



BCLA Board Meeting Minutes November 28, 2025 from 9:30 am-noon

Present: Ann Johannes, Anton Dounts, Emily Gow, Hilary Bloom, Ignacio Albarracin, Jane Jun, Mar González Palacios, Mari Paz Vera (9:30-10:42 am), Sarah Tarcea, Susie Wilson, Suzanne Rackover (President/Chair)

Minutes: Rina Hadziev

1. Call to Order (President)

2. Establishment of quorum (President)

3. Territory Acknowledgment and Welcoming Remarks (President)

Anton shared his territory acknowledgement at this meeting.

4. Adoption of the Regular Agenda (President)

Moved: Ann Johannes

Seconded: Hilary Bloom

Result: Passed

5. Confidentiality Acknowledgement (President)

The Board was reminded that all items discussed at the Board meeting are confidential until the Board decides otherwise, as outlined in the [Confidentiality Policy](#).

6. Conflict of Interest Acknowledgement (President)

The Board was asked if any Director is in a conflict of interest position with any item of the agenda, as outlined in the [Conflict of Interest and Divided Loyalty Policy](#).

7. Consent Agenda

Moved: Anton Dounts

Seconded: Ignacio Albarracin

Result: Passed

a) Executive Director's Report

b) Minutes from the previous Board meeting of September 19, 2025

8. Regular Agenda Items

a) For information: CFLA Background and Update from BCLA President in role as BC representative (President)



- In October CFLA and CARL released a new [guide on the Canadian Copyright Act for Accessible Content](#)
- CFLA continues its work transitioning from committees to task forces, with three new task forces approved by the board in October:
 - Understanding the Legislation about Hate Literature
 - Recruitment of Indigenous People into Librarianship
 - Copyright and Artificial IntelligenceAs the task forces progress, CFLA will be reaching out to members for recommendations for people with expertise to participate in them.
- New partnerships:
 - Environment and Climate Change Canada (ECCC): Lita Barrie will be representing CFLA in discussions with this partner.
 - Canadian Daisy Consortium: Victoria Owen will be representing CFLA with this partner.
 - Public Safety's Canada Centre for Community Engagement and Prevention of Violence: the Executive Director is currently participating, but as this partnership moves ahead, CFLA will appoint another representative
- As the BC representative, Suzanne is participating on the CFLA-FCAB Intellectual Freedom Award selection committee.

b) For information: Update from Anti-racism Committee (Committee Co-chair Ignacio Albarracin)

The Anti-racism Committee met again in November and spent the session learning to use a new online tool called Padlet, which works like a digital whiteboard where people can add notes, symbols, and images to share ideas in real time. Once everyone was comfortable with the platform, we began posting our first thoughts on several key areas, including governance and representation, equity policies and operations, a BCLA-wide code of conduct, and supports for IBPOC members. For each grouping, we framed our comments to help clarify what the intended outcome of each recommendation should be and what signs might show that progress is happening.

Since this was our first time using Padlet, much of the meeting focused on exploring the features, and the group agreed that future sessions should include quiet posting time followed by shared discussion to help surface patterns, clarify meaning, and highlight themes. This approach will allow us to repeat the process for the remaining groupings and then move into developing more specific project proposals.

Overall, the activity felt positive and encouraging, and we now have a clearer and more engaging method for continuing our anti-racism work. We will meet again in late January to build on this momentum.



- c) For information: Update from Intellectual Freedom Committee (Committee Co-chair Suzanne Rackover)

The Committee met in early November to review and discuss the feedback received from the special board meeting in October. The feedback was well received, and the committee discussed the general feedback as well as the individual principles where there was less consensus from the board.

A subcommittee of 3 people, plus Rina, was formed to compose a draft of the statement. The objective is to have a plain language draft ready for feedback by the Committee. A special Board meeting has been scheduled in January 2026 to review the final version of the statement.

- d) For receipt: Quarterly Update for BCLA Financials at end of Q3 2025 (Executive Director)

Motion: *That the Board receive the financial update for up to the end of Q3 2025.*

Moved: Ann Johannes

Seconded: Susie Wilson

Result: Passed

- e) For decision: Transfer from Reserve to Office Reserve Fund

Motion: *That the Board approve the transfer of \$10,000 from Reserves (2500-10 Unallocated Funds) to 2481-15 Office Reserve Fund (WFH Supp) for replacement of aging staff computers and technology.*

Moved: Ann Johannes

Seconded: Sarah Tarcea

Result: Passed

- f) For decision: Draft 2026 BCLA Budget

Motion: *That the Board approve the proposed operational budget for 2026, with a 3% cost of living increase for staff.*

Moved: Emily Gow

Seconded: Ann Johannes

Result: Passed

Discussion of the next 5 years being difficult to predict due to current economic and political volatility. Staff, Finance Committee and Board to monitor financial reports closely in 2026. Discussion of the importance of providing an adequate cost of living increase to staff, even in a challenging budget year, to ensure staff are properly compensated and retain existing staff.

- g) For decision: Draft 2026 BCLA Operational Plan**

Motion: *That the Board approve the proposed operational plan for 2026.*



Moved: Emily Gow
Seconded: Susie Wilson
Result: Passed

h) For decision: BCLA UX Interest Group Terms of Reference

Motion: *That the Board approve the UX Interest Group Terms of Reference as written.*

Moved: Hilary Bloom
Seconded: Anton Dounts
Result: Passed

i) For decision: BCLA Membership Review

Motion: *That the Board ratifies the approval of all memberships made from September 12 to November 20, 2025.*

Moved: Sarah Tarcea
Seconded: Anton Dounts
Result: Passed

9. Closing Remarks (President)

Board was reminded that all agenda items and discussions are confidential unless the Board decides otherwise. No items from this meeting were identified as exceptions to confidentiality.

10. Adjournment (President)

Moved: Emily Gow
Result: Passed