

California Libraries Cultivating Racial Equity and Inclusion

October 7, 2020

Patty Wong and Chantel Walker

CREI

California Libraries Cultivating Race, Equity
and Inclusion Initiative

Learning – Growth – Listening – Innovation
– Communication – Action – Reflection



CREI COORDINATING TEAM



Veronda Pitchford
Assistant Director, Califa



LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY

Gordon Goodwin
Director, GARE

Sarah Lawton
Midwest Region Manager,
GARE



Patty Wong
Director, SMPL
MCFL
(Speaking Today)

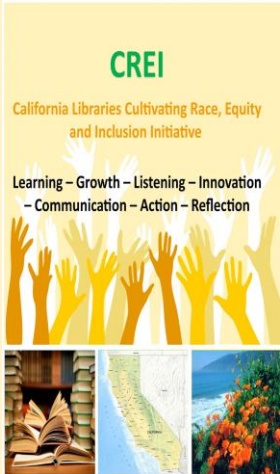
Cecilia Tovar
Principal Librarian, SMPL



Sara Jones
Director, MCFL

Chantel L. Walker
Assistant Director,
(Speaking Today)

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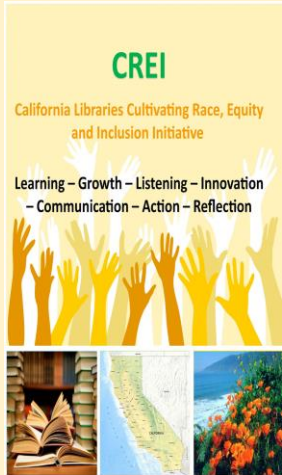
TODAY'S AGENDA

- Welcome
- CREI Conversation
 - Structure
 - Lessons Learned and Observations during CREI Year 1
 - Roles for City /County Govt.; Commissions; Friends; Foundations; and, Other Partners
 - Ideas for Library Staff Overall
- Q and A

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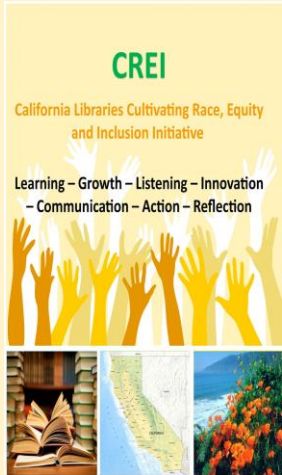
Catalyze a statewide network of libraries and library staff committed to racial equity and inclusion for all

- We learn together and share information;
- Deepen our organizational conversations; and,
- Take actions to grow racial equity in library service delivery and the communities that we serve.

Outcome in Each Library: An Actionable Racial Equity Plan

CREI

Skills Building Sessions



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Southern CA Convenings

- Training 1: January 6-7, 2020 Santa Monica
- Training 2: March 2-3, 2020 Anaheim
- Training 3: June 1-2, 2020 Full Days Online

Central/Northern CA Convenings

- Training 1: January 15-16, 2020 Marin County
- Training 2: March 9-10, 2020 Sacramento
- Training 3: June 8-9, 2020 Full Days Online

CA Statewide Convenings

- Rural/Equity during Emergencies 2-hour Webinar
- Results Based Accountability 3.5-hour Webinar
- Training 4: July 27-28, 2020 Full Days Online

CREI Participants



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Alameda County Library ★ Anaheim Public Library
Azusa City Library ★ Burbank Public Library
Burlingame Public Library ★ Contra Costa County Library
Los Angeles Public Library ★ Marin County Free Library
Napa County Library ★ Oakland Public Library
Oceanside Public Library ★ Palos Verdes Library District
Redwood City Public Library ★ Sacramento Public Library
San Jose Public Library ★ Santa Monica Public Library
Solano County Library ★ Sonoma County Library
Torrance Public Library ★ Tulare County Library ★ Yolo County Library

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CREI Year 1

Lessons Learned and Observations



Slide 7

CREI Year 1 – As Described By Participants



Slide 8

overwhelming Collaborative Motivating Helpful Transformative
Connected Challenging but crucial work, thanks for your support!
Learning Accountability courage action
connection hard empowering finally found something real
Bonding Reaffirming Collegiality Eye-opening solid Engaging passion Vital
Stronger Inclusive uplifting Mentorship breakthrough Relevant
Thought-Provoking important Together
Supportive humbling revealing
light Data Deep informative struggle nformative
educational Eye fascinating Exhausting powerful justice camaraderie opening
purposeful Passion-Driving joy worthy obtainable thought timely
inspirational networking Intense education provoking awareness
reflective Illuminating hopeful community open self-insight
awesome Introspective educative open
Encouraging foundational challenging
necessary Aligned reformativ enthusiasm empathetic
growth

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There are many roles to play in
furthering Racial Equity and Inclusion:

- Your Public
- Local Governments
- Commissions; Library Foundations;
and, Friends Groups
- Other Partners/Stakeholders

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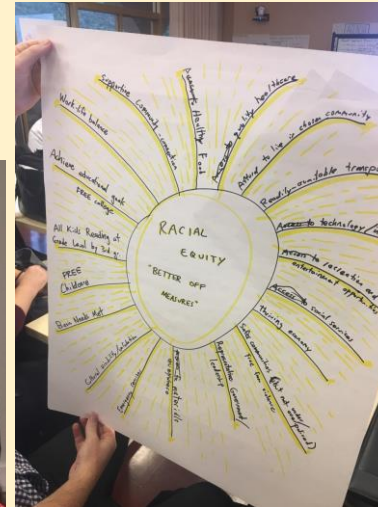


Messages and Ideas for Library Staff

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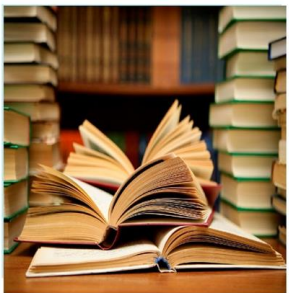
Questions?



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Thank You!