



July 5, 2024

To the Nominations Advisory Committee, City of Kingston:

Thank you for the opportunity to provide input on your selection of KFPL Board members for the remainder of the 2023-2026 term.

Without exception, KFPL's most valuable asset is the staff who bring the Library's collections, programs, services, and spaces to life. However, it is the continued leadership and commitment of our Board members that moves the organization forward.

As you review applications for the KFPL Board and its list of alternates to serve in the reserve pool, please consider the following ongoing board challenges:

- **Lack of diversity and connection to underrepresented community groups.** Currently, many of our board members share similar backgrounds, education, occupations and interests.
- **High turnover in Board membership.** To date, we have exhausted the list of seven alternates selected in December 2022.

To help mitigate these challenges in the next term, it is recommended that:

- **Criteria such as diversity and lived experience be considered at the same level of importance as skills.** To ensure our decisions are inclusive and representative of the broader community, it is essential to include individuals with a diverse range of backgrounds on the Board. Diverse perspectives can be contributed by individuals from various ethnocultural backgrounds, different ages, genders, sexual expressions and orientations, socioeconomic statuses, and those with disabilities. By incorporating a variety of experiences and viewpoints, we can make informed and impactful decisions that benefit everyone involved.
- **Complete candidate applications**, including any identity disclosures and responses to the provided set of questions, be assessed to ensure that selected

candidates have an appropriate understanding of the commitment required for the role. It is of utmost importance that those appointed to the Board understand that the KFPL Board is a **governance board**; those interested in being involved in decisions related to library operations are not suitable for appointment.

Thank you for your attention to these concerns and recommendations. I am available to discuss the needs of the KFPL Board at your convenience.

Sincerely,

A handwritten signature in black ink, appearing to read "Jennifer Ross". The signature is fluid and cursive, with the first name being more prominent than the last.

Jennifer Ross
Chair, Kingston Frontenac Public Library Board

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