

**AGENDA OF THE DIDSBURY LIBRARY BOARD MEETING ON APRIL 21, 2026 AT THE
DIDSBURY MUNICIPAL LIBRARY, 2033 - 19 AVENUE COMMENCING AT 7:00 P.M.**

PRESENT:

REGRETS:

CALL TO ORDER:

AGENDA: a) Additions/Deletions
 b) Adoption of the Agenda

MINUTES: Adoption of April 2026 minutes

CONSENT The following items were presented as part of the consent agenda;
AGENDA:

- a) Balance sheet, Income statement (to April 30)
- b) June Calendar
- c) Manager's report
- d) April statistics summary
- e) PD reports: Southern Alberta Library Conference (SALC) Maia Foster and Jen Derksen
- f) CAP Libraries Impact Survey Results report

COMMITTEE a) Board Chair
REPORTS b) Policy Committee
 c) Finance Committee
 d) Fundraising Committee
 e) Personnel Committee

NEW BUSINESS: a) Administrative plans for Q3
 Formal agreement with Friends (Board Chair and Director)
 Capital Plan (Treasurer and Director)
 Partnership Plan (staff)
 5 Year maintenance Plan (Health and Safety rep and Director)
 New Library Task Force (Committee)
 b) Community Memory project overview

CLOSED SESSION:

NEXT MEETING DATE: June 16th or August 18th at 7:00 pm

ADJOURNMENT:

I would like to respectfully acknowledge that my home and workplace are situated on Treaty 7 territory, traditional lands of First Nations and Métis Peoples. I am grateful for the Knowledge Keepers and Elders who have gone before me.

**MINUTES OF THE DIDSBURY LIBRARY BOARD MEETING ON April 21 , 2026, AT THE
DIDSBURY MUNICIPAL LIBRARY, 2033 - 19 AVENUE, DIDSBURY COMMENCING AT 7:00 P.M.**

PRESENT:

Board Chair: Brittany Stevens;
Secretary: Pat Harty;
Members-at-Large: Bill Windsor, Troy Lambert, Trudy Woodlands; Diane Arbuckle,
Angela Look, Aimee Hunter
Comm. members: N/A.
Library Manager: Maia Foster.

REGRETS: Jaimee Reese

CALL TO ORDER:

Meeting called to order by Brittany at 6:55pm

AGENDA:

1. Additions/Deletions: Brittany requested that item 'f' be added to New Business.
2. Adoption of the Agenda:

MOTION 1-26: Bill moved that Agenda be passed as amended.

CARRIED

MINUTES:

1. Adoption of March 2026 minutes.
 - Bill asked that a number be given to all new resolutions. Format to include incremental number and year, eg. 1-26 will be first, 2-26 second, 3-26 third... etc. Secretary to assign.

MOTION 2-26: Aimee moved that Minutes be passed as amended.

CARRIED

CONSENT AGENDA:

The following items were presented as part of the consent agenda;

1. Balance sheet, Income statement (to April 15)
 - Angela asked what "Credit Payable" on the Balance Sheet refers to. Maia answered that it is for Mastercard charges.
 - Bill noted that on the Balance Sheet, Net Income is not 'income', but 'budgetary surplus.'
2. May Calendar
3. Manager's report
 - Angela asked how many employees Library has. Maia answered that there are two full-time, six part-time, and 2.5 summer students, plus janitorial.
4. March statistics summary
5. 2025 statistics summary
6. Library Board appointment: Trudy Woodlands

MOTION 3-26: Pat moved that Agenda be accepted.

CARRIED

COMMITTEE REPORTS

1. Board Chair
2. Policy Committee
 - Brittany reported that Policy Committee did not meet.
3. Finance Committee
 - Bill reported that Finance Committee did not meet.
4. Fundraising Committee
 - Community Garage Sale (May 30) and Bottle Drive (Aug. 5) were discussed.
5. Personnel Committee
 - Library Manager completed annual professional self-review. Committee suggests moving her to 'Wage grid Step 4'.
 - Plan of Service includes training funds for Library Manager. Committee suggests using training funds to assist Library Manager with education costs.

MOTION 4-26: Jen Bommarito moved that Agenda be accepted.

CARRIED

NEW BUSINESS:

1. Annual patron feedback survey data was presented.

MOTION 5-26: Angela moved that Patron Survey be approved for information.

CARRIED

2. Safety and Use Bylaw amendments finalized.

MOTION 6-26: Bill moved that Maia send revised Safety and Use Bylaw to Town of Didsbury for approval.

CARRIED

3. Bill 28 and CAP Libraries documents

3.1. Provincial changes to the Libraries act

3.2. Attached: CAPLibraries messaging, CAPLibraries Media Release, CAPLibraries Communications plan, Library Board letter template, Municipal Council Template.

- Library Manager spoke about Bill 28 and how CAP will work on behalf of Alberta Libraries
- Bill suggests speaking to town and county about Bill 28 prior to sending each a customized version of the prewritten letter CAP has made available.
- Angela said that having information about Bill 28 on the Library website could lead to the library and front line staff being accused of cherry-picking the information presented. Suggested that website and staff provide only links to the information.

MOTION 7-26: Bill moved to have Board Chair write a letter about the negative affects Bill 28 will have on public libraries to the provincial minister.

CARRIED

MOTION 8-26: Jen moved that Board representative(s) talk to town and county councils before sending them letters.

CARRIED

MOTION 9-26: Brittany moved that a Petition of Bill 28 be created for Didsbury.

CARRIED

MOTION 10-26: Bill moved for Library Staff to direct patrons who ask about Bill 28 to online resources rather than give their thoughts and opinions.

CARRIED

4. Volunteer Carrie Lind retirement:

Carrie has volunteered with the Didsbury Library since at least 2010 (records were not kept prior to that). The policy manual has a gift for staff anniversaries of 15 years at \$150.00.

MOTION 11-26: Brittany moved "That the Didsbury Municipal Library Board formally recognize Carrie Lind for her dedicated volunteer service to the library since 2010, and approve a retirement gift in the amount of \$150.00 as a show of goodwill, supported by the staff anniversary policy for 15 years of service."

CARRIED

5. MVC Funding agreement

5.1. Public Libraries are no longer included in the Intermunicipal Funding Agreements, so MVC has reached out to individual libraries to sign funding agreements.

5.2. On April 8th, Brittany and Maia attended a meeting with MVC CAO, Reeve and Angela Look to go over the agreement and discuss concerns.

5.3. Prior to the meeting, Public Library Services Branch advisor Ken Allan was contacted for his perspective on the contract.

5.4. *Attached to meeting package:* Original contract with comments from Ken Allan, Tracked changed funding agreement, Clean funding agreement.

- Angela said libraries were removed from ICF because it is a mandate by Alberta Govt.
- Bill concerned about lack of town communication with board regarding change in Library relationship with County.

MOTION 12-26: Bill moved to create a committee that will work on funding issues with the town and county, and create a contract or document that can be used in discussion with county.

CARRIED

6. Discuss options to prevent vehicle damage to front of Library.

- Brittany spoke about safety/maintenance due to multiple incidents of drivers going over sidewalk and hitting Library building.
- Bill suggested parallel parking to prevent another incident.
- Troy suggested bollards as they do not affect the number of parking spots on street.
- Majority agreed that bollards should be suggested to the town.

MOTION 13-26: Angela Look moved that Brittany send a letter referencing Nov. 2023 board meeting that recommended bollards be installed to protect pedestrians, Library patrons, and the town-owned building that the Library utilizes, to the town

CARRIED

CLOSED SESSION: N/A

NEXT MEETING DATE: May 19th at 7:00 pm

ADJOURNMENT: Brittany Stevens adjourned the meeting at 08:42pm.

DIDSBURY MUNICIPAL LIBRARY

Balance Sheet As at 30/04/2026

ASSET

ASSETS

PETTY CASH	50.00
REGISTER FLOAT	75.00
CURRENT ACCOUNT101	136,313.92
M.V.C.U. SHARES	1,392.76
SUMMIT SAVINGS 6989 CONTINGENCY	158,982.31
SUMMIT SAVINGS 0556 CAPITAL	7,229.76
TOTAL ASSETS	304,043.75

TOTAL ASSET	304,043.75
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LIABILITY

LIABILITIES

ACCOUNTS PAYABLE	353.43
TOTAL LIABILITES	353.43

TOTAL LIABILITY	353.43
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EQUITY

EQUITY

EQUITY	249,068.81
Current Earnings	54,621.51
EQUITY TOTAL	303,690.32

TOTAL EQUITY	303,690.32
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LIABILITIES AND EQUITY	304,043.75
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Generated On: 14/05/2026

DIDSBURY MUNICIPAL LIBRARY

Comparative Income Statement

	Actual 01/01/2026 to 30/04/2026	Budget 01/01/2026 to 31/12/2026
REVENUE		
REVENUE		
RURAL SERVICES GRANT	0.00	
MUNICIPAL APPROPRIATION/COUNTYGRANT	144,778.50	
PROVINCIAL GRANT	0.00	
FCSS GRANT	1,350.00	
OTHER GRANTS	0.00	
FRIENDS	10,000.00	
EMPLOYMENT GRANTS	0.00	
FUND RAISING	0.00	3,000.00
DONATIONS	637.00	5,000.00
DONATIONS - TAX RECEIPTED	1,865.00	1,000.00
CORPORATE DONATIONS-TAX REC.'D	0.00	1,000.00
SALES (LOBBY BOOK SALE)	106.50	500.00
TOTAL DONATIONS AND FUNDRAISING	2,608.50	
SERVICE REVENUE: PRINTING	1,688.50	4,400.00
SERVICE REVENUE: 3D PRINTING	6.35	300.00
SERVICE REVENUE: LAMINATING	34.00	200.00
COPIER INVOICING	463.35	600.00
TOTAL SERVICE REVENUE	2,192.20	
BANK INTEREST	431.71	
DIVIDENDS - SHARES	0.00	
GST REBATE	2,899.57	2,100.00
LOST/DAMAGED ITEMS	354.72	500.00
FACILITY RENTAL INCOME	0.00	50.00
FOIP REQUESTS	0.00	0.00
COUPONS AND REBATES	0.00	100.00
TOTAL OTHER INCOME	3,254.29	
DO NOT USE	0.00	0.00
TOTAL FUND RAISING	0.00	
TOTAL REVENUE	164,615.20	
TOTAL REVENUE	164,615.20	
EXPENSE		
EXPENSES		
WAGES	86,294.08	287,795.00
PENSION FUND	1,474.86	6,145.00

BENEFITS	2,198.61	7,875.00
WORKERS' COMPENSATION	0.00	870.00
SOURCE DEDUCTIONS EI	2,014.50	6,159.00
SOURCE DEDUCTIONS CPP	4,627.84	15,675.00
PAYROLL SERVICES	373.00	1,100.00
COURSE OR CONFERENCE EXPENSE -STAFF	1,458.46	2,000.00
STAFF APPRECIATION	13.38	600.00
TOTAL STAFF EXPENSES	98,454.73	
AUDIT	525.00	
BOOKS PURCHASED	109.87	8,500.00
PERIODICALS	675.58	650.00
AV MATERIALS	388.36	5,240.00
BACKPACK EQUIPMENT	68.48	500.00
PHYSICAL RESOURCES	1,242.29	
DIGITAL RESOURCES	491.11	1,500.00
DO NOT USE	0.00	0.00
EBOOKS/EADIOBOOKS	0.00	4,000.00
DO NOT USE	0.00	0.00
TOTAL DIGITAL RESOURCES	491.11	
BOARD EXPENSES CONFERENCE	150.00	250.00
BOARD EXPENSES	61.89	250.00
TOTAL BOARD EXPENSES	211.89	
MAT SERVICES - DO NOT USE	0.00	0.00
SECURITY SYSTEM	133.65	400.00
TOTAL EQUIPMENT AND SERVICES	133.65	
CONSULTANT FEES	0.00	
EXTERNAL ADMIN FINANCE FEES	50.30	100.00
BANK CHARGES	16.63	50.00
CASH SHORT / OVER	34.65	0.00
BANK REC. ADJUSTMENTS	0.00	0.00
GST PAID GENERAL	321.00	1,750.00
GST PAID BOOKS ONLY	4.38	650.00
TOTAL GST PAID	426.96	
LIBRARY SUPPLIES - DO NOT USE	0.00	0.00
TOTAL LIBRARY SUPPLIES- DO NOT USE	0.00	
ASSOCIATION MEMBERSHIPS	65.00	
FREIGHT	0.00	400.00
POSTAGE	0.00	100.00
TOTAL POSTAGE/ SHIPPING	0.00	
PUBLICITY AND ADVERTISING	104.49	700.00
FUND RAISING EXPENSES	0.00	300.00
PROGRAM EXP.-AUTHORS/STORYTELLERS	0.00	1,000.00
PROGAM EXP. SUPPLIES/CRAFTS/REFRESH	269.13	3,000.00
PROGRAM EXP. INSTRUCTORS	0.00	2,000.00

VOLUNTEER APPRECIATION	80.14		600.00
TOTAL PROGRAM EXPENSES		453.76	
OFFICE SUPPLIES	200.52		900.00
PAPER	194.97		475.00
B&W COPIES CONTRACT	115.87		600.00
COLOUR COPIES CONTRACT	381.07		1,500.00
LAMINATING	25.89		25.00
STATIONERY,PRINTING COPIER COSTS		918.32	
TELEPHONE	186.56		575.00
TELECOMMUNICATIONS		186.56	
TRAVEL AND HOSPITALITY (STAFF)		66.21	
HEALTH AND SAFEY SUPPLIES	58.18		0.00
JANITORIAL SUPPLIES	245.67		625.00
REPAIRS AND MAINTENANCE	0.00		625.00
MAINTENANCE		303.85	
FURNITURE AND EQUIPMENT	29.06		3,000.00
COMPUTER & PRINTERS	231.65		750.00
TOTAL CAPITAL		260.71	
CONTENTS INSURANCE	1,255.00		1,185.00
GENERAL LIABILITY	2,095.00		2,115.00
INSURANCE		3,350.00	
GAS	1,373.80		3,400.00
ELECTRIC	1,189.00		5,775.00
WATER AND SEWER	340.85		1,025.00
CARBON LEVY	0.00		0.00
UTILITIES		2,903.65	
BAD DEBT		0.00	
LEGAL		0.00	
TOTAL EXPENSES		109,993.69	
TOTAL EXPENSE		109,993.69	
NET INCOME		54,621.51	

Generated On: 14/05/2026

Percent

13,176.00	(100.00)
282,357.00	(48.73)
38,501.00	(100.00)
5,000.00	(73.00)
11,000.00	(100.00)
10,000.00	0.00
5,000.00	(100.00)
	(100.00)
	(87.26)
	86.50
	(100.00)
	(78.70)
10,500.00	(75.16)
	(61.63)
	(97.88)
	(83.00)
	(22.78)
5,500.00	(60.14)
150.00	187.81
0.00	0.00
	38.07
	(29.06)
	(100.00)
	0.00
	(100.00)
2,750.00	18.34
	0.00
0.00	0.00
<u>383,934.00</u>	(57.12)
<u>383,934.00</u>	(57.12)

(70.02)

(76.00)

	(72.08)
	(100.00)
	(67.29)
	(70.48)
	(66.09)
	(27.08)
	(97.77)
328,219.00	(70.00)
550.00	(4.55)
	(98.71)
	3.94
	(92.59)
	(86.30)
14,890.00	(91.66)
	(67.26)
	0.00
	(100.00)
	0.00
5,500.00	(91.07)
	(40.00)
	(75.24)
500.00	(57.62)
	0.00
	(66.59)
400.00	(66.59)
0.00	0.00
	(49.70)
	(66.74)
	0.00
	0.00
	(81.66)
	(99.33)
2,550.00	(83.26)
	0.00
0.00	0.00
300.00	(78.33)
	(100.00)
	(100.00)
500.00	(100.00)
	(85.07)
	(100.00)
	(100.00)
	(91.03)
	(100.00)

	(86.64)
7,600.00	(94.03)
	(77.72)
	(58.95)
	(80.69)
	(74.60)
	3.56
3,500.00	(73.76)
	(67.55)
575.00	(67.55)
350.00	(81.08)
	0.00
	(60.69)
	(100.00)
1,250.00	(75.69)
	(99.03)
	(69.11)
3,750.00	(93.05)
	5.91
	(0.95)
3,300.00	1.52
	(59.59)
	(79.41)
	(66.75)
	0.00
10,200.00	(71.53)
0.00	0.00
0.00	0.00
<u>383,934.00</u>	(71.35)
<u>383,934.00</u>	(71.35)
<u>0.00</u>	0.00

JUNE 2026

Event Calendar

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

1

1:00 PM
Seniors Games

2

10:00 AM
Munchkin Mania
3:30 PM
Crafternoon

3

10:00 AM
Let's Talk English
11:00 AM
Adventure Babies
1:30 PM
Midday Reads

4

1:00 PM
Seniors Week Movie
2:00 PM
Help Desk
7:00 PM
Pen to Paper

5

6

8

1:00 PM
Seniors Games

9

10:00 AM
Munchkin Mania

10

10:00 AM
Let's Talk English

11

2:00 PM
Help Desk

12

13

11:00 AM
Author Talk: Blair
Palmer Yoxall

15

1:00 PM
Seniors Games

16

17

10:00 AM
Let's Talk English

18

2:00 PM
Help Desk

19

20

6:00 PM
Teen Drop-In

22

1:00 PM
Seniors Games

23

24

10:00 AM
Let's Talk English

25

2:00 PM
Help Desk

26

27

29

1:00 PM
Seniors Games

30



Library Manager's Report

May 12, 2026

Reporting: Maia Foster

Items for Information

a. Statistics and Programs

- We celebrated children's book week at the end of April. We had "A Day of Stories" on the 30th, with invited readers having storytimes throughout the day. All daycares and classes were invited. Throughout the day there were 204 children and 23 adults in to listen to stories.
- Our monthly colouring sheets continue to decorate our windows and be another way to interact with local schools. We received 64 Flower poems in April to decorate the windows. Stop by in May to see our Didsbury cars.
- In April we hosted the Rec Hockey board, new local business Liminal Studio, Stamp Club, Wild Rose Humane Society and the Gymnastics board in the Library for meeting spaces.
- Diana has pivoted to thumb drives for our CELA patrons (discs are no longer available from the CNIB) and has supplied 198 audiobooks for visually impaired patrons in 2026.

b. Administrative Details

- We hired Brandon Holliday as the Community Memory and Access assistant for May-August. The position will be split between Circulation and collecting community stories to record and share.
- Rylanna Schwartz is joining us May-August to complete a project re-shelving juvenile titles (fiction and non-fiction) by subject, rather than just author. Research has shown that a genrefied collection is simpler for kids to use, and is more intuitive for finding books within their interests.
- Library/Vehicle crash: The new window was installed on Monday May 11th. Drywall, paint and flooring will still need to be done before the space is available again.
- Bill 28 passed third reading on May 13th.
-

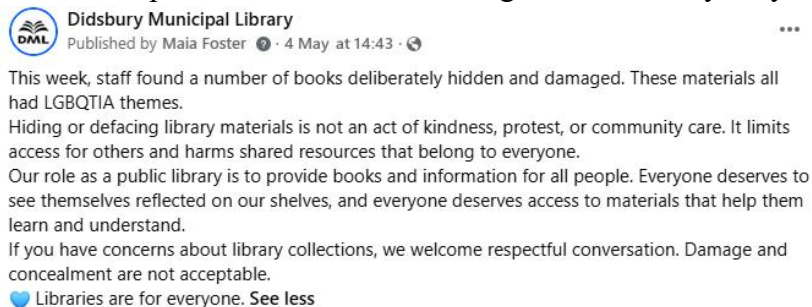
c. Finances

- We have received the Young Canada Works grant for the "Community Memory and Access Assistant" position.
- I have applied for TC Energy grant to go towards the MVC Comic-Con
- PLSB Operating grant requirements were submitted

I would like to respectfully acknowledge that my home and workplace are situated on Treaty 7 territory, traditional lands of First Nations and Métis Peoples. I am grateful for the Knowledge Keepers and Elders who have gone before me.

d. Hidden Books incident

- On Saturday May 2, 11 picture books was found on hidden on the top of shelving in adult fiction. There was minor damage to some of the books
- The picture books had clear themes of diversity and inclusion with the exception of 2, but upon researching, they were titles that have been a part of challenge lists due to perceived content (eg. Charlie and Mouse has two brothers visiting family friends, there are two men living in the house that they visit).
- On Monday staff talked and felt frustrated as there have been multiple examples of children's books that discuss diversity and inclusion being targeted through removal, hiding, damage, and theft.
- We made a post on Facebook and Instagram on Monday May 4



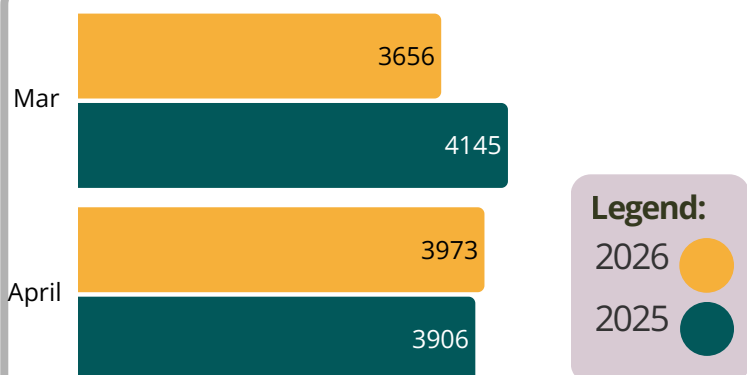
- Our goal was to reaffirm that the library materials belong to everyone and that defacing, in any way, materials is hurtful to the entire community.
- The Facebook post received unexpected attention with 761 reactions, 168 comments, 96 shares, and 6 saves. We monitored the comments but did not engage in debate through comments. Comments remained primarily sympathetic to the Library and the situation.

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- During that first day we received multiple financial donations, online through Canada Giving and in person from community members.
- Library staff created a “Thank you” post the next day to close the loop and acknowledge questions of a need for funds to replace items.
- The Albertan called for an interview on Wednesday May 6th
- CBC Edmonton called from a radio show on Friday May 8th for an interview
- The Board chair Brittany Stevens had a meeting on Tuesday May 5th with Mayor Little and Reeve Albers concerning Bill 28. Mayor Little mentioned that he had been contacted by the Albertan regarding this issue and wanted more information. I (Maia) emailed Mayor Little on Thursday May 7th, offering to discuss and provide context, but I have not heard back from him.
- To date we have received financial donations totaling \$610.00 through Canada Helps (online giving) and \$700.00 from in person cash donations. Many have accompanied a request to support collection develop that highlights diverse topics.

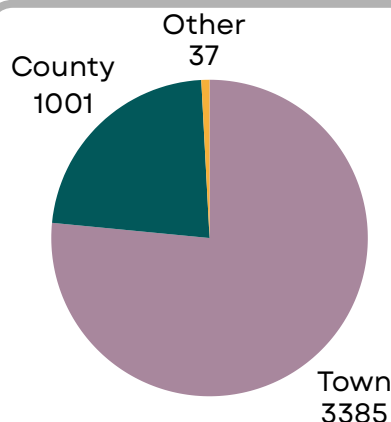
I would like to respectfully acknowledge that my home and workplace are situated on Treaty 7 territory, traditional lands of First Nations and Métis Peoples. I am grateful for the Knowledge Keepers and Elders who have gone before me.

Library Visits



April #s based on averages and estimates, door counter broken in accident.

April Circulation



**Total
Collection
Checkouts**

4318

Items Lent to Other Libraries: 1455

Items Borrowed From Other Libraries: 1647

Total ELibrary Checkouts

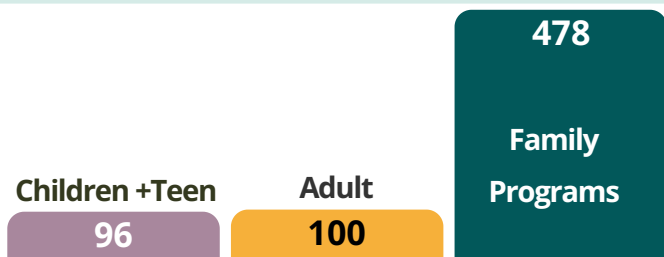
167 audio
359 ebook
108 emag

634

Program Attendance Statistics

April Highlight:

Eighteen Teenagers were at this month's Teen Drop-In evening!



Top Checkouts by Collection:

Adult Fiction - 861
Early - 619
Adult DVD/ Blu Ray - 435
Junior Graphic Novel - 309

Other Fun Facts



Canadian Children's Book Week included scavenger hunts (48 completed), prizes and a full "Day of Stories" with guest readers and over 200 listeners



Town of Didsbury and Discovery Wildlife Park renew/upgrade access to passes for patrons!

Southern Alberta Library Conference, April 2026

Maia Foster

Keynote speaker: Robin Bright PhD, *“Does Reading Even Matter Anymore”*

Robin Bright works primarily in the education field teaching teachers, schools, and school districts about Literacy. It was interesting to talk about the difference between Illiteracy (the inability to read or write) and Aliteracy (lack of motivation or willingness) – and the rising numbers of aliteracy. Important to note changes in reading habits in Canada and acknowledge that we need to/are adapting to them in public libraries. A couple of examples are rise of graphic novels in young readers, and the rise of audiobooks in adult readers. Robin did touch on Bill 28 and the how this could affect literacy in Canada.



Session 1: All Technology is Assistive (but not always accessible)

Very interesting session regarding assistive technologies, how they fit within libraries, what we need to be aware of as libraries when adding them or integrating them in library services. It was eye opening to think about the labeling of items as “assistive technologies” when used by people with disabilities, but other items, eg. Eyeglasses, do not get that label when used by able-bodied persons. Also a lesson in language and the assumptions we make.

Session 2: Uncensored: Intellectual Freedom in Children’s and YA Collections

Unfortunately this session was a “beginner” approach and was about having policies for collection development and challenges, which we have in Didsbury.

The conference was well done and an opportunity to learn from people outside of Parkland system, offering different viewpoints – especially from other small rural libraries. We missed the pre conference day with James Turk due to weather, but were able to go to dinner with him that evening.

Southern Alberta Library Conference – April 2026

Jen Derksen

The keynote speaker at this conference spoke to the importance of reading and a couple of takeaways were the difference between illiteracy and aliteracy as well as a piece by Daniel Pennac called “Reader’s Bill of Rights”. Aliteracy caught my attention as I hadn’t heard that description before – someone that is able to read but lacks the motivation or willingness to do so. A printout of the piece by Daniel Pennac to display in the library could be useful.

ULS put on a breakout session on upcoming titles, a printout was provided and has been shared with the manager for future purchases. Many were upcoming YA and JF titles.

Brent Saccucci, a PhD student and University instructor, presented a session called Safe Haven that spoke to being a safe space as a library. A few pieces that stuck with me as applicable to our work:

- compassion > comprehension – we don’t have to understand or agree in order to care about a person and create access for them. I.e: LGBTQ+, Islam etc. There is a misinterpretation of belonging for agreement. We don’t have to agree to create a space of belonging.

- universal designed learning applies to libraries as well when it comes to neurodiversity accommodations – necessary for some, useful for all.

- recommendations for libraries:

- representation/displays/programs for LGBTQ+ not just in June. Programs need to be allyship friendly, not identity based.

- ELL/Language learners need multilingual signs.

- Sensory hours are key for neurodivergent individuals

- put a QR code in many library spaces that link to a form, welcome feedback.

Another session by Stephanie Thero (Tech Manager with Yellowhead) was about digital safety and a big take away was that Shadow IT is getting more intense with the use of AI. The presenter also shared that you can check if your email address has been part of a data breach, you can also check through the same website if your password has appeared in a data breach (cyber criminals use these in lists to hack accounts etc). The website is:

haveibeenpwned.com The presenter said to never, ever reuse a password (gulp) as the data breached in one area will be data stuffed and attempts to login into your things elsewhere will happen and be successful. Doom and gloom, but helpful information.

Executive Summary

This survey captures input from 84 public libraries and regional systems across Alberta, representing urban, suburban, rural, and remote communities. Respondents include library CEOs, executive directors, managers, and system leaders with direct responsibility for facilities, staffing, collections, and community service delivery. Taken together, the responses present a consistent and credible picture of how Bill 28 is expected to affect public libraries if implemented as anticipated.

Across library sizes and governance models, respondents overwhelmingly conclude that Bill 28 would result in **significant operational disruption, new and ongoing costs, and a fundamental shift in how libraries function as public spaces**. Even where respondents expressed uncertainty about the final regulations, there is broad agreement that compliance would require substantial physical changes to library spaces, increased staffing and security, new technology and system modifications, and extensive staff training. Many libraries indicated that these changes would come at the direct expense of existing services such as programming, outreach, open hours, and community supports.

Libraries consistently report that the most difficult aspects of implementation would include physically separating or restricting materials in buildings that were not designed for that purpose; identifying which materials fall under the legislation's scope; mediating access in real time through staff intervention; and managing parental permissions and age verification in equitable, privacy-respecting ways. For small and rural libraries in particular, respondents repeatedly state that compliance may be impractical or impossible without abandoning core functions or closing service points.

Beyond cost and logistics, respondents identify serious risks related to patron privacy, staff safety, and community trust. Many libraries anticipate an increase in conflict at service desks, added stress and burnout among staff, and reputational damage as libraries shift from low-barrier, trust-based environments to spaces defined by surveillance, gatekeeping, and enforcement. A recurring concern is that children, teens, and marginalized populations, especially those without reliable caregiver availability, government-issued ID, or home internet, would face the greatest loss of access.

While a small number of very small or school-housed libraries anticipate limited change under current practices, even these respondents often acknowledge that uncertainty around regulations and inspections makes the long-term impact difficult to assess. Overall, the survey results indicate that Bill 28 is widely perceived within the library sector as an unfunded mandate with far-reaching operational, financial, and social

consequences. Libraries do not frame these concerns as theoretical or ideological; they are grounded in day-to-day service realities, physical space limitations, staffing models, and longstanding professional obligations around privacy, intellectual freedom, and equitable access.

1. Scope of participation

A total of 83 public libraries and library systems participated in the survey. Responses represent a full spectrum of Alberta library service models, including large urban systems, regional library systems supporting dozens of member libraries, and small single-staff or volunteer-run rural libraries. Respondents include chief executive officers, executive directors, directors of service, library managers, and system administrators, providing perspectives grounded in senior operational responsibility.

2. Physical space and capital impacts

Most respondents indicate they would need to make physical changes to their facilities to comply with Bill 28. Commonly identified requirements include reconfigured shelving or collections, creation of separate rooms or enclosed areas, new signage and wayfinding, and service desk reconfiguration. Several libraries also anticipate service point closures or the loss of study rooms, program space, or meeting rooms to create restricted areas.

Small libraries repeatedly note that they operate as single open rooms with no staff-only or restricted space, making physical separation extremely challenging. Some respondents stated that compliance would require removing seating, computers, or collections, or would fundamentally alter how the library functions.

Estimated one-time capital costs vary widely. Smaller libraries often estimate costs under \$25,000 if minimal construction is required, while many medium and large libraries estimate costs between \$25,000 and \$100,000. Large urban systems and regional systems frequently project costs exceeding \$100,000, with cumulative impacts across multiple branches or member libraries reaching much higher levels. Many respondents emphasize that costs cannot be accurately estimated until regulations are known.

3. Staffing and operational impacts

A strong majority of respondents expect Bill 28 to require additional staffing or significantly more staff time. Libraries anticipate increased demands on frontline staff, supervisors, managers, and collections staff, as well as new training requirements and, in some cases, the need for security personnel.

Operational impacts cited repeatedly include longer service times, increased lineups during busy periods, reduced open hours, and the diversion of staff from programming, outreach, literacy work, and community engagement to compliance-related tasks. Several libraries indicate that existing staffing models—particularly single-staff rural libraries—cannot absorb these demands safely.

Estimated ongoing annual cost increases vary, but many libraries project increases under \$50,000 for small systems and between \$50,000 and \$250,000 for medium and large systems, with some large urban libraries estimating higher ongoing costs. Regional systems note that supporting compliance across dozens of member libraries would significantly increase system-level staffing and operational expenses.

4. Collection management challenges

Nearly all respondents identify identifying and managing “restricted” materials as one of the most difficult and resource-intensive aspects of Bill 28. Concerns include vague or subjective definitions, the sheer volume of materials involved, and the challenge of ensuring consistency across formats such as books, graphic novels, DVDs, streaming media, and digital collections.

Many libraries report that compliance could require manual review of individual items, extensive re-cataloguing in shared systems, and duplication of collections to preserve access. Several acknowledge that the least risky option may be to stop purchasing certain materials altogether, effectively resulting in passive censorship.

5. Parental permission and age verification

Most respondents describe real-time parental permission and age verification as difficult or not feasible without major procedural and technology changes. Libraries cite unresolved questions about who can provide consent, how consent would be captured and stored, how changes over time would be managed, and how privacy obligations would be met.

Equity impacts are emphasized repeatedly. Libraries anticipate disproportionate barriers for children and teens who use libraries independently, families with limited caregiver availability, newcomers and ESL families, Indigenous patrons, low-income patrons without ID, and LGBTQ2S+ youth seeking private access to information.

6. Privacy, staff safety, and community trust

Privacy concerns are near-universal across responses. Libraries warn of the loss of private browsing, public exposure when requesting restricted materials, increased collection of

personal information, and heightened risk of privacy breaches. Many describe a shift away from trusted, low-barrier spaces toward environments defined by monitoring and restriction.

Staff safety is also a major concern. Respondents anticipate increased conflict, harassment, and emotional strain, particularly for staff working alone. Several libraries caution that enforcement expectations could worsen recruitment and retention challenges.

7. Impact on core library services and community outcomes

Libraries expect Bill 28 to affect virtually all areas of service, including physical and digital collections, public internet access, teen spaces, programs, displays, and the library's role as a community hub. Anticipated outcomes include reduced use by teens and families, increased stigma and self-censorship, and long-term erosion of public trust in libraries as neutral, welcoming institutions.

8. Implementation timelines

Once regulations are known, respondents estimate implementation timelines ranging from 4–6 months for the smallest libraries with limited scope, to 6–12 months for many systems, and 1–2 years or more for regional systems and large urban libraries. Many note that capital and operating budget cycles alone could delay compliance by years.

9. Overall conclusion

The survey results present a clear and consistent message from the public library sector. Bill 28 is widely viewed as an unfunded mandate with far-reaching operational, financial, and social impacts. Libraries anticipate reduced services, increased costs, heightened privacy and safety risks, and a loss of equitable access—particularly for children, teens, and marginalized communities. These conclusions are grounded not in abstract principle, but in the practical realities of library spaces, staffing models, shared systems, and long-standing professional obligations.

52 MOMENTS

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local stories and lived experiences
to share with the community.**



If you would like to be involved in this project, please contact

Brandon Holliday at the Didsbury Library.

403-335-3142

bholliday@prl.ab.ca



Interviews available to be scheduled:

May through July, Monday to Friday