:	65.102.237.118
Unique ID:	1318147298
Location:	39.696, -105.0346

## Application Information

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### Applicant Contact Information

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Name	Sepideh Miller
Email	[REDACTED]
Address	[REDACTED] Boulder, CO 80304
Phone	[REDACTED]
Please upload your resume, including volunteer work.	[REDACTED]

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### Demographic Questions

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What is your age range?	35 to 54
Which race or ethnicity do you identify with most?	Other: Middle Eastern (Southwest Asian/North African)

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### Application Questions

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1. Why are you interested in serving on the Library District Board of Trustees?	Libraries are important third places, places that is neither home nor work, that allow for community building, learning, and exploration. I am interested to see how these spaces evolve over the next several years to meet our communities changing needs. It was interesting to see all of the volunteer opportunities available through the library from the Reading Buddies program to the home delivery program.
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**2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.**

I believe that my experiences in K-12 education activism (speaking at school board meetings and participating in PTO meetings) will help assure that we maintain a collection of materials that will serve a diverse population and that we continue serving community organizations working in the K-12 education space.

I believe that my experience maintaining the newsletter for the NAACP can help in communicating the many programs available in the library. I think that there are many programs that the community may not be aware of.

**3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.**

During my time in the NAACP education committee, we worked on recommending age-appropriate diverse books to be considered in the BVSD curriculum. We felt that non-profits like <https://www.diversifyournarrative.com/> that encouraged student leadership in advocating for diverse books in the school district were very important. Speaking to local school librarians, it was clear that the diverse books that students preferred were not always the books that won the most awards.

**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

Books should be removed from the library if they have experienced excessive wear and tear and if the material in question has not been used by patrons in a long time and the shelf space is needed for newer materials. Those 1960s aspic recipes may not be as relevant to the interests of our patrons as much as they once were.

**5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?**

No.

**6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?**

Are we seeing reduced library use by underserved populations that are concerned about ICE? If so, is there a way that we can promote home delivery to assure that our patrons have reading materials?

Form Name:	Board of Trustee Application
Submission Time:	February 25, 2025 4:23 pm
Browser:	Mobile Safari 18.3 / iOS
IP Address:	73.217.123.188
Unique ID:	1318313112
Location:	40.05, -105.217

## Application Information

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### Applicant Contact Information

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Name	Jason Burton
Email	[REDACTED]
Address	[REDACTED] Boulder, CO 80305
Phone	[REDACTED]
Please upload your resume, including volunteer work.	[REDACTED]

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### Demographic Questions

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What is your age range?	35 to 54
Which race or ethnicity do you identify with most?	White

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### Application Questions

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1. Why are you interested in serving on the Library District Board of Trustees?	I feel reading is freedom defined. Art , Music and Literature is the basis for a moral society. Help people who cannot help themselves.
2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.	Teacher of Music and Martial Arts always makes me humble and grateful.

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**3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.**

I know without a doubt that all people should have the same chance in life but they do not. As someone who can make a difference I do that very thing. See I give without judgement and see the soul of people and not the perception upon someone.

Example: Going to the bathroom is not a privilege... clean showers in not a privilege.

**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

Hate speech.... Nazi Propaganda ... a public domain needs to be aware of the idea that this is a public space... American Religious Ideology should not be the basis of all policies in America and our public institutions

**5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?**

no

**6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?**

Safety  
Fairness  
Inclusion  
Membership  
Resources  
Money Side of things  
Future 5-10-15-20 years and more

Form Name:	Board of Trustee Application
Submission Time:	February 25, 2025 4:55 pm
Browser:	Safari 18.1 / OS X
IP Address:	73.203.118.245
Unique ID:	1318322270
Location:	39.5884, -105.0776

## Application Information

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### Applicant Contact Information

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Name	Ellen Mitchell
Email	[REDACTED]
Address	[REDACTED] Boulder, CO 80304
Phone	[REDACTED]
Please upload your resume, including volunteer work.	[REDACTED]

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### Demographic Questions

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What is your age range?	65 or older
Which race or ethnicity do you identify with most?	White

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### Application Questions

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**1. Why are you interested in serving on the Library District Board of Trustees?**

I am interested in becoming a Trustee because I have a toddler granddaughter who loves the library branches, plus we grownups often check out our own materials. We have attended some lovely music programs, too. I have a strong personal incentive to do all I can to keep the Library System thriving.

I am such a library fan that I served on two library Boards at once when we lived in New York state. Serving was a way to thank our local library for helping us introduce the love of reading to our kids. Also important, I wanted to help one of the most important local institutions be successful in meeting community needs. It's critical that Trustees provide facilities, policies, budgets and support for staff hiring and retention. As a library Trustee, I enjoyed being involved in all these aspects. I am thoroughly impressed by the Boulder Library District and would like to assist in maintaining its high quality with an even more positive community impact in the future.

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**2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.**

I was a Trustee on two library Boards and would bring deep experience in issues having to do with maintaining facilities; staff hiring and retention; annual budgeting; updating policies; and much more. I served during Covid closures, flooded basements, several director searches and other challenging times.

I was a professional communicator during my 40-year career. I have strong writing skills that would be an asset to the Library District Board and I am a confident public speaker. I often was a leader in my jobs and received awards for motivating employee teams to do their best work. I have a strong work ethic and would be a responsive, dedicated Trustee.

I value integrity and kindness, am a good listener, and I have a sense of humor. In my career, I worked with factory employees and rocket scientists. As a volunteer, I served with people from all walks of life. I had congenial relationships with all of them.

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**3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.**

The New York community in which I recently lived has a large Latino population and a somewhat smaller African American population. Its school district has a white minority. A sizeable portion of the population lives below the poverty level. As a result, library Trustees supported bi-lingual staff hires and those who provided after-school support. We endorsed a pantry where patrons could pick up free hygiene items and a farm stand for fresh food. The Board provided input, when asked, to the Library Director when he outlined plans to address youth discipline issues. As a community center, libraries, including the Boulder Library District, have a wide range of patrons, some very vulnerable. As a Board Trustee in a small urban library, I dealt with some challenging circumstances that mirror many of the issues the Boulder Library District no doubt addresses on a larger scale.

Because my former home was in such a diverse community, I belonged to, and still attend via Zoom, the monthly Anti-Racist Book Club, which has made me more "woke" in the very best sense of the word. Now I enjoy attending the Anti-Diversity Book Club at the Meadows Library. I am impressed with the Boulder Library District's highly inclusive environment. The District bends over backwards to accommodate the widest possible audience.

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**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

There are no circumstances in which I would support removing a book, program or item from the libraries.

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**5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?**

I have no conflict of interest in any of these areas.

**6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?**

I am impressed by what the Board already is doing to address community needs, especially in supporting staff and their many creative programming initiatives. A top priority of the Board should be to compensate the talented staff fairly and help them do their best work in well-maintained, safe, accessible facilities.

Boulder needs affordable housing and more childcare facilities, though I am not suggesting that these be part of the Trustee mandate. Still, I have noted the Library District hosts meetings that discuss these types of issues and Trustee support for this programming hopefully, results in positive outcomes.

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Form Name:	Board of Trustee Application
Submission Time:	February 25, 2025 8:40 pm
Browser:	Chrome 109.0.0.0 / Windows
IP Address:	50.205.120.175
Unique ID:	1318373580
Location:	39.9733, -74.248

## Application Information

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### Applicant Contact Information

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Name	Justin Rufa
Email	[REDACTED]
Address	[REDACTED] Boulder, CO 80301
Phone	[REDACTED]
Please upload your resume, including volunteer work.	[REDACTED]

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### Demographic Questions

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What is your age range?	35 to 54
Which race or ethnicity do you identify with most?	White

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### Application Questions

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1. Why are you interested in serving on the Library District Board of Trustees?	My family and I recently settled in Boulder after a military career and feel that the most effective way to honor this service to our country is to become involved in civic areas most authentic to us. Serving on the Board of Trustees make the most sense as our whole family has benefited from the transformative power of education, reading, and being part of a well-informed community. Also, our son receives tutoring in multiple subjects at the NoBo location several times per week as well as participates in the Reading Buddies program. Quite simply, The Boulder Library System is our home away from home and I want to share my time and talent to create the same opportunities for others.
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**2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.**

The biggest skill I can bring to his board is the power of perspective. I have lived in eight states across four time zones and have raised a child with both ADHD and Autism diagnoses throughout this journey. My wife and I have fought to ensure he has every opportunity to learn and be successful in life that is afforded to any of his neurotypical peers. It would be an honor to take that one step further and advocate for system level opportunities for all children and adults who access the Boulder Library System.

As my career has evolved, I have been fortunate to have opportunities as an engineer, program manager, HR leader, faculty member, athletics academic mentor, client liaison, STEM director, researcher, high school teacher, academic/executive function coach, and tutor. This breadth of experience has positioned me well to serve on a board that hires, creates budgets, submits reports, and conducts other governance business on behalf of the library. This type of appointment will allow me to utilize different parts of each of these experiences, especially the ones that required a strategic mindset that focused on the long-term vision for the organization.

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**3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.**

Fairness and inclusivity are minimum requirements for a society that takes care its own. I have been tasked on multiple occasions to make staffing decisions in many of my jobs.

When given this opportunity, I have always tried to select the people who have worked hard to earn the chance to be role models. This included selecting a group of female faculty members at a service academy to lead difficult math courses so that they would get the same valuable experience I had in the past as well as serve as models of success for the increasing number of female cadets.

Also, when serving as a high school teacher, I took upon myself to learn more about my students so that I could advocate for them. This allowed those with learning differences to have the same experience as their peers and feel (sometimes for the first time) that they were being seen and heard. I left that job with a deep appreciation for those students and families who allowed me to advocate for their inclusion.

My role on the board of trustees would drawn on these types of experiences to ensure we are considering all who call Boulder home in the importance decisions of the library. I would ensure that we are listening to members from all demographics in the community and most importantly, considering their input equally. The library is everyone's space to be their authentic selves and every decision the board makes must reflect that.

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**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

I would not ever advocate for the removal any book, program, or item from the library, ever. We all go to the library to learn and explore our curiosities and therefore the available resources must reflect this for all of our community members. I would be open to discussing ways to ensure access to certain materials requires more discretion as well as parental consent, unless parents waive this choice.

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**5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?**

I do not have any conflicts of interest with this opportunity.

**6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?**

I want to acknowledge that the Boulder Library System already does an effective job serving the needs of the community. With that level of influence in the community already, I would like to see the Library take more of a leadership position in educating the community on wildfires, wildlife, water, and weather. Many local entities are already working these issues in a piecemeal manner. However, they are all interrelated and all effect every member of the community. In the same vein as the One Book, One Boulder program, we could do a lot of good for the future of our city by having a similar initiative that focuses on these environmental areas that effect us all.

Thank you for considering my application for the Library Board of Trustees. I am grateful to call this community home...and that means a lot to my family after two decades of being asked to move every 2-3 year.

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Form Name:	Board of Trustee Application
Submission Time:	February 25, 2025 9:03 pm
Browser:	Chrome 133.0.0.0 / Windows
IP Address:	97.179.121.193
Unique ID:	1318377375
Location:	39.7491, -104.9945

## Application Information

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### Applicant Contact Information

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Name	Diana Sadighi
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Email	[REDACTED]
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Address	[REDACTED]
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Boulder, CO 80301-4112

Phone	[REDACTED]
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Please upload your resume, including volunteer work.	[REDACTED]
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### Demographic Questions

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What is your age range?	55 to 64
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Which race or ethnicity do you identify with most?	White
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### Application Questions

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**1. Why are you interested in serving on the Library District Board of Trustees?**

I have a passion for books, reading, and libraries that goes back to childhood. I was thrilled when the Library District was formed to address the chronic underfunding of this vital community resource. I admire the way libraries have evolved to meet the community's changing needs. This last fall, I was particularly moved when I happened upon the citizenship oath ceremony. As a child of immigrants, I appreciate the English language learning and assistance with becoming a citizen. In the current political climate, I am driven to ensure that fact-based, equitable information is available to everyone.

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**2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.**

I have spent forty years as a trusted advisor to private, public, and nonprofit organizations in Human Resources, Strategic Planning, and Governance, both as an employee and as a volunteer.

I have been a Gunbarrel resident for 34 years, and the mother of two daughters who attended BVSD through high school, and one graduate of the University of Colorado.

I love to read, averaging 50 books a year, and have participated in 1-2 book clubs for 20+ years. I'm a lifelong learner and am currently exploring the genealogy resources available through Ancestry and BPL.

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**3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.**

As a Human Resources professional, promoting diversity, equity, and inclusion was part of my job, as well as ensuring compliance with discrimination regulations. While working at Hunter Douglas, we recognized that 20% of our workforce were non-native English speakers and developed programs to provide equity to opportunities, such as partnering with Front Range Community College to provide ESL classes in the workplace. While the Library provides Conversations in English and some online ESL classes, I wonder if opportunities exist to partner with organizations like Intercambio or Front Range Community College.

At Employers Council, I co-developed and delivered a new DEI training to employers across Colorado. I served on a task force to develop written guidance on LGBTQ+ practices, authored DEI blog posts, and spoke at various professional conferences for the Employers Council, the Colorado Government Finance Officers Association, and the Colorado Municipal League. I am particularly outraged by the current federal attempts to terminate DEI programs. I would love to help BPL continue its work acting as a pacesetter in equity, as you did with the gender-neutral bathrooms and other programs.

**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

No. I believe a library provides educational resources which are essential in a democracy.

As a parent, I have a right and a responsibility to guide my child's reading and have a (difficult) conversation around a topic. Restricting access to materials deprives me of that right.

As a DEI ally, I believe everyone should see themselves in the media, whether in books, movies, or other cultural events.

As an HR professional, I find book banning discriminatory.

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**5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?**

I'm not aware of any conflicts of interest.

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**6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?**

Strategic Planning: Guide the library system to continue to thrive and adapt to change, e.g. demographics, culture, move to digital resources, community center.

Meet the needs of a larger district (such as NoBo and Gunbarrel branches, aging population)

Employee recognition and retention

Financial viability

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Form Name:	Board of Trustee Application
Submission Time:	February 26, 2025 8:52 am
Browser:	Safari 18.3 / OS X
IP Address:	174.16.74.216
Unique ID:	1318497419
Location:	39.7391, -104.9866

## Application Information

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### Applicant Contact Information

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Name	William Aspray
Email	[REDACTED]
Address	[REDACTED] Boulder, CO 80305
Phone	[REDACTED]
Please upload your resume, including volunteer work.	[REDACTED]

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### Demographic Questions

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What is your age range?	65 or older
Which race or ethnicity do you identify with most?	White

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### Application Questions

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1. Why are you interested in serving on the Library District Board of Trustees?	I have been a library user continuously since childhood. I regularly use my local branch of the Boulder library, three or four times a week. The library is a precious public resource and I would like to use my transferable skills to help make the library the best it can be.
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**2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.**

20 years of senior management experience in non-profits. Experience as a faculty member in library and information science, where many of my masters students were training to be public, academic, or special librarians. Experience as both a heavy user and as a provider of reference and archival services at the college level. Expertise in oral history methods that are useful to documenting an event, a community, or an institution. Expertise in everyday information behavior, an academic field that studies the use of libraries, the Internet, and other information sources to answer an individual's information needs. Expertise in misinformation and what can be done to address it.

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**3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.**

I have been actively involved as a researcher on broadening participation in the computing disciplines. The Sloan Foundation commissioned me to write two books about women and minorities in computing. For a while I served as the co-chair of the social science research advisory body for the National Center for Women & IT, which is headquartered in Boulder.

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**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

I do not have well-developed views on this issue and am interested to learn more. My first reaction is that the library should be a place to educate children and adults, not cut them off from resources or artistic expressions.

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**5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?**

no conflicts of interest

**6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?**

I don't know the needs well enough to fully answer this question. I would like to see the local branches of the library have more active programs and serve as an important space in the local community. I have edited a book on information for older Americans, and perhaps building up programs within the library for older members of Boulder County would be a way to put my experience to use. I am happy to help out wherever there is need.

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Form Name:	Board of Trustee Application
Submission Time:	February 26, 2025 9:54 am
Browser:	Chrome 133.0.0.0 / OS X
IP Address:	71.205.225.201
Unique ID:	1318524040
Location:	40.0373, -105.279

## Application Information

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## Applicant Contact Information

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Name	Brian Kearney
Email	[REDACTED]
Address	[REDACTED] Boulder, CO 80301
Phone	[REDACTED]
Please upload your resume, including volunteer work.	[REDACTED]

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## Demographic Questions

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What is your age range?	35 to 54
Which race or ethnicity do you identify with most?	White

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## Application Questions

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1. Why are you interested in serving on the Library District Board of Trustees?	The simplest answer would be that I LOVE BOULDER PUBLIC LIBRARY! It does a wonderful job of community building and reaching out to all the diverse demographics of the city of Boulder. I am an active member of the Boulder community especially in working with different small businesses, farmers, and schools in the city. The library captures the spirit of Boulder and it would be an honor to continue to cultivate and develop this fine institution for future generations to enjoy. I would be able to nurture the development of more programs to enrich the community featuring collaboration with its residents and business leaders while continuing to represent the library's mission.
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**2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.**

I have a background in foodservice and sales so I really enjoy meeting new people and learning what they need to thrive. My work experience has developed a diligent work ethic with a focus on teamwork and community. Being a chef requires me to be highly organized and able to adapt quickly.

I have been a host of weekly pub trivia nights at different restaurants (Twisted Pine Brewery, Bluff Street Bar, Ironwood Grille, Rock and Hops Brewing, The Rusty Melon) in town for the past 6 years and really bond with folks interested in learning and having a good time doing so. I am a HUGE history nerd and value the wealth of knowledge that the library provides.

I also run a catering/dj business and have worked with many different residents and venues in town, including the JCC, Rembrandt Yards, Chautauqua, and Etown Hall. There is a great sense of pride I take in connecting people and helping them enjoy themselves. This would be a useful addition to the Board to help develop new community events.

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**3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.**

Running kitchens at CU Boulder and other restaurants around town put me in a position to work with folks from all over the world and at various age ranges. I speak Spanish and totally empathize with the diverse views that different voices bring, in fact I thrive in that setting. Homogeny is boring and does not create resiliency or creativity.

While working at CU I encouraged our employees to create recipes that were from their native country and help them develop these so they can be used by other dining halls. It really created a sense of pride and understanding throughout our teams. Plus the customers loved it!!

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**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

I am not one to judge others as I understand that everyone comes from different experiences and finds value in things that I may not. However there is strength in numbers and if there is a defined standard operating procedure that the board takes in reviewing content I would assume it would be a fair and just practice. If that procedure is not developed, then that would be a priority. The library needs to reflect the values of the city of Boulder and therefore should have policies in place to protect these values.

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**5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?**

No. I am a member of the Flatiron Young Farmers Coalition, Naturally Colorado, Boulder Rec Center, and Easton Jiu Jitsu and Muay Thai gym. None of these would conflict with the library or my potential role on the board.

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**6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?**

Understanding the challenge our city faces with homelessness and developing a safe space at our libraries - finding the balance to help others while maintaining a warm, inviting atmosphere for members.

Developing more programming for the 25-40 demographic. Allowing more connection between educators, entrepreneurs, and community members.

Ensuring financial stability in an ever changing economic landscape.

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## Application Information

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### Applicant Contact Information

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Name	Christina Godbout
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Email	[REDACTED]
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Address	[REDACTED]
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Boulder , CO 80304

Phone	[REDACTED]
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### Demographic Questions

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What is your age range?	35 to 54
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Which race or ethnicity do you identify with most?	White
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### Application Questions

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**1. Why are you interested in serving on the Library District Board of Trustees?**

The Main branch of the Boulder library was one of the first places I felt community as a new resident in 2011. An AmeriCorps VISTA member, my role and living stipend intentionally positioned me into seeing our community members living at the poverty level and accessing services of the city and county. The library was a place I could print, read, learn about services, and host community meetings.

Fast forward 14 years and I am a mother of two who use the library like some use a dishwasher, cycling through favorite Children's books, fiction and non-fiction, but lacking the capacity when inside to really contribute back to the amazing resource for our community.

The North Boulder branch was a plan on a website until recently and I supported its expansion into my neighborhood. I followed along with the structural and financial transition of the Library District and now am eager to serve in a capacity to help develop and steward its governance.

**2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.**

I care deeply about the role assets and institutions play in community-building. I've modeled that throughout my time in Boulder through nonprofit volunteerism, neighborhood community-building, and my career in the philanthropic sector.

My hard skills would be in Operations and Strategic Planning. For the last six years I have been employed as a philanthropic advisor to the Walton family office, working across households on strategy design, planning, resource deployment, reporting, budgeting, evaluation, and internal/external communications. I have set up several entities that required establishing governance, legal guidelines, processes, staffing and boards. I have experience in reviewing and revising annual budgets up to \$50M/annually, employing teams, purchasing land, acquiring new projects, entering into contracts, and submitting annual reports to internal and external stakeholders.

Another example of experience is my work in nonprofit management. I served for 4+ years in development roles at Cultivate, formerly Boulder County CareConnect, a 50+ year old nonprofit serving the independence needs of older adults in Boulder County. In that capacity I developed a network of local nonprofits, community members, and policymakers. While that network is a bit rusty, I do believe I can re-activate important relationships necessary to the success of the Library District Board of Trustees.

**3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.**

The income inequity Boulder faces is complex- from housing to workforce to resources, and I faced this in my work with older adults while at Boulder County CareConnect. Many of the community members that helped establish the unique gem that is Boulder County can no longer afford to live here. I believe we need to face these realities in unpacking access for our library patrons and preserve the library's role in building community for all.

In my work as a program officer, I see my role as an advocate for community groups that know the solutions to their challenges best. In practice this means listening, conducting surveys, providing flexibility, making connections, and providing capacity and resources beyond writing a check. I respect my partners time and respond in a client-services attitude. I would do the same in the capacity of building an equitable library system, balancing the systemic with the personal, and building bridges toward shared goals.

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**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

The topic of book banning is a topic to which we should be thoughtful, look to history and look to our vision for the future before making broad stroke decisions. It may be unpopular, but no, I do not believe in banned books.

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**5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?**

No

**6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?**

1. Navigating the establishment and oversight of the early years of governance for the Library District. This will require a board of trustees that has experienced and balances that with flexibility and a mindset to learn and collaborate.
  2. Public perception and buy-in is important to navigate with intention as we are the stewards of a precious resource and new or increased taxes of hard working community members.
  3. Employing the Library Director and giving direction and support is essential for success. Leadership can be isolating and it should be the responsibility of the board to affirm and celebrate this individual.
-

Form Name:	Board of Trustee Application
Submission Time:	February 27, 2025 5:44 pm
Browser:	Chrome 133.0.0.0 / OS X
IP Address:	73.181.102.37
Unique ID:	1319233535
Location:	39.7425, -105.098

## Application Information

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## Applicant Contact Information

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Name	Cassidy Ragle
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Email	[REDACTED]
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Address	[REDACTED] Boulder, CO 80301-2461
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Phone	[REDACTED]
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Please upload your resume, including volunteer work.	[REDACTED]
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## Demographic Questions

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What is your age range?	25 to 34
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Which race or ethnicity do you identify with most?	White
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## Application Questions

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**1. Why are you interested in serving on the Library District Board of Trustees?**

I'm deeply interested in serving on the Boulder Public Library District Board of Trustees because I believe the library is an essential pillar of our community. My project management experience, as well as my time spent working in public education, will allow me to contribute effectively to the board's work in community outreach and strategic planning. I'm committed to ensuring the long-term success of the library district and its ability to meet the evolving needs of our community.

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**2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.**

I have a genuine desire to serve the community and ensure that access to information, resources, and books is available to all. In my current role as the product manager for the Learning Management System and training team, I work tirelessly to ensure the health of our systems and lead the governance for both platforms to ensure the end-user has an easy time finding help when they need it.

Additionally, I have strong communication and interpersonal skills that allow me to serve as an advocate for inclusivity and lifelong learning. I was a high school history teacher in Texas during the COVID-19 crisis and my experiences led me to pursue a master's degree in learning design & technology because I wanted to be the best teacher I could be for my students. Personal development is a key part of who I am and being able to assist others in learning and growing is my passion.

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**3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.**

In my current role, I work with all of the instructional designers for professional development at Denver Public Schools. One of our biggest initiatives for the past few years has been to make everything we offer accessible for our learners. I have spent an extensive amount of time learning about digital accessibility to assist DPS in its alignment with House Bill 21-1110, as well as designing multilingual training programs for various internal roles.

As a former high school teacher, my classroom was a safe space. It was important to me that my students felt seen, heard, and valued when they stepped into my classroom, no matter what was going on in the world. We live in an interesting political time and I wanted my students to leave the classroom knowing how to politely disagree with others. We will never all see things the same way, but our experiences shape our worldview. Therefore, someone isn't wrong just because they see things a little differently.

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**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

Absolutely none. Access is essential. Censorship stems from the need for control and those in power seldom have our best interests in mind. As I mentioned above, we will never all agree, but we need to provide the access and support to allow others to make up their own minds.

I taught U.S. History for three years and this has always been one of them: "Books and ideas are the most effective weapons against intolerance and ignorance." — Lyndon B Johnson

There are so many incredible books that have been put on banned lists for one thing or another, but all that does is show where fear lies in our country.

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**5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?**

I do not believe so. I have only been in Boulder for about 2.5 years now, but I love the Boulder Public Library system. The library has always been one of my first stops whenever I moved and here is no different!

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**6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?**

Library programs and services are the heart of any community. I have read through the 2018 BPL Master Plan and see that it has been set as a top priority. However, I would be interested in seeing data on how the COVID-19 pandemic has changed since then. I am an avid fan of educational technology and saw the change COVID brought to the classroom firsthand, so I am sure there have been similar effects at the library. I would want to see where the gaps are in programs offered and even look ahead to how education is changing to design engaging learning opportunities for students, parents, and teachers alike. Public support and engagement is critical to the library's success.

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Form Name:	Board of Trustee Application
Submission Time:	February 28, 2025 9:18 am
Browser:	Chrome 128.0.0.0 / OS X
IP Address:	24.9.104.65
Unique ID:	1319443711
Location:	40.0373, -105.279

## Application Information

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## Applicant Contact Information

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Name	Alan O'Hashi
Email	[REDACTED]
Address	[REDACTED] Boulder, CO 80304
Phone	[REDACTED]
Please upload your resume, including volunteer work.	[REDACTED]

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## Demographic Questions

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What is your age range?	65 or older
Which race or ethnicity do you identify with most?	East Asian

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## Application Questions

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1. Why are you interested in serving on the Library District Board of Trustees?	I'm a published author of several books and am interested in having people read the work of diverse and independent writers. I think the Boulder Library has offered excellent services over the years. I live in North Boulder and was happy to see the library branch up here. I have extensive experience as a fundraiser and grant writer and can offer my expertise to the library staff as it continues to sustain library services.
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**2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.**

As I mentioned, I'm a writer and have experience with event planning - particularly with programming for filmmakers and authors. I think libraries are a valuable resource and offer a safe space for writers to discuss their work and ideas with the community. I mentioned that I'm a fundraiser. I've been at it since the Carter administration and think I can provide knowledge and experience particularly during these times of federal government funding cutbacks. I'm a seasoned diversity and cultural competency trainer. I can assist the BPLD board, staff, and Boulder citizens in becoming more aware of themselves and better relating to people who are different from themselves.

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**3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.**

As mentioned above, I'm a seasoned diversity and cultural competency trainer. My resume lists the people and organizations I've assisted over the years. I also think the library's availability of books, music, and movies by diverse content creators adds to equity.

---

**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

The U.S. Supreme Court has ruled that generally, books cannot be banned because the leaders of a school or library disagree with a book's ideas. In my book, If a story advocates unlawful acts, is lewd or violates a community's purient standards, then those books stand a greater chance of being banned. Public libraries have a broader First Amendment standard, and have more latitude, since libraries serve readers of all ages. All books are different and my view on each will vary.

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**5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?**

No conflicts of interest.

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**6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?**

I think the top priority is to implement the library master plan in ways that reflect the current cultural climate. Building upon and maintaining what exists is essential instead of adding too many new programs. I want the library to remain committed to inclusive access for the entire community. I think it's necessary to promote lifelong learning and literacy skills to citizens of all ages, and do what we can to empower individuals to learn skills to thrive in our dynamic world and community. I mentioned the importance of local people offering face-to-face information and resources to engage the local citizenry. I know that there is a Library Foundation that nurtures partnerships with local organizations, and volunteers. I think the Library Board by definition should support those efforts to enhance financial stability.

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Form Name:	Board of Trustee Application
Submission Time:	February 28, 2025 3:22 pm
Browser:	Chrome 133.0.0.0 / Windows
IP Address:	96.87.33.29
Unique ID:	1319617656
Location:	39.7628, -105.0263

## Application Information

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## Applicant Contact Information

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Name	Aspen Everett
Email	[REDACTED]
Address	[REDACTED] Boulder, CO 80304
Phone	[REDACTED]
Please upload your resume, including volunteer work.	[REDACTED]

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## Demographic Questions

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What is your age range?	25 to 34
Which race or ethnicity do you identify with most?	White

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## Application Questions

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1. Why are you interested in serving on the Library District Board of Trustees?	Libraries are essential resources and community spaces. It is my belief that libraries are one of the last bastions of democracy, a space where everyone has equal access to information no matter their background, where one can exist without spending money. I want to take in part in maintaining this bastion in my community. I am a younger, self-educated poet and creative with many connections to the Front Range spoken word community. I would like to be a voice for this community, in the ear of the library. I am also a full-time single-parent, and in these times of turbulence, I want to do everything I can to help preserve our community institutions.
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**2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.**

I am recently an instructor with Lighthouse Writers and have experience with classroom and workshop management. Managing students and board members are not much different. I also currently work at Trident Bookstore and Cafe, where I have a direct link to the Boulder community on a daily and what they're reading. I also managed Blue Owl Books in Nederland for 5 years and opened my own bookstore in Longmont in 2012. Though the bookstore is no more, I believe my experience as a small business owner at age 20 would lend itself well to a position with the Board of Trustees.

**3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.**

As mentioned, I am a writing workshop instructor. Everyone has access to writing, no matter their background, and it's amazing what people can create when given a platform. All voices matter, and sometimes it's the often-underrepresented voices that can offer the most unique solutions. In 2021, I worked with Mulberry Art Gallery, a Black-Owned Art Gallery in Wichita, KS to create a regular open mic event for at-risk youth. The event was a huge success and continues to this day. As a queer person, I also work directly with many local spaces and artists to maintain safe queer spaces and opportunities.

**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

I do not believe in censorship. I feel like it is important to make this statement. However, I can understand removing material that is hateful for harmful. Hate for the sake of hate has no place. That said, I do not agree with removing material that just makes some people uncomfortable, especially when said material is about the lived-in experience of marginalized peoples.

**5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?**

I will be working with Lighthouse Writers for their Hard times workshops that are offered through The Boulder Public Libraries Main Branch. I do not foresee this being a conflict, but it is a current connection I have with the Library. I also work with Beyond Academia Free Skool that meets in the libraries Arapaho Room every second Sunday.

**6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?**

Exposure and opportunities for up-and-coming local artist is an important priority for me. While I feel that the library already offers many opportunities for artists, I would be interested in any opportunity in which we can expand what the library can offer. I also believe that community engagement is more important than ever and creating more and more opportunities for the community to come together is important for me. Many people are struggling to meet their ends, and the library should continue to be a resource to ensure people have access to the services they need.

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Form Name:	Board of Trustee Application
Submission Time:	February 28, 2025 8:19 pm
Browser:	Safari 18.3 / OS X
IP Address:	111.69.40.139
Unique ID:	1319686723
Location:	-41.2883, 174.7102

## Application Information

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## Applicant Contact Information

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Name	Barbara Stern
Email	
Address	 Boulder, CO 80301
Phone	

## Demographic Questions

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What is your age range?	65 or older
Which race or ethnicity do you identify with most?	White

## Application Questions

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<b>1. Why are you interested in serving on the Library District Board of Trustees?</b>	<p>I've used libraries my entire life beginning as a young child onto today. Libraries provide a safe place for learning all sorts of things, from novels to scientific and factual information. I spent many hours in my college library and believe libraries are essential to our society.</p> <p>As a resident of Gunbarrel, in unincorporated Boulder County, I want to help make positive contributions to the area I call home. The Library District excites me as more library branches are opening up throughout the County and allowing all Boulder County residents easier access for learning opportunities.</p>
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**2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.**

Over the past 50 years I have been an active Board member for arts organizations, specifically in Eugene, Oregon. Initial Board member for The Oregon Country Fair (6 years), a 3 day arts, crafts and music event that promotes local crafters, musicians and non-profits. Also in Eugene, I was on the Board of the Community Center for the Performing Arts/WOW Hall which is celebrating 50 years in the community. I was a member of the YWCA in Eugene as well. My time in Boulder, I have been a member of the North Boulder Little League, The Flatirons Building Council and KGNU Community Radio. Each of these organizations involved making decisions on the behalf of its members and the local community. Board members must be able to listen and respond to multiple points of view and work towards consensus. Most of my career was working in the Broadcast industry in various roles, on-air DJ of various formats, broadcast sales for radio and television, plus owning an advertising and marketing company for 13 years. Additionally, I started a custom closet company called Affordable Closet, and sold it in 2013. In each position I needed to understand what the consumer/listener was looking to accomplish and help them get there. I am also a trained Life Coach beginning my training in the mid 1990's.

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**3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.**

As a volunteer at KGNU Community Radio, our Board and Staff had extensive training in DEI. Using this new skill set has helped me lead meetings. Using these skills and listening skills from Coaching has allowed me to assist others to speak up and share their thoughts.

As a member of the Oregon Country Fairs' Operational Management Team, I made sure that all sides of issues were freely discussed and that we could make decisions that would benefit all members/volunteers.

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**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

All books should be made available. When I visited Berlin, I stood at the place where books were burned and cried.

**5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?**

No. I have always voted for libraries and schools.

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**6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?**

I'm really thankful that Boulder County has made creating satellite libraries a priority. Providing programs that enhance opportunities for growth and education is key to the growth of our local, national and international communities. I celebrate bringing learning both for pleasure and education is essential.

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Form Name:	Board of Trustee Application
Submission Time:	March 1, 2025 1:43 pm
Browser:	Chrome 133.0.0.0 / OS X
IP Address:	97.139.138.85
Unique ID:	1319833018
Location:	39.6738, -104.9324

## Application Information

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### Applicant Contact Information

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Name	Elizabeth Carmichael
Email	[REDACTED]
Address	[REDACTED] Boulder, CO 80301
Phone	[REDACTED]
Please upload your resume, including volunteer work.	[REDACTED]

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### Demographic Questions

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What is your age range?	35 to 54
Which race or ethnicity do you identify with most?	White

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### Application Questions

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1. Why are you interested in serving on the Library District Board of Trustees?	I want to serve on the public library board because I believe libraries are vital to democracy, providing equitable access to information, fostering lifelong learning, and building strong communities. As a teacher librarian and literacy advocate, I have seen firsthand how libraries empower individuals and bridge gaps in access to resources.
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**2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.**

I bring a collaborative, positive, and solutions-focused approach to guiding the library district, shaped by my experience as a teacher librarian and literacy advocate. I am deeply engaged in library services and acutely aware of the challenges surrounding access and inclusion. My work serving a diverse school community has reinforced my belief in the importance of thoughtfully considering multiple perspectives when solving problems.

For example, in my role as a teacher librarian at a Title 1 school, I navigate the varying needs of students, families, and educators to ensure equitable access to resources and learning opportunities. This requires balancing different priorities while fostering an inclusive environment where all voices are heard and valued.

Additionally, my leadership experience on district-wide committees has strengthened my ability to collaborate across teams with different professional priorities and perspectives. Whether working on library policy, technology initiatives, or curriculum integration, I focus on building consensus and finding practical, forward-thinking solutions that benefit the entire community. I would bring this same mindset to the board, helping guide the library district with a thoughtful, inclusive, and strategic approach.

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**3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.**

My work has been dedicated to making libraries inclusive spaces that provide equitable access to information, resources, and opportunities. I promote fairness through collection analysis and development, ensuring materials reflect diverse identities, experiences, and needs. I follow the principle that libraries should offer books as mirrors, windows, and doorways-allowing patrons to see themselves, understand others, and explore new perspectives.

I also focus on programming evaluation, assessing whether library initiatives effectively serve all patrons. In schools, this means ensuring programming supports skill transfer and meaningful learning. Evaluating effectiveness requires gathering feedback, analyzing participation trends, and making data-informed adjustments. This happens continually during the school day with library instructions and lessons. This also happens outside of school. For example, when a parent night on digital wellness had low attendance, we investigated barriers-schedule conflicts, lack of childcare, language accessibility, and communication methods. By adapting outreach and program design based on these insights, we increased engagement and better met community needs.

At the core of my approach is a commitment to understanding who we serve and what they need. Libraries are for everyone, but equitable service requires thoughtful, data-driven, and mission-aligned decisions. As a board member, I would ensure policies, collections, and programming reflect the library district's vision, providing meaningful access and opportunities for all patrons.

**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

I strongly support the American Library Association's (ALA) Library Bill of Rights and the Colorado Association of Libraries' (CAL) commitment to intellectual freedom, both of which affirm that libraries should provide diverse materials representing a wide range of perspectives. The role of a public library is to offer access to information, not to censor it.

That said, there are established, professional guidelines for reconsidering materials, and I believe in following a clear, transparent, and policy-based process when evaluating concerns. Removals should only occur if an item is outdated, factually inaccurate in a way that undermines its purpose (such as obsolete medical or legal information), or fails to meet the library's collection development criteria. Programs and materials should align with the library's mission, serving the needs of the entire community while upholding principles of inclusion and intellectual freedom.

As a board member, I would ensure that any challenges to books, programs, or materials are handled thoughtfully, fairly, and in accordance with professional best practices, resisting censorship while maintaining a strong, diverse, and relevant library collection for all patrons.

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**5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?**

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I do not have any known current or past relationships, affiliations, or business interests that would create a conflict of interest in serving on the board. If any potential conflicts were to arise, I would address them with full transparency, recusing myself from decisions where necessary to ensure that my service remains focused on the best interests of the library district and its patrons.



**6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?**

While I don't yet know the full scope of unmet community needs, I would rely on the current board and library leadership to provide insight. That said, I am particularly curious about:

Increasing Use and Participation in Programming - Understanding what drives engagement and how the library can better connect with the community.

Identifying Barriers to Access - Examining logistical, cultural, and economic factors that may prevent people from fully utilizing library resources.

Assessing Community Needs - Ensuring the library is responsive to evolving interests and priorities through outreach and data-driven decision-making.

Prioritizing Patron Safety - Maintaining a welcoming and secure environment for all library users.

I would approach these issues with an open mind, a collaborative spirit, and a commitment to ensuring the library continues to serve as an essential resource for the entire community.

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Form Name:	Board of Trustee Application
Submission Time:	March 1, 2025 2:35 pm
Browser:	Chrome 133.0.0.0 / Windows
IP Address:	83.136.182.58
Unique ID:	1319842784
Location:	39.7391, -104.9866

## Application Information

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### Applicant Contact Information

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<b>Name</b>	Adrian Caponera
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<b>Email</b>	[REDACTED]
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<b>Address</b>	[REDACTED] Boulder, CO 80301
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<b>Phone</b>	[REDACTED]
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### Demographic Questions

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<b>What is your age range?</b>	35 to 54
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<b>Which race or ethnicity do you identify with most?</b>	I prefer not to say
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### Application Questions

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**1. Why are you interested in serving on the Library District Board of Trustees?**

I have loved libraries my entire life. I believe they are the most valuable publicly funded resource in this country. Libraries provide those that want to increase their knowledge and better themselves access to the resources to do so.

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**2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.**

I have a 20 year career in business as an entrepreneur running my own e-commerce agency, selling my own products and building teams at startups selling consumer goods. I also manage rental properties. In all of these environments there are countless decisions to be made, challenges to overcome, funding and revenue issues that inevitably arise. Overall, I have proven to make good and fair decisions and navigate these challenges calmly.

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**3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.**

Equal access to the library system is very important. I was brought up in a military family in which I moved around the country every 4 years. This has given me somewhat unique perspective on many of the different cultures and socio-economic realities across the United States. Libraries were the hub of local culture and community in many of these areas I lived and traveled. People from all backgrounds and levels of income deserve access to libraries.

Continuing to foster welcoming environments and provide media content and knowledge/skill building in numerous languages would be a goal of mine.

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**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

I could see the logic in wanting to ban books that promote illegal activity (E.G. how to make a bomb) or the law dictates access only for certain ages (Pornography).

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**5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?**

no

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**6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?**

In my recent experience, the Boulder library system is doing a good job meeting the community needs of a library. The system provides a consistently updated and diverse range of media in many languages.

Application Information

Applicant Contact Information

Name	Lisa Feria
Email	
Address	<div></div> <div>BOULDER, CO 80303-4118</div>
Phone	
Please upload your resume, including volunteer work.	

Demographic Questions

What is your age range?	35 to 54
Which race or ethnicity do you identify with most?	Hispanic of Latino/Latina

Application Questions

**1. Why are you interested in serving on the Library District Board of Trustees?**

I am eager to serve on the Library District Board of Trustees because I deeply believe in libraries' vital role in our communities. Libraries are one of the last remaining true third spaces-safe, welcoming, and dynamic environments where people can learn, grow, and access the resources they need to navigate challenges or seize new opportunities. They are more than just buildings with books; they are hubs of knowledge, equity, and connection.

As a lifelong, avid reader-consuming between 30 to 65 books a year-I understand firsthand the power of access to information and education. My love for Boulder and its community drives me to give back meaningfully, using my time, talents, and resources to help others lead more fulfilling and enriched lives. Serving on this board would allow me to champion the library's mission, ensuring it continues to evolve, thrive, and remain an invaluable resource for all.

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**2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.**

I bring a wealth of experience in finance, governance, and strategic planning, coupled with a deep commitment to service. As one of fewer than ten Latinas in the U.S. managing a fund of my size, I understand firsthand the transformative power of knowledge, information, and access to resources. I didn't start out where I am today-I intentionally leveraged education, networks, and opportunities to shape my career and develop the expertise I now use to guide organizations toward financial strength and long-term success.

I have served on over a dozen boards across both the nonprofit and for-profit sectors, where I am often brought in for my expertise in budgeting, financial oversight, and strategic planning. For example, I currently serve on the board of the largest animal protection organization in the world, Humane World for Animals (formerly the Humane Society of the United States), where I sit on both the Finance and Audit Committees. This role, along with my extensive experience reviewing financial plans and organizational budgets, has given me a strong grasp of best practices in financial stewardship. I've seen organizations on the brink of financial instability and have helped craft long-term strategies to ensure fiscal responsibility and sustainability.

Beyond technical expertise, I am known for my engagement and hands-on approach. When I commit to something, I give it my all. I roll up my sleeves, dig into the details, and work relentlessly to help organizations succeed. Boulder's library is one of the most important institutions in this community, and serving on this board would allow me to use my skills and experience to help it thrive for everyone. If there was ever a time for us to come together, to help each other - it is definitely now.

**3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.**

My commitment to fairness and inclusivity is woven into everything I do, from my career choices to my personal values. I graduated with a bachelor's in Chemical Engineering and have always been deeply interested in how systems operate-especially the food system. I began my career at General Mills and later Procter & Gamble, where I learned how large organizations manage operations, balance budgets, and scale sustainably. But at some point in my safe, stable corporate career, I realized I wanted to do more. I wanted to help fix a broken food system-one that was making people sick, was too expensive, inhumane, and out of reach for many.

That realization led me to venture capital, where I have spent my career funding and supporting startups that are working to create a healthier, more equitable food system. I deliberately chose to invest in a space that isn't traditionally seen as "cool" (it's not AI or crypto) because I believe that access to nutritious food is a fundamental right. Everyone deserves the opportunity to thrive, and I have dedicated my professional life to making that a reality.

This same belief in fair access drives my passion for libraries. Libraries are one of the most powerful equalizers in our society-offering knowledge, resources, and opportunities to anyone who walks through their doors, regardless of background or circumstance. As a trustee, I would work to ensure that our library system remains a welcoming, inclusive space for all. I believe in treating every patron with kindness and respect, embracing rather than excluding, and making sure that when someone leaves the library, they feel empowered, enriched, and valued.



**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

I firmly believe that libraries should be spaces of intellectual freedom, open dialogue, and access to diverse perspectives. The role of a library is to provide information, not to restrict it. I do not support the banning or removing of books, programs, or materials based on ideological, political, or personal objections. Libraries exist to serve the entire community, and that means offering a wide range of viewpoints, experiences, and resources so that individuals can explore, learn, and make their own informed decisions.

The only circumstances under which I would consider removing an item would be if it no longer serves the library's mission—for example, if a book is factually inaccurate in a way that misleads (such as an outdated medical guide) or if a program poses a direct safety risk. However, these decisions should always be made through a transparent, well-defined process that includes input from library professionals, trustees, and the community.

At its core, a library is about access, inclusion, and the right to read. As a trustee, I would strongly advocate for protecting those principles and ensuring that Boulder's library system remains a place where everyone—regardless of background or belief—can find the books and resources they need.

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**5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?**

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None.

**6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?**

Some considerations to ensure the Library remains a vital and inclusive member of the community:

**1. Mental Health and Support.**

Boulder's 2023-2025 Community Health Assessment highlighted mental and behavioral health as critical areas requiring attention. The library can play a pivotal role by offering resources, workshops, and partnerships that promote mental well-being and provide information on support services.

**2. Health Care**

Ensuring equitable access to health information is essential. The library can bridge gaps by providing resources on preventive health, chronic disease management, and wellness programs, especially targeting underserved populations.

**3. Inclusivity**

The library should strive to be a welcoming space for diverse populations, offering programs and materials that reflect various cultures and experiences.

**4. Fiscal Responsibility and Growth**

The library has a wonderful opportunity, with the recent library district tax, to evaluate how to leverage the capital for the long-term financial sustainability of the library and also to maximize opportunities to serve the community.

Form Name:	Board of Trustee Application
Submission Time:	March 3, 2025 11:15 am
Browser:	Firefox 128.0 / Windows
IP Address:	97.118.219.151
Unique ID:	1320337176
Location:	39.7067, -104.9694

## Application Information

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### Applicant Contact Information

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Name	David Boonin
Email	[REDACTED]
Address	[REDACTED] Boulder, CO 80305
Phone	[REDACTED]
Please upload your resume, including volunteer work.	[REDACTED]

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### Demographic Questions

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What is your age range?	55 to 64
Which race or ethnicity do you identify with most?	White

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### Application Questions

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**1. Why are you interested in serving on the Library District Board of Trustees?**

When I was in kindergarten, I asked my parents if I could turn our basement into a library. My mother gave me a stack of index cards and a file box. I made a little pocket to tape inside the cover of each of my books and a card to insert in each pocket. When my friends came over, I'd ask if they wanted to check out a book, and when they did I'd remove the card from the book and keep it in the file box until they returned it. I was already in love with libraries and have been ever since. I have fond memories from growing up in Boulder of going to the main library when it was still all on the north side of Boulder Creek, browsing the newspapers and magazines and learning how to use the microfiche reader. When I went off to Yale, the library there became one of my favorite places to hang out. When my wife or I suggest going on a "double date" these days, we mean hitting two branches of the Boulder Public Library on the same day. Our favorite indoor spot in town is on the bridge over the creek in the main branch. If we're passing through a town that has a Carnegie Library, we try to find time to check it out. If we stay someplace for more than a few weeks, we try to get a temporary card for the local library. We made sure our kids grew up taking advantage of children's library programs. When we spent one of my sabbaticals in New Zealand, we chose the house that was the shortest walk to a public library from those that were available and one of the few souvenirs I still have from that trip is my library card from that library. In the early days of Covid, the library closures hit me harder than any other closure and made me realize that I'd almost certainly spent more time there than anywhere else in Boulder besides my office and home over the years. When we walked into the new North Boulder branch shortly after it opened, we knew we'd be excited, but we were still surprised by how powerful the burst of almost childlike glee felt. We walked around talking about which books we would have wanted to pick by our favorite authors if we were starting a new library branch from scratch.

So one reason I'm interested in serving on the Board of Trustees is that I feel a tremendous debt to libraries in general and to the Boulder Public Library in particular and I think serving on the Board would be a fitting way for me to give back to an institution that has meant so much to me and to my family. In addition, as I note below, I think some of my background and experience makes me particularly well positioned to make positive contributions to the Board and I think I would find it particularly rewarding to put my skills and experience from other parts of my life to that use given that I think doing so would be productive. And I can't deny that a significant part of the appeal is simply the opportunity to learn more about the library and its operations. Part of what I really enjoyed about working with the CU Art Museum and the Colorado Shakespeare Festival when I was the Associate Dean for Arts and Humanities at CU (see part of my

response to question 2 below) was getting to look, literally and metaphorically, behind the curtains.

**2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.**

1. I was the Associate Dean for Arts and Humanities at CU for five years. The arts and humanities units reported to me and I reported to the Dean. The units reporting to me included not only the academic departments in the arts and humanities division, but also the CU Art Museum and the Colorado Shakespeare Festival. From my experience working with CUAM and CSF in particular, I learned a lot about how to help support the director of an institution in carrying out their mission when I myself had no directly relevant expertise in their areas. I'd been going to Shakespeare Festival shows since I'd been a teenager, for example, but knew nothing about what goes on behind the scenes until the day I started in as Associate Dean. But I learned how I could help the Director without getting in their way by becoming clear about CSF's mission and focusing on those parts of the decisions the Festival confronted where I could provide useful feedback based on things I understood about the academic and administrative side of CU without presuming to know more than they knew about their own areas of expertise and experience. During my tenure as Associate Dean I worked under two different Deans who had two fundamentally different management styles and the stark contrast between the results of micromanaging and a more hands off approach made clear to me that in cases like this, it's much more appropriate and productive for the non-experts who find themselves in a supervisory role to be constantly mindful of the limitations of their area-specific knowledge relative to that of the people with a background in that area whom they find themselves supervising.

2. In addition to five years as Associate Dean, I have eight years of experience as Chair of the Philosophy Department and four years of experience as a Center Director (of the Center for Values and Social Policy). From those 17 years of administrative work, I gained a lot of experience working with bylaws - seeing how things could go badly wrong in a unit with insufficiently clear or detailed bylaws, learning ways to revise bylaws to improve them, and recognizing the overriding importance of complying with bylaws even when doing so can seem time consuming or cumbersome. As Associate Dean, I saw firsthand how the units reporting to me that had clear, specific guidelines regarding, for example, the conducting of annual merit review for faculty, functioned much better than those whose guidelines left such questions underdetermined or at the discretion of the department chair. As Chair of the Philosophy Department, I had our department frequently review our bylaws for places they could be improved. And as someone who took over as the Director of a Center that had been functioning without any explicit bylaws at all, I gained valuable experience in comparing bylaws of other comparable institutions and drafting an initial set of bylaws from scratch.

3. Over those same 17 years, I also gained a lot of experience working with - and staying within! - budgets. As Associate Dean, for example, I oversaw the budget for all the adjunct faculty the units in my division wanted to hire in any given semester. As Department Chair, it was my responsibility to ensure that our department kept spending within its budget. As Center Director, I found ways to expand our offerings while keeping things within the Center's modest budget. In addition to all this, over the last nine years I have also been the founding Director of Colorado High School Ethics bowl. In that capacity I run the annual statewide tournament and have been in charge of keeping our costs below the modest amount we can raise each year through registration fees and donations.

4. Over those 17 years of administrative work, plus the ten years directing Colorado High School Ethics Bowl, I've also gained some valuable experience with fundraising.

5. I am the author of eight books, all published by either Oxford or Cambridge University Press, and many of them are on controversial subjects including issues surrounding race, the criminal justice system, and abortion. I am probably best known within the field for my two books arguing in defense of abortion rights, and that work has also drawn a good deal of attention from pro-life people beyond academia. Most of my interactions with the pro-life people who reach out to me have been rewarding and encouragingly respectful, but I also have some experience getting hate mail because of a book I've written. When my more recent abortion book, *Beyond Roe*, was published in 2019, I got an angry email from a CU alum who had read about it and who said the university should be ashamed of itself for having hired me and that he was going to do everything in his power to get me fired. As it turns out, this person had few resources and few connections, so the harm to me was limited to a string of argumentative emails that petered out after a month or so. But this, along with some other relevantly similar experiences, has given me a small taste of what it's like to be an author who gets in trouble because of a book they've written. I don't know if there are already published authors on the Board, but I think that perspective is one worth having represented in a group that provides oversight to a library district.

6. Finally, in terms of personal characteristics, I guess I'll just mention I think a sense of humor, a sense of perspective, and a moderate disposition have served me well in my various administrative positions.

**3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.**

I don't feel I know enough about the library system at this point to offer specific comments about what I could most helpfully do for it in these respects, but I hope some examples from my past experiences provide some useful information and evidence that I would be enthusiastic about doing what I can do to help in these respects.

1. Most of the classes I teach in the Philosophy Department at CU focus on contemporary social issues. I was at a department meeting about twenty years ago when someone pointed out that we weren't offering any courses dealing specifically with philosophy and race. Everyone seemed to agree that it would be a good idea for us to start offering such a course, but no one seemed interested in volunteering to take the time to develop and start teaching it. The meeting moved on to other topics, but I found myself increasingly distracted by the thought that it seemed like an important idea and that it looked like no one was going to do it. By the end of the meeting, I decided that I was going to give it a go, not because I had previously been interested in teaching in that area but because it seemed like an important way to make our curriculum more inclusive and because I thought I was reasonably well positioned to do it. I had no previous experience teaching or writing on topics relating to race, so it was quite a bit of work, but eventually I got a course ready to go and started teaching it on a regular basis. In those first few years, we had about 30 or 40 students a year taking that course, but I helped establish it as a regular part of our course offerings and while I've mostly moved on to teaching other things in the years since then, the course has continued to grow into one of our most popular classes. In the last few years, over 300 students have taken it each year.

2. During one of my tenures as Department Chair, I became aware of what at the time was a relatively new national organization called Minorities and Philosophy, whose goal is to help diversify academic philosophy in various ways. I had a long discussion about it with a faculty member at another university that had already established a chapter and, after doing so, I took the initiative of putting together a proposal to add a chapter to our department, a proposal that was enthusiastically supported by the department. Our department hosts a major international ethics conference each year, and once we established our MAP chapter, I arranged to have to have it sponsor a prize each year for the best paper presented at the conference on a topic related to MAP's mission. My goal here was to encourage more philosophers to write papers on such topics. I've served as the chair of the committee that awards the prize each year since then, and over time we have seen an increase in the quantity and quality of submissions. I've been involved in a variety of other



DEI-related work over the years, but I would say that my role in introducing our Philosophy and Race course to the department's curriculum and in establishing our department's Minorities and Philosophy chapter and the associated paper prize are probably my most significant contributions to making things more inclusive in our department.

3. A number of years ago, I served for a while as a volunteer in the restorative justice program that's run by the Boulder County Sheriff's Office. I was part of a panel that would meet to consider cases involving an offender in a relatively low-level crime and their victim or victims. Many of the cases involved fairly minor forms of property crime or noise ordinance violations, though I do remember a fairly significant embezzlement case, and even cases that from the outside can seem relatively minor can often be quite traumatic from the victim's point of view. Our role was to try to come up with a proposal for a way the offender might do something to make amends to their victim(s) and through all that work our focus was primarily on doing what we could to ensure fairness and equity in the process and in the outcome.

4. As a teacher, I have made efforts to reduce the effects of implicit bias in my grading. For example, whenever feasible I now insist on having assignments submitted anonymously. That way, when I'm grading an exam or paper, I don't know the identity of the student and so any biases I might have one way or the other with respect, say, to race or gender or physical appearance, can't influence the grade I assign. It's a bit more cumbersome to grade this way because students have to provide some kind of key that I can later turn to so I know whose work is whose when it's time to record the grades, but the value in terms of increased fairness certainly justifies the extra effort.

5. I'm currently serving on our department's climate committee and in that capacity have been advocating for increased training for faculty to help mitigate relevantly similar forms of bias in the classroom.

6. Several years ago, my wife and I were trained and certified to serve as foster respite care providers. When foster parents want to do something that involves being away from their foster children for more than a few hours, they can't just leave them with a neighbor or babysitter. They must leave the children with people who have been trained to provide such respite care. My wife and I did this for a few years, taking children for full days and sometimes for full weekends. We were motivated by the fact that at that point we had largely finished raising our two children and felt keenly aware of how fortunate our parenting circumstances had been and how unfair it remains that some children get off to

so much more challenging starts in life.

**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

I'm a philosopher who is trained in dealing with, among other things, extreme hypothetical cases. So by disposition I'm not inclined to say something like "no matter what, under no circumstances, could I ever imagine thinking it's appropriate to remove anything from a library". I can imagine, for example, a hypothetical document that turns out to contain highly classified national security secrets that somehow ended up in a donated archive. But in terms of real-life cases, I can't really think of anything the library would have, or would want to have, that I would want to see removed or would support being removed (though in the interest of full disclosure, I guess I'll add that I wouldn't mind seeing the library remove just a few of its many, many copies of the latest James Patterson novel and replacing them with one copy each of some of the Anita Brookner novels it doesn't seem to have any copies of).

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**5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?**

N/A

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**6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?**

I don't think I know enough at this point to have informed opinions about what the board's priorities should be but if I am appointed to the board I would look forward to learning more and developing such opinions.

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Form Name:	Board of Trustee Application
Submission Time:	March 3, 2025 2:09 pm
Browser:	Chrome 133.0.0.0 / Windows
IP Address:	67.172.150.137
Unique ID:	1320426376
Location:	40.05, -105.217

## Application Information

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### Applicant Contact Information

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Name	Thomas Bogdan
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Email	[REDACTED]
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Address	[REDACTED] Boulder, CO 80304
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Phone	[REDACTED]
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Please upload your resume, including volunteer work.	[REDACTED]
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### Demographic Questions

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What is your age range?	65 or older
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Which race or ethnicity do you identify with most?	White
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### Application Questions

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**1. Why are you interested in serving on the Library District Board of Trustees?**

I am looking for a meaningful way to give something of value back to this community which has nurtured me since I came to Boulder in 1983. Especially today, the need to provide opportunities for our citizens to open their minds and to develop an understanding of themselves and their place in our society has never been greater. Boulder's libraries are where this activity has, can, and will continue to occur. I want to do my part to safeguard, enhance, and diversify the opportunities provided by our libraries by sharing my time, experience and measured judgment with other motivated members of our community.

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**2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.**

As the director of NOAA's Space Weather Prediction Center (SWPC) and the president of the University Corporation for Atmospheric (UCAR) research I was responsible for guiding large diverse staffs, meeting mission goals and objectives, and managing large budgets. My leadership team and I often faced difficult fiscal choices in distributing insufficient resources. Clear, honest and open communication is the key to leading staff, customers and stakeholders through trying times and rapid social and political changes. At the National Center for Atmospheric Research (operated by UCAR for the NSF), for example, we successfully transitioned our IT environment from a conglomeration of home-grown products to Google for Government. At SWPC I built trust and developed a profitable partnership with the steward of the National Weather Service Employee's Organization to provide a supportive, safe, and respectful environment for our researchers, forecasters and administrative personnel.

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**3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.**

One has to first understand where and when prejudices, unfairness and inequities are occurring in large, complex, service-oriented organizations. This requires setting up and monitoring a diverse array of anonymous feedback channels from the staff, customers and stakeholders to the management team. I always maintained a well-staffed and independent ombudsperson office, for example. At SWPC, we focused on understanding the evolving needs of our customers before we planned for new products and services. It is easy to get out of touch with constituents or to see only one facet of a complex set of community needs and desires. An equitable library system must make a concerted effort to hear from those who are often reticent to speak out. The unknown unknowns were always what kept me awake at night.

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**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

I am reminded of a remark made by the University of Colorado's president Ward F Darley when questioned during the 1950s by the state legislators during the height of the red scare. When asked if communism was taught on the Boulder campus, Darley replied that yes, it was, and that venereal disease was also taught at Denver by the medical school and that the university faculty and administration advocated neither. I find censorship -- book banning, burning, etc -- deplorable. Our citizens should have the freedom to choose what they wish to read, watch, or listen to. Our libraries should remain a bastion of knowledge, information and yes, even misinformation. Like Darley and his staff, there is no role for the library in advocacy --- and book banning is a form of advocacy. It is up to the individual to be discerning.

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**5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?**

I have been retired for almost a decade now and have very few connections or affiliations that could pose conflicts of interest. My volunteer position with the National Solar Observatory involves mentoring graduate students and investigating the history of how science came to Boulder after the conclusion of World War II. I think none of this has any potential to prevent my participation from always being in what I perceive to be the best interests of the library.

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**6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?**

The world is changing so rapidly around us. The challenge for any organization, and especially our libraries, is to keep pace with these changes and to ensure that our products and services remain timely. Boulder County's changing demographics and the growing importance of the internet for the distribution of information content pose serious challenges for libraries which must continue to find their niche in this milieu. The library staff is the first line in this ongoing conflict. I believe the board needs to listen to their inputs and empower and enable them to implement and lead the change necessary to keep libraries relevant to their evolving communities. Few people are truly comfortable with change. The board should also work to create a safe, nurturing and supportive environment where staff and patrons can explore change on their own terms and level of comfort. It is not easy, but it can be done! In my opinion a board does not have the answers to the difficult questions. Rather it should help those experts who do have the answers and experience to get the job done by removing impediments and streamlining process.

Form Name:	Board of Trustee Application
Submission Time:	March 4, 2025 1:36 pm
Browser:	Firefox 135.0 / Linux (Ubuntu)
IP Address:	75.166.49.167
Unique ID:	1320846205
Location:	39.7301, -104.9078

## Application Information

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### Applicant Contact Information

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Name	Frances Dahlberg
Email	[REDACTED]
Address	[REDACTED] Boulder, CO 80302
Phone	[REDACTED]
Please upload your resume, including volunteer work.	[REDACTED]

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### Demographic Questions

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What is your age range?	65 or older
Which race or ethnicity do you identify with most?	White

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### Application Questions

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1. Why are you interested in serving on the Library District Board of Trustees?	<p>I am a heavy user of the library. Mostly I check out books but I also check out music and videos. I delight in the many research capabilities of the library - from investments to garbage disposals. I have also been very grateful for Prospector and interlibrary loan as sometimes the books I seek are rather specialized. I have never been disappointed. I have also enjoyed many programs, especially musical offerings and movies in the auditorium. I have also attended various meetings of community groups in the library and am glad that there is space for them to happen. I have also attended interesting programs such as the Jaipur program in the main library.</p> <p>Many years ago, I helped with the various book sales but recently I have not done this.</p> <p>I would like to be part of the decision processes which keep the Boulder Libraries excellent.</p>
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**2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.**

I have lots of research skills demonstrated by my various publications in anthropology.

Although I have always kept my residence in Boulder all of my adult life, I have spent various years in other places -Hawaii (1.5 hrs). Australia (1 year), Uganda (1 year) and enjoyed and heavily used their libraries. Hence, I have experienced different approaches to libraries.

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**3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.**

I have been a property manager for almost 50 years and have rented to all categories of people - straight, gay, white, hispanic, black, rich, poor, young ,old.

The library seems to be making efforts in making a equitable system already by opening branches in new areas. As I do not know the plans of the library district and have not thought a lot about equity, I cannot answer this right now.

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**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

I cannot think of any circumstance in which I would wish to remove a book, program or item from the library.

---

**5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?**

I can see no conflicts of interest to any role as a member of the board.

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**6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?**

My needs are being met well by the library. I would have to do a little exploring to find out what needs of other categories are not being met. Already, I see a wide variety of people in the two libraries I frequent - main and Meadows.



Application Information

Applicant Contact Information

Name	Jamie Donahoe
Email	
Address	<div></div> <div>BOULDER, CO 80304</div>
Phone	
Please upload your resume, including volunteer work.	

Demographic Questions

What is your age range?	55 to 64
Which race or ethnicity do you identify with most?	White

Application Questions

1. Why are you interested in serving on the Library District Board of Trustees?	I am a strong believer in the power of books, libraries and giving back to the community. Serving on the Library District Board of Trustees is a natural extension of those beliefs, and I think my love of literacy, my commitment to social and environmental justice and my specific experience make me a strong candidate.
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**2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.**

- I have served on a number of boards and committees and understand organization finances, funding, and budgeting.
  - I have a can-do attitude and willingly pitch in to do whatever needs to be done.
  - I am a life-long supporter of reading, literacy, and public libraries and have a solid understanding of the way they function.
  - I volunteer with the Paper & Spine Bookstore weekly and volunteer with other library programs such as the Library Foundation Gala, the Family Play Festival. I also volunteered for the 2024 Summer of Discovery program and intend to do so again this year.
  - I volunteered with the Helena May library (Hong Kong) for three years, working at the circulation desk and recommending books for purchase.
  - I helped develop the World of Words literacy celebration program at the Canadian International School of Hong Kong, which coordinated events such as book swaps and Books to Eat contests in addition to supporting author visits and the school's D.E.A.R. (Drop Everything And Read) program.
  - My college work-study job was in the Burke library (Hamilton College), where I worked the circulation desk, processed inter-library loan requests, and devoted time each shift to shelf reading.
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**3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.**

I would help build an equitable library system by learning about the District's plans and policies, ensuring that they are meeting those goals and working to help implement them. In addition, I would research what other libraries are doing and see if anything could be added to what the District is currently doing. When I travel, I often stop in to the local library to see how they are organized, what they offer, and try to get a sense of their general vibe. I would parlay that "research" into potential suggestions for the BPLD. In addition, I have lived in three countries in which English was not the primary language so I understand (and have lived) the need to welcome people of all backgrounds.

Specific examples of promoting fairness and inclusivity include:

- Being a member of the global #kidlit writing community and supporter of the #FReadom movement
- Serving as steward of a Little Free Library that is signed in both English and Spanish and stocked with books in both languages
- Working for climate justice by attending rallies and contacting my representatives
- Fighting as an LGBTQ+ ally
- Addressing food security by volunteering with Boulder Food Rescue

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**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

I can think of very few instances where a book, program or item might be considered for removal. In general, I trust the librarians responsible for collections to use their professional training and experience to select materials according to accepted best practices. I can, however, imagine a situation arising that would, out of sensitivity and compassion, require a change in the timing of programs or displays. A fictitious example would be postponing a pending exhibit about the Wizard of Oz if a tornado has just destroyed a major portion of the library district.

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**5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?**

To my knowledge, I have no conflicts of interest with serving as a member of the board.

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**6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?**

I view top priorities for the Board of Trustees as:

- Completing the vision laid out in the creation of the BPLD
  - Supporting BPLD staff as they work to identify and address additional unmet needs
  - Ensuring the libraries are clean, safe, well-maintained spaces that are open and welcoming to all
  - Working to meet other district goals, such as addressing climate change by making it easy for patrons to use alternate transportation to get to the libraries
  - Making sure residents are fully aware of all the resources the libraries do in fact offer
-

Form Name:	Board of Trustee Application
Submission Time:	March 6, 2025 10:55 am
Browser:	Chrome 133.0.0.0 / Windows
IP Address:	23.173.208.246
Unique ID:	1321638676
Location:	40.0142, -105.2853

## Application Information

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### Applicant Contact Information

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Name	Benjamin Bayer
Email	
Address	 Boulder, CO 80302
Phone	

### Demographic Questions

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What is your age range?	35 to 54
Which race or ethnicity do you identify with most?	White

### Application Questions

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**1. Why are you interested in serving on the Library District Board of Trustees?**

My namesake, Benjamin Franklin, believed that having an educated and literate populace was paramount to the success of our nation. I believe that, in the age of (mis)information, this principle is even more important but also under greater threat. It is becoming more difficult to ascertain what is true and both sides of the political extreme wish to censor and ban content to preserve their "truth" and to protect their values. I believe strongly that access to information--both the good and the bad--must be preserved for our population to create and embrace the potential of the future while learning how to avoid the mistakes of the past.

However, libraries have become so much more than books and stories. In addition to the traditional function, libraries have evolved into community centers, institutes of continuing education, theaters, fabrication spaces, and so much more. As someone whose interests run the gamut from Classics (my college major) to quantum physics to woodworking to computer science and everything in between, I love what a modern library does as much as what it represents and I relish the opportunity to serve the public by shaping the library district and ensuring that access to knowledge, skills, and community is protected and encouraged.

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**2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.**

I have dedicated my life to service and personal growth and am proud to use the skills and time I have in the service of the library. Currently I sit on the Board of Directors of Resource Central, a local environmental non-profit, and have been fortunate to be a part of the organization's tremendous growth. I've been a member of the Board for 9 years and the chair of the finance committee for three years.

In my former life, I was a 10-year veteran of Google and held a few administrative roles both with its research team and overseeing the Boulder office. What drew me to Google initially--and why I want to be a part of the Library's Board of Trustees--was its commitment to making knowledge available to everyone. While Google may have strayed from its original mission, I have not and still believe that bringing knowledge and skills to our community is a powerful gift.

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**3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.**

One of the hats I used to wear was planning large events for the engineering side of Google. The challenge was to create something that appealed to a diverse population with incredibly varied interests and preferences. I learned a lot of lessons during my tenure, not the least of which is that the diversity that gets written about most--that is to say racial diversity--barely scratches the surface of the cornucopia of humanity. Diversity of income, of experience, of cognition is equally, if not more important than skin color or gender. Further, making everyone feel welcome is not the endpoint or goal of diversity, it is the beginning and the premise. The events that I planned would both help foster and embrace subcommunities, allowing those who were introverts to enjoy activities that didn't force them to engage while allowing extroverts to run wild. The events gave everyone the space to express their own unique selves.

Maybe an example would help. One of the events I planned was a holiday party for the thousands of Google engineers in the New York office. The theme I came up with was '80s, but not your traditional '80s party; rather, each room represented a different '80s: 80 A.D., 1780, 1880, 1980, and 2380. As such, we had people dress in everything from Starfleet uniforms to French Revolution, to Wild West wear, and of course, the good old 1980's neon. With every attendee encouraged to express their own self, the result was transcendental and produced an environment where everyone was embraced and no one felt out of place. The entertainment was equally representative of the population: those who wanted to dance found a club, those who wanted quiet conversation found a French drawing room, those who wanted games could head to the Wild West.

Without belaboring the point, the event made everyone feel comfortable by embracing all the differences and individuality, not just the superficial ones, and giving an opportunity for free expression to every guest. This is the atmosphere that I would want to preserve in the library by making it a place where everyone's interests are catered to and appreciated.

**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

I love this question because the issue of censorship is something that has been on my mind a lot. Much ink has been spilled on this topic and I could easily fill a book with all my thoughts but in an attempt to be brief, I will share three competing experiences and how I felt about them.

First, several years ago I visited the Alamo Museum in San Antonio. I was reading the interpretive plaque on its history and scarcely made it a few words in before I recognized that something was off. The history of the Alamo began with the white settlers and the portrayal was one-sided to the point of being polemical. It was not an attempt to teach history so much as rewrite it. The rest of the museum followed suit. I was disturbed by the experience.

On the opposite extreme was my visit to the Brooklyn Museum. The museum had a painting of George Washington in his military attire. I read the description card and observed that it said nothing about the painting itself, nothing about the artist, nothing about the style, or dress, or anything that I would want to know. Instead, it just commented on how George Washington is now a controversial figure because he owned slaves (the painting had nothing to do with slavery nor depicted slaves). While I suppose this was a better alternative than removing the painting entirely, it felt like the museum was also trying to make a point where there was no reason to do so and I felt frustrated by the experience. Though on the political opposite of the Alamo, it felt like both museums were trying to make a point at the expense of education and fact.

Around the same time I also visited the Vermont History Museum in Montpelier. In the entrance way of the museum they had a mural from the 1950s depicting the history of Vermont, as it was envisioned by the 1950s painter. That is to say, all the characters in it were white and it showed the colonists with no mention of the indigenous population nor other races. It was, in a word, whitewashed. The curator's treatment of this mural was a stark contrast from the others. The description didn't attempt to hide the history like the Alamo Museum, nor did it attempt to make a point like the Brooklyn Museum. Instead, it both presented factual information about the scene, what was depicted, and the artist and then approached the controversial side of the mural with curiosity. It presented the question "who don't you see in the mural and why do you think they're missing?" It allowed the visitor room to think and come to their own conclusions without having a message forced down their throat.

It is this latter approach that resonates most with me. I believe, as Socrates taught, that minds are changed through questions not



statements. I believe that nothing should be banned but everything should be taught with context and counterpoint and, most importantly, curiosity and empathy. This is the vision I have for the library.

**5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?**

I am not a member of any organizations that would present any conflict of interest but I would recuse myself from any decision or vote where there might be one.

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**6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?**

I am a big fan of and advocate for the library's expansion as a place where skills are learned in addition to knowledge acquired. I am an ardent supporter and user of the MakerSpace at Bldg 61 and I would be supportive of a further expansion of this principle with more hands-on classes available to the public, not just in the MakerSpace but expanding into other areas as well.

I would also be interested in ruminating on ways to better serve the vulnerable populations that make up a significant presence. While I'm sure there are many views on the issue, like it or not the library has become a place where those who are unhoused and/or have mental or physical issues gather. I appreciate this inclusivity and I also think it's important for the well-heeled of Boulder to confront this reality but I also believe there's probably more opportunities to help these populations.

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Form Name:	Board of Trustee Application
Submission Time:	March 6, 2025 1:19 pm
Browser:	Firefox 136.0 / OS X
IP Address:	76.25.242.116
Unique ID:	1321708895
Location:	39.9947, -105.2366

## Application Information

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### Applicant Contact Information

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Name	Gary Bardsley
Email	[REDACTED]
Address	[REDACTED] Boulder, CO 80303
Phone	[REDACTED]
Please upload your resume, including volunteer work.	[REDACTED]

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### Demographic Questions

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What is your age range?	65 or older
Which race or ethnicity do you identify with most?	I prefer not to say

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### Application Questions

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**1. Why are you interested in serving on the Library District Board of Trustees?**

I have loved and appreciated libraries my entire life, currently holding library cards from 8 libraries/library districts. Throughout my professional and academic careers I have used and supported libraries by serving on library committees, coordinating with librarians, and supporting the transformation from exclusively physical formats to the widest possible accessibility of digital means,

Now that I have largely retired, I seek to offer my time, diverse experience, and ability to plan and implement diverse challenges through innovative and effective solutions for the Boulder Library District.

I have significant experience working with and within Board environments, understanding the required spirit of collaboration, evaluation, understanding of diverse parameters and coming to an acceptable majority opinion or action

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**2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.**

My entire life has been focused on planning, data gathering, understanding needs, and testing/adjustment of alternative solutions. The wide range of disciplines of my academic degrees and breadth of my employments allow me to integrate technology, personal needs, budget constraints, policy, and other factors so as to develop alternative scenarios to share with clients, fellow board members, and decision makers.

I delight and welcome opportunities to tackle tough, multi-faceted problems that require non-traditional yet widely acceptable solutions. Innovative approaches to seemingly limited situations are a personal characteristic of my involvement, whether it be tough technical issues or the more complex circumstances of individual needs and society as a whole.As

I understand that technology is a powerful tool, but only if it can be responsive to legal, policy, financial and especially the needs of the diverse audience that libraries must serve.

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**3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.**

As a supervisor and faculty member, fairness and equity were absolutely inviolate cornerstones. There is no place for privilege or exclusion. My work with CARL and the Shibboleth library development committees as well in the highly regulated and privacy environments of medical care are examples of working within systems that by their very nature require fairness, equity, and inclusivity,

In addition, my work with USAID and volunteer projects exposed me to the widest possible range of individuals and societal norms, requiring me to provide solutions that were fair and inclusive of all populations and individuals,

I would strive to ensure the development and deployment of library systems available to all members of the library district, while simultaneously protecting it from theft, attacks, or corruption from external forces or individuals.

In my experience, in order to promote fairness and inclusivity, training and development resources will need to be available to library staff and clients in order to ensure they are knowledgeable of the means of access and assistance. In many cases, exclusion can result from a lack of knowledge.

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**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

In general, I believe libraries should be a source of all knowledge and access for all members. However, one must be conscious of limiting access to materials that provide or could cause physical harm. In most cases, I would not be in favor of materials that would allow one to build devices or materials that could cause harm to others. This would include materials that would instruct the building of explosives, weapons, poisons, or other means of physical harm.

I do not feel it is appropriate for libraries to ban books that focus on religious, political, sexuality, or gender issues, but they should have available materials that cover both (or more than two) sides of such cultural issues. One cannot be truly informed unless all aspects of an issue are understood.

It may be appropriate to limit access to certain materials, especially of a sexual or language nature to certain ages, but the appropriate age restrictions would be outside my experience and knowledge. I would defer to others better suited to make such determinations.

**5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?**

I know of no current or past relationships, affiliations, or business interests that could create a conflict of interest. I believe that understanding the perspectives and priorities of any potential antagonist or other individual with a conflicting opinion is essential to achieving a win-win outcome.

This understanding has served me well as an effective negotiator with vendors, clients, or others to achieve the outcomes I desired. To seek a win at the loss for others provides a short term benefit or reward whereas a win-win outcome ensures a basis for future cooperation.

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**6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?**

It is vital that the Board of Trustees be seen as a positive force and resource for all members of the Boulder community district. This would include physical resources such as books, library buildings and increasingly electronic and digital access and materials.

Prior to the election establishing the district, opponents expressed concerns over the loss of building and physical resources paid for by taxpayer monies and that a board would have less accountability to residents than by taxpayers.

It should be a top priority for the Board to achieve and communicate benefits achieved to all residents. This should include partnership with newspapers, internet information forums, emails, texts, signage in the libraries, etc.

In my opinion, I notice a smaller selection of new fiction and non-fiction books at my local (Meadows) branch, which the librarians agree seems to be the case. This perspective should be verified and addressed by communications that show where funds previously allocated for materials are being used for other worthwhile purposes. District patrons should be seen as a top priority and treated as such.

Application Information

Applicant Contact Information

Name	Lauren Alweis
Email	
Address	<div></div> <div>Boulder, CO 80305</div>
Phone	
Please upload your resume, including volunteer work.	<div></div>

Demographic Questions

What is your age range?	35 to 54
Which race or ethnicity do you identify with most?	White

Application Questions

**1. Why are you interested in serving on the Library District Board of Trustees?**

As a Boulder resident with over 20 years of marketing leadership experience and a deep commitment to community service, I am (more than) passionate about contributing to the success of the library. My interest stems from my love for libraries as essential forums for information, ideas, and community connection.

Throughout my career, I've demonstrated a commitment to education and knowledge-sharing-from teaching English with the Peace Corps in Bangladesh to scaling an educational technology company. Libraries represent the intersection of my professional expertise in strategic growth and my personal values of accessible education and community enrichment.

Having served in various community-oriented roles, including with Boulder County CareConnect and Colorado Campus Compact, I understand the transformative impact of well-managed public institutions. I would bring my experience in strategic planning, resource allocation, and community engagement to help establish a library district that serves all residents equitably and effectively.

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**2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.**

As VP of Marketing at PlatCore LMS, I helped bootstrap the company from inception to successful business, requiring careful resource allocation, strategic prioritization, and long-term planning. I co-founded the Leadership Team and supported Entrepreneurial Operating System (EOS) implementation, developing Go-to-Market strategies that increased brand recognition while aligning with business objectives. This experience directly translates to helping guide the library district through its critical formative stage, ensuring resources are allocated effectively and strategically to meet community needs.

My roles with nonprofit organizations such as Colorado Campus Compact and Big Brothers Big Sisters of Alaska required building relationships across diverse stakeholder groups. At Big Brothers Big Sisters, I doubled the size of the regional youth mentor program by creating meaningful partnerships with community organizations. Similarly, my Peace Corps service taught me to bridge cultural differences while creating valuable community resources, including building a playground that earned the Global Youth Service Day Award. These experiences demonstrate my ability to bring diverse perspectives together to achieve common goals-a crucial skill for a board member tasked with representing the entire community.



**3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.**

My commitment to equity and inclusivity is evident throughout my career. While serving with the Peace Corps in Bangladesh, I developed an ESL curriculum designed to be accessible to students from various socioeconomic backgrounds, ensuring educational opportunities weren't limited by financial resources. The playground project I spearheaded was specifically designed to be accessible to children of all abilities.

At Colorado Campus Compact, I wrote and executed grants focused on civic engagement and experiential education, prioritizing programs that served underrepresented student populations. This required developing metrics to track participation across demographic groups and adjusting outreach strategies to ensure equitable access.

For the library district, I would advocate for:

Data-driven decision making to understand and address usage patterns across different communities  
Multilingual materials and programming  
Accessible physical and digital spaces for patrons of all abilities  
Diverse collections that represent our community's varied backgrounds and perspectives  
Outreach programs targeting underserved neighborhoods and populations

My background in marketing would also be valuable in ensuring communication about library services reaches all community members through appropriate channels and messaging.

**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

I firmly believe in upholding the principles outlined in the Library Bill of Rights, which states that "materials should not be excluded because of the origin, background, or views of those contributing to their creation" and "materials should not be proscribed or removed because of partisan or doctrinal disapproval."

Libraries should be forums for information and ideas that represent diverse perspectives. As a trustee, I would advocate for collections that include materials presenting all points of view on current and historical issues, even when those viewpoints may be controversial or unpopular.

The only circumstances under which I might consider removal would be if:

Material was acquired outside established collection development policies

Legal issues arise regarding copyright infringement or other legitimately unlawful content

Material is damaged beyond repair or obsolete in format (and would be replaced with accessible versions)

Even in these cases, I would insist on following established review procedures and professional librarians' expertise rather than responding to pressure campaigns or personal preferences. I would actively work to resist censorship and support the library's responsibility to provide information and enlightenment for all community members.

**5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?**

I do not have any current relationships, affiliations, or business interests that would create conflicts of interest with serving on the Library District Board. My professional work in the educational technology sector (PlatCore LMS) does not compete with or provide services to public libraries.

If appointed to the board, I would commit to:

Fully disclosing any potential conflicts that might arise  
Recusing myself from discussions and votes on matters where even the appearance of a conflict might exist  
Following all board governance policies regarding conflict of interest  
Maintaining transparent communication with fellow trustees and the public

My past experience as part of Leadership Teams implementing the Entrepreneurial Operating System (EOS) has taught me the importance of transparent decision-making processes and organizational health. I would bring this same commitment to integrity and transparency to my service on the Library District Board.

**6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?**

Based on my understanding of our community and the evolving role of libraries, I see several key priorities:

Digital equity and access - Ensuring all community members have access to technology, high-speed internet, and digital literacy training. This is increasingly critical as more educational and governmental services move online.

Services for vulnerable populations - Expanding programs for seniors, non-English speakers, economically disadvantaged residents, and those experiencing homelessness. Libraries can serve as connection points to social services and community resources.

Early childhood literacy and education - Strengthening programs that support early brain development and school readiness, particularly in underserved communities.

Sustainable funding model - Establishing transparent budgeting processes and diverse revenue streams to ensure long-term financial stability for the district.

Environmental sustainability - Incorporating green building practices and technologies into library facilities to reduce environmental impact and operating costs.

With my background in strategic planning, marketing, and community service, I would work collaboratively with fellow trustees to address these priorities through thoughtful resource allocation, community partnerships, and innovative service models.

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Form Name:	Board of Trustee Application
Submission Time:	March 7, 2025 8:48 am
Browser:	Firefox 128.0 / Windows
IP Address:	198.11.28.249
Unique ID:	1322002850
Location:	39.9947, -105.2366

## Application Information

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### Applicant Contact Information

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Name	Mary Steiner
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Email	
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Address	
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Boulder, CO 80304

Phone	
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Please upload your resume, including volunteer work.	
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### Demographic Questions

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What is your age range?	55 to 64
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Which race or ethnicity do you identify with most?	White
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### Application Questions

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**1. Why are you interested in serving on the Library District Board of Trustees?**

I will be retiring in May after almost two decades of employment at CU Boulder, and one of my "next chapter" goals is to increase my volunteerism and engagement in serving the broader community. I am a longtime library lover from childhood (though opportunities to engage with Boulder libraries have been limited due to career time constraints). I've recently begun using the new NoBo library location and have been planning to investigate library volunteer opportunities more closely upon my retirement, when the opportunity to apply for a Library District Board of Trustee position presented itself! I found that special opportunity very exciting to consider and feel like I have transferable skills and experience to offer. Because of my imminent retirement from CU, I will have the time available to dedicate to the important responsibilities of library trustee (to match the intrinsic interest I have in supporting libraries).

**2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.**

I have an M.L.S. degree from Rutgers University and was employed as a librarian for 12 years, so I have an educational background and insider knowledge of working within library systems.

Through my role and experience as an administrator in the CU Boulder College of Engineering & Applied Science, I can bring several skills:

Strategic visioning/planning/execution - I've contributed to several college-level strategic plans over the years, along with a strategic plan released last year for the college's BOLD Center. My top 5 Clifton Strengths are: Context, Input, Learner, Developer, and Maximizer. The first three of these fall into the "Strategic Thinking" theme. I have utilized the latter two in supporting people in their personal growth along with implementing processes and systems to gain workplace efficiencies.

Budgeting and personnel management - In my current portfolio, I have oversight for approximately 50 student services staff and over \$5M total in personnel and operational budgets.

Interpersonal relations - I am skilled in working with students, faculty, and staff from a variety of backgrounds. I employ servant leadership, am a good listener, and am recognized as a trusted and collaborative thought partner.

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**3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.**

Drawing on my experience as Associate Dean for Students, my influence has manifested in efforts to increase equitable student success. Over time we have identified issues differentially impacting student groups and worked to address those issues-my role has been to lift up these issues, amplify the voices of others, and advocate for them to influence change. Some examples where systemic changes were made include revising the world language requirement, minimum grade for pre-requisite courses, and academic standing policies. A current effort I have been working on with others is identifying academic performance gaps in certain foundational courses among student populations and piloting interventions the reduce those performance gaps.

I would bring these sensibilities and sensitivities to my work on behalf of the Boulder Library District, learning more deeply about the issues differentially impacting community members and determining what actions the library system should take to mitigate those impacts.

**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

I'm having a hard time thinking of such a circumstance. I believe that access to information along with critical thinking skills are essential for a society to flourish.

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**5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?**

I can't think of any conflicts of interest.

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**6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?**

I have reviewed some of the Trustee materials on the web site (e.g., meeting minutes, Aug. 2024 retreat, trustee responsibilities, etc.), but I would like to learn more before firming up what I would consider to be top priorities. For example, a rollout of the new Gunbarrel location is imminent so ensuring that is done successfully may be an imminent priority. The ten-year 2018 Library Master Plan is in place so I'd want to learn more about what has been achieved and what is yet to be done (or what snags have been encountered and why); I wasn't able to find progress against the master plan on the web site. As this Plan is nearing the ten-year mark further strategic planning soon may be a priority-perhaps with a focus to fully illuminate and address unmet community needs. I believe doing a survey(s) was mentioned and I definitely endorse getting stakeholder feedback and involving people in discussions about unmet community needs. (As an aside, I've appreciated the communications and invitations for stakeholder feedback conducted recently by Boulder Parks & Recreation regarding improvements to the various Recreation Centers-perhaps that's a model to consider.) Financial resources to sustain all the library facilities, programs, services, and personnel are likely a perennial top priority.

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Application Information

Applicant Contact Information

Name	Erin Foley
Email	
Address	<div></div> <div>Boulder, CO 80301</div>
Phone	
Please upload your resume, including volunteer work.	

Demographic Questions

What is your age range?	35 to 54
Which race or ethnicity do you identify with most?	White

Application Questions



**1. Why are you interested in serving on the Library District Board of Trustees?**

Prior to moving to Colorado, I had the privilege to work for Oak Lawn Public Library (OLPL) in Illinois for eight years. It's the library I grew up visiting as a kid, and I am so proud of the efforts that me and my team led, along with the work I had a hand in across cross departmental projects.

I love my current job in healthcare at Boulder Community Health (BCH), but I miss being involved in libraries. I want to pay forward my experience to my community, and the library is the perfect gathering place. Serving as a trustee would allow me to collaborate with a great team and shape the future of BPL through policy and financial decision-making.

I've cultivated relationships with cardiology physicians, surgeons, managers and directors to best promote the world class heart care available at Boulder Heart. Working for BCH - an independent, community-focused health system - provides many opportunities to see first-hand how patient-centered care directly impacts the lives of our community members and makes a positive difference. I see a similar opportunity at the library to impact the lives of community members and that is the best, most rewarding gift of all.

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**2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.**

Eight years working in a library as a manager and overseeing a team of four is my best experience. As a support services manager, I experienced everything at the library - YS, Adult Services, Tech, Local History, Admin, the Library Board - these were all my clients. I'm passionate about cultivating relationships, hearing both sides of a situation, and then working with others to find a solution. The library community is our client, and I would truly appreciate the chance to see what our patrons want, where our policy should be directed, and where our dollars should be spent.

I'm known for my ability to see a project through from start to finish. I'm detail-oriented because of my vast experience executing communication plans. I used to see it as a flaw, but it really is my superpower, and I've learned to embrace it. I would directly apply this attention to detail to my trustee position.

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**3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.**

When I worked at OLPL, we designed our own library cards and printed them on site (like the process at BPL), and to this day, I still have our first draft/demo card dedicated to the theme "Libraries are for everyone" that I keep on my bulletin board at my BCH office. It's a perfect physical reminder to me of my responsibility to always apply fairness and inclusivity in all that I do.

My heart breaks for the ways inclusion have been thought of as weak in our country. But when I need a little shot of joy, I think back to August 21, 2017 - the first total solar eclipse since 1918. I spent the day at my library, handing out as many pairs of glasses as we could find. But when the eclipse started, it was pure inclusivity. All of us sharing the same experience - a memory forever, that the library spearheaded.

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**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

In my previous library role, I was a strong proponent of celebrating Banned Books Week - through library displays, programming and marketing avenues. I don't believe in censorship of materials or programs. Libraries are for everyone and that means offering education opportunities for all - whether it be BPL's current Drag Story Hour or the program we offered at Oak Lawn Public Library about a former white supremacist turned activist disavowing the hate he used to spew. His book regarding his journey to redemption was just as needed as any other author talk. Everything has something to teach us, and these offerings are all important to our patrons - for the ones who choose to engage.

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**5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?**

I don't believe any current or past relationships, affiliations or business interests would be a conflict of interest as a member of the board.

On the flip side, I believe my work in health care would be an asset to future programming, outreach, and lifelong learning initiatives related to healthy living and prevention.

**6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?**

As a new resident of Gunbarrel (after five years of living in central Boulder), I am very excited to see a new Gunbarrel library location opening this summer.

It's incredible to see the unique offerings already available to our community: BLDG 61; Studio 24; One Book, One Boulder; culture and literacy groups; genealogy and local history; lifelong learning options; and much more. I would love to see more options for the often forgotten and hard to reach Gen Z'ers and millennials, not pertaining to kids & family programming. I realize library workers the world over have chased this issue for years and years with a butterfly net, but I believe we can close the gaps to ensure library use from those in the middle years of life.

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Form Name:	Board of Trustee Application
Submission Time:	March 7, 2025 11:46 am
Browser:	Safari 18.3 / OS X
IP Address:	12.188.213.179
Unique ID:	1322077425
Location:	32.7173, -117.157

## Application Information

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### Applicant Contact Information

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Name	Georg Apitz
Email	[REDACTED]
Address	[REDACTED] Boulder, CO 80304
Phone	[REDACTED]
Please upload your resume, including volunteer work.	[REDACTED]

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### Demographic Questions

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What is your age range?	35 to 54
Which race or ethnicity do you identify with most?	White

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### Application Questions

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1. Why are you interested in serving on the Library District Board of Trustees?	I love reading and the impact books had and have on me. I want to make that available to as many people as possible and support and stand up for the education that comes through books in all its diversity, especially when it is in opposition to the current political rulers. As somebody who grew up in East Germany behind the Iron Curtain, freedom of speech and expression of who we are and how we see and experience the world as humans are near and dear to my heart.
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**2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.**

Starting in high school I've served as student representative and helped organize concerts to raise awareness around racism. Ever since university I've volunteered and helped organize conferences as well as review papers. I've been on the board of the International Coaching Federation Colorado chapter for 3 years as Director of Technology, advised tens of companies, taught internationally with diverse audiences and coached hundreds of people. My diverse background from my upbringing to my education allows me to see nuances and aspects in arguments that often go unnoticed and I can mediate and moderate seeing an issue from different perspectives.

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**3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.**

Going back to my high school engagement to raise awareness around racism with music concerts, throughout my life, as somebody who grew up in a system of oppression, it's been near and dear to my heart to educate as much as possible about it without judging or shaming people.

My approach is rooted in dialogue and fostering understanding and love.

A key aspect is raising the awareness of what is available, from the books on the shelves in the libraries, to digital options, plus all the volunteer driven offerings, so that they can be used.

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**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

For me this is an issue that needs to be treated case by case, in general I'd argue that the bottom line needs to be that no books are removed unless there is a very strong case made for the book to be removed and there is a majority of people in a decision faculty on board to move ahead with a removal.

This holds true for any book, item or program, trusting that the process to add them to the offering is diligent and ensuring they should be there in the first place. I have no appetite for supporting removal of books based on the political wind and liking of the leadership of our country.

<b>5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?</b>	<p>No.</p>
<b>6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?</b>	<p>Making books, programs and items available to a wide range of people in the community and investing in education and outreach to help more people find the offerings and have easy access to them.</p>

Form Name:	Board of Trustee Application
Submission Time:	March 7, 2025 11:59 am
Browser:	Chrome 133.0.0.0 / Windows
IP Address:	98.245.1.60
Unique ID:	1322082920
Location:	39.9947, -105.2366

## Application Information

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## Applicant Contact Information

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Name	David Martus
Email	
Address	 Boulder, CO 80305
Phone	

## Demographic Questions

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What is your age range?	55 to 64
Which race or ethnicity do you identify with most?	I prefer not to say

## Application Questions

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<b>1. Why are you interested in serving on the Library District Board of Trustees?</b>	I have lived in Boulder for almost 40 years since attending CU and love the library and would enjoy giving back so that the entire community can benefit from a great resource.
<b>2. What skills, experience, or personal characteristics do you have that will help the board of trustees guide the library district? Please provide at least two examples.</b>	<p>Pragmatic life skills and the ability to respectfully understand many viewpoints.</p> <p>I am a long-time library user/patron as well as a 40-year Boulder resident. These life skills would be valuable to have on the board.</p>
<b>3. The BPLD envisions building and maintaining an equitable library system for all patrons and residents. Please provide examples of your past experiences in promoting fairness and inclusivity and how you would help build an equitable library system to serve the plans of the library district.</b>	The current library offers a highly equitable system and I would work towards maintaining the current operating excellence and look to understand what offerings/programs would best benefit the community.

**4. In light of the current environment where some books are being banned from some libraries, please explain whether there are any circumstances under which you would want to remove a book, program, or item from the libraries?**

None, not appropriate in our city/district.

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**5. Are there any current or past relationships, affiliations, or business interests that you believe might create a conflict of interest in your role as a member of the board? If so, how do you plan to manage or mitigate these potential conflicts to ensure your decisions align with the best interests of the organization?**

No

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**6. Regarding unmet community needs, what do you see as the top priorities for the board of trustees?**

1) Providing helpful stewardship to an excellent team, without overstepping (looking over their shoulder)  
2) Prioritizing highest-value projects for what looks to be an annual surplus of funds

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