

PLP Administrative Council Annual Meeting Agenda

Friday, May 21, 2021

9:30 am via Zoom

<https://us02web.zoom.us/j/82989878663?pwd=TM9ETUJtVkpSeWhCbG9aTHNHcFJMZz09>

Meeting ID: 829 8987 8663 Password: 600483

Call-in Option: (669) 900-6833

- | | | | |
|------|--|----------|----------------------|
| I. | Meeting Called to Order and Introductions | McCulley | |
| II. | Approval of Consent Calendar (Action Item) | | |
| | A. Adoption of the Agenda | McCulley | |
| | B. Approval of May 15, 2020 Minutes | McCulley | Attachment 1 pg. 3 |
| | C. PLP 2020 Middle Manager Professional Development Group | Light | Attachment 2 pg. 7 |
| | D. PLP 2020/21 Innovation Grants | McCulley | Attachment 3 pg. 8 |
| | E. Correspondence: 2021-22 STATE BUDGET: 6102 STATE LIBRARY CALIFORNIA LIBRARY SERVICES ACT | McCulley | Attachment 4 pg. 9 |
| | F. ULC Top Innovators Honorable Mentions 2020 – Contra Costa County Library, San Francisco Public Library | McCulley | Attachment 5 pg. 11 |
| III. | New Business | | |
| | A. Election of FY 2021/22 Executive Committee and Officers (Action Item) | McCulley | Attachment 6 pg. 15 |
| | B. Update on Data Privacy Best Practices Training for Libraries | Alvarez | Attachment 7 pg. 16 |
| | C. PLP International Languages Initiative | Frost | Attachment 8 pg. 17 |
| | D. Update on PLP Strategic Priorities for FY 2020/21 | Frost | Attachment 9 pg. 18 |
| | E. State and Federal Initiatives | Addleman | Attachment 10 pg. 22 |
| | F. State Library Report | DePriest | Attachment 11 pg. 38 |
| | G. PLP CEO Report | Frost | Attachment 12 pg. 42 |
| IV. | Presentations | | |
| | A. <i>Moving EDI Work Forward: A Conversation with PLP Directors</i>
A panel discussion moderated by Dr. Michele A.L. Villagran, with Cindy Chadwick, Brad McCulley, Alison McKee, and Derek Wolfgram. | | Attachment 13 pg. 46 |
| V. | Public Comment – (Individuals are allowed three minutes, groups in attendance five minutes. It is System policy to refer matters raised in this forum to staff for further investigation or action if appropriate. The Brown Act prohibits the Administrative Council from discussing or acting on any matter not agendaized pursuant to State law.) | | |
| VI. | Adjournment | | |

Please note: After the meeting adjourns, members are invited to stay on the line and discuss the impacts of COVID-19 on their libraries and to share any upcoming plans on reopening.

Due To The State Of California's Declaration Of Emergency – This Meeting Is Being Held Pursuant To Authorization From Governor Newsom's Executive Order N 29-20

The legislative body of a local agency may use teleconferencing in connection with any meeting or proceeding authorized by law. Cal. Gov't Code §54953(b)(1). A "teleconference" is "a meeting of a legislative body, the members of which are in different locations, connected by electronic means, through either audio or video, or both." Cal. Gov't Code § 54953(b)(4). A local agency may provide the public with additional teleconference locations. Cal. Gov't Code § 54953(b)(4).

The teleconferenced meeting must meet the following requirements:

- (1) it must comply with all of the Act's requirements applicable to other meetings;
- (2) all votes must be taken by roll call;
- (3) the agenda must provide the public with an opportunity to address the legislative body at each teleconference location. Cal. Gov't Code § 54953(b).



Pacific Library Partnership

PLP Administrative Council Annual Meeting Minutes

Friday, May 15, 2020

9:30 am via Zoom

Administrative Council Members:

Cindy Chadwick	Alameda County Library
Jane Chisaki	Alameda Free Library
Elliot Warren	Berkeley Public Library
Brad McCulley	Burlingame Public Library
Melinda Cervantes	Contra Costa County Library
Chela Anderson	Daly City Public Library
Ashlee Wright	Harrison Memorial Library
Jayanti Addleman	Hayward Public Library
Tamera LeBeau	Livermore Public Library
Ryan Baker	Los Gatos Public Library
Sean Reinhart	Menlo Park Public Library
Hillary Theyer	Monterey County Free Library
Inga Waite	Monterey Public Library
Tracy Gray	Mountain View Public Library
Tom Rosko	Naval Postgraduate School
Jamie Turbak	Oakland Public Library
Gayathri Kanth	Palo Alto City Library
Heidi Murphy	Pleasanton Public Library
Derek Wolfgram	Redwood City Public Library
Katy Curl	Richmond Public Library
Kristan Lundquist	Salinas Public Library
Nora Conte	San Benito County Library
Tim Wallace	San Bruno Public Library
Shellie Cocking	San Francisco Public Library
Rochelle Eagen	San Juan Bautista Library
Carine Risley	San Mateo County Library
James Moore	San Mateo Public Library
Jennifer Weeks	Santa Clara County Library
Susan Nemitz	Santa Cruz Public Library
Valerie Sommer	South San Francisco Public Library

Others Present:

Carol Frost	PLP
Yemila Alvarez	PLP
Meg DePriest	California State Library
Erin Baxter	San Benito County Library
Donald Reynolds	San Juan Bautista Library
Becky Yoose	LDH Consulting Services

The meeting was called to order at 9:34 am by President McCulley.

I. Meeting Called to Order and Introductions

The libraries shared introductions.

II. Approval of Consent Calendar (Action Item)

A. Adoption of the Agenda

B. Approval of May 10, 2019 Minutes

C. Election of FY 2019/20 Executive Committee and Officers

D. PLP Middle Manager and Executive Leadership Professional Development Groups

E. Adoption of Revised Membership Fee Schedule

F. PLP 2019/20 Innovation Grants

G. Correspondence: PLP Letter to State Librarian for CARES Priorities

H. Correspondence: PLP Letter to Monterey City Council

I. ULC Top Innovators 2019 – Palo Alto City Library, San Jose Public Library, Santa Clara County Library District

The consent calendar was presented. Item 3c was corrected to indicate election for FY 2020/21. A motion was made and passed to approve the Consent Calendar as corrected. (M/S Sommer/Wolfgram)

III. New Business

A. State Library Report

DePriest presented the report and shared her email address should anyone have questions. Services and programs mentioned included Beanstack, Data Collection Tool for Service During COVID-19, Career Online High School Deadline, Networking Calls with Public Libraries, Gale Courses etc.

B. PLP CEO Report

CEO Frost presented the report, sharing that the PLP offices have moved and the new address is 32 W. 25th Avenue, Suite 201 San Mateo, CA. PLP staff also attended National Library Legislative Day and lobbied with several different

legislators on behalf of PLP. Topics for 2020 advocacy include SB1025, Zipbooks, LATL, Governor's budget, and CLSA Funds. Updates about the recently released May Revise were shared. In FY 2019/20 PLP received a Data Privacy Best Practices training which is finishing up currently. There will be a related toolkit in this project. For FY 2020/21, PLP has been invited to apply for second round of this grant. PLP also accepted two statewide grants, Lunch at the Library and Economic Mobility – Working Scholars. PLP owns two 3-D printers that can be shared among the PLP libraries. To request this printer email caow@plsinfo.org. Also we have some pandemic resources on the PLP website at www.plpinfo.org/covid-19, at www.clsainfo.org, and additionally on PLP COVID-19 Basecamp for the PLP group.

C. Review CLSA Priorities for FY 2020/21

It was reported that there is not clarity yet on what CLSA funding will be available. In the Governor's May Revision, it was proposed to reduce the typical \$3.6M by 50%. This will be discussed fiscally at the PLP Executive Committee meeting this afternoon. PLP has previously submitted a CLSA priorities survey to the libraries for completion. The libraries shared their responses and what their sense was of how they would be using their CLSA funding. One area that came up was consideration of shared econtent. Sixteen libraries were interested in exploring purchasing a shared eMagazine collection. Twenty-four libraries were interested in exploring in an unlimited digital media solution. The money would need to be pooled together and shared among at least three jurisdictions. Proposed changes to the FY 2020/21 menu are to add Simply-e, Remove the MOBAC Study, and to check in with the CLSB about Broadband costs to see if it can be expanded to be used for items other than hardware. There was a question about libraries that have had to decimate staff and would like to offer shared resources, if it would be possible to share a joint phone number or shared software for reference questions or curbside delivery. There was also a question about OverDrive and the shared collection and how we could invest more in this.

D. Review and Discussion PLP Priorities

The Executive Committee will be reviewing the attachment in the packet this afternoon, but the Council was given the opportunity to ask questions or share thoughts or concerns regarding the priorities so the Executive Committee can take them into consideration when working on the document. The priorities are in three-year goals. Some of the priorities seem like continuations, but it is important to have shared goals and ensure that everything is staying relevant for everyone. This is an opportunity to grow existing goals or to add goals not listed. Gratitude was expressed for the priorities drafted.

IV. Presentations

A. *PLP Data Privacy Best Practices for Libraries*

Becky Yoose is the founder and Library Data Privacy Consultant for LDH Consulting Services. For over a decade, Becky has wrangled library data in its various forms in academic and public libraries. Becky received her MA-LIS from University of Wisconsin – Madison in 2008. Becky is also an accredited information privacy professional with the International Association of Privacy Professionals, which brings valuable knowledge of data privacy practices and regulations in the US into library practices. Becky presented about the FY 2019/20 LSTA Regional Grant *Data Privacy Best Practices for Libraries Training*. There were questions around whether the previously held workshops would be available and a response that the webinars were not recorded to protect the privacy of the attendees. It was mentioned that there is still space available for the upcoming workshops.

V. Public Comment

There was no public comment.

VI. Adjournment

The meeting was adjourned at 10:50 am by President McCulley.

To: PLP Administrative Council
From: Jane Light
Subject: 2020 PLP Middle Management Professional Development Program
Date: April 27, 2021

2020 Middle Management Program (Executive Program on hiatus):

Eleven participants, working at member libraries located throughout PLP's service area enrolled in the program. The group met in February for a full day at San Jose Public's King Library. The March meeting was cancelled due to Covid-19 and abbreviated meetings took place virtually for the remainder of the year.

The original program design required each participant to research a management topic such as "managing marginal performance," prepare a presentation, and lead a group discussion or activity about a management topic. The meetings were held at the participant's libraries and included a tour and an opportunity for the group to meet with the library director.

In response to the changed circumstances and in consultation with the group and with PLP CEO Carol Frost we pivoted to using our virtual meetings as a time and place for processing and sharing feelings, experiences, struggles and successes.

In previous years the fee for the year-long program was \$900, paid by the participant's library. Given that the program design had been altered to a less intensive one, the fee was reduced to \$500 per participant.

The PLP Executive Committee agreed to change the dates for the FY 2021/22 program to a fiscal year, rather than a calendar year. Recruitment will commence in late May for both the Middle Management and Executive Cohort programs.

OTTERPOD: A SOCIAL SCIENCES AND PUBLIC HUMANITIES PODCAST

CSU Monterey Bay

THE MAKER KIT PROGRAM FOR HOME-BASED STEAM EDUCATION

CSU Monterey Bay

HARVEST AT YOUR LIBRARY: ENGAGING SENIORS THROUGH FARMING WITH ROBOTS

Palo Alto City Library

XR STORYTELLING: IMMERSIVE VIDEO STORYTELLING THROUGH CUSTOM 3D ENVIRONMENTS

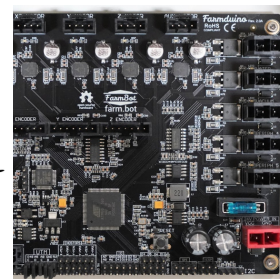
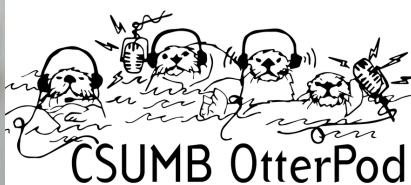
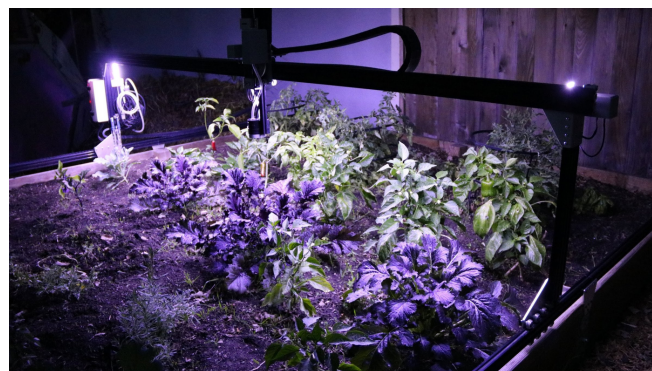
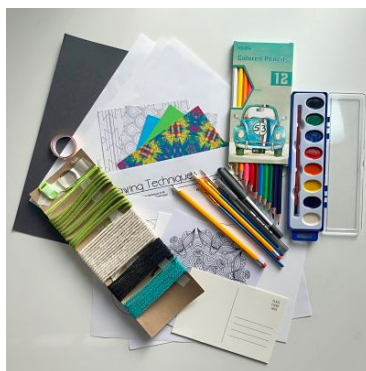
Palo Alto City Library

TAKE-HOME LAPTOP LENDING

Pleasanton Public Library

CLEAN AIR FOR ALL: CIRCULATING INDOOR AIR QUALITY MONITORS

South San Francisco Public Library



Access more details about the FY 2020-21 Innovation grants at:

<https://www.plpinfo.org/innovation-grants/>

January 26, 2021

The Honorable Gavin Newsom
Governor, State of California
State Capitol
Sacramento, CA 95814

RE: 2021-22 STATE BUDGET: 6102 STATE LIBRARY CALIFORNIA LIBRARY SERVICES ACT

Governor Newsom:

On behalf of the 34 public library systems in the San Francisco Bay Area which form the Pacific Library Partnership, we would like to thank you for your ongoing financial commitment to libraries in the State Budget. We appreciate the restored funding for Zip Books and for Lunch at the Library, and believe that these ongoing funds will benefit so many diverse populations. As you and your Department of Finance and the legislature move forward with the “immediate action” items that you have suggested be accelerated in Budget discussions this year, the Pacific Library Partnership (PLP) would like to request a consideration of full funding for the California Library Services Act (CLSA).

Resource sharing between California public libraries has been part of California law since 1911. That resource sharing happens between nine regions which have been defined through a collaborative process, and recognized by the State Librarian and the California Library Services Board, which oversees the distribution of funds for the California Library Services Act. With over 180 public libraries throughout the state, the approved funding in the State Budget for the last many years was \$3,630,000. That funding was included in the preliminary State budget for 2020-21, and then was reduced to \$1,880,000. The Governor’s preliminary 2021-22 budget again includes that 50% reduction, \$1,880,000.

Sections 20100-20265 Title 5 of the California Code of Regulations define that resource sharing must be between 3 or more libraries. The creation of our consortium of Bay Area library systems was predicated on the idea of strength in numbers. The return on investment for funds is greater because of this requirement.

For example, within San Mateo County, the eight public library jurisdictions, comprised of over 30 libraries, have used their CLSA funds to purchase eBooks to support student curriculum during the pandemic. They have actively partnered with 14 schools/school districts. The schools recognize that the students need

access to educational materials, and these partnerships allow thousands of students to access the eBooks they need to support their curriculum. Other libraries within PLP are also actively partnering with schools to ensure access for student success.

During the pandemic, PLP has also pivoted, recognizing that the smallest and most rural libraries lost local funding to support libraries. They purchased an eMagazine collection for 14 of the smallest libraries to ensure equitable access.

With a 50% reduction, PLP will not be able to support these programs in 2021-22. Resource sharing includes the physical and electronic sharing of materials that benefit the diverse needs of our communities.

The Pacific Library Partnership would respectfully request the inclusion of an augmentation of \$1.8 million (ongoing) in the California Library Services Act in the 2021-22 Budget to restore the program's baseline to \$3,630,000.

Should you have any questions, you may contact me at mcculley@plsinfo.org.

Sincerely,



Brad McCulley
Burlingame Public Library Director
President, Pacific Library Partnership

cc: Keely Bosler, Director, Department of Finance
Chris Ferguson, Department of Finance
Senator Nancy Skinner, Chair, Senate Budget Committee
Senator John Laird, Chair, Senate Budget Subcommittee on Education Finance
Anita Lee, Consultant, Senate Budget Subcommittee on Education Finance
Assemblyman Phil Ting, Chair, Assembly Budget Committee
Assemblyman Kevin McCarty, Chair, Assembly Budget Subcommittee on Education Finance
Mark Martin, Consultant, Assembly Budget Subcommittee on Education Finance
Greg Lucas, State Librarian
Mike Dillon and Christina DiCaro, CLA Lobbyists, KP Public Affairs

The logo for the Urban Libraries Council, featuring four overlapping triangles in orange, yellow, purple, and light blue, all pointing towards the bottom right.

2020 INNOVATIONS

URBAN
LIBRARIES
COUNCIL

Dear Leader

It's hard to believe that 2020 marks the **10th anniversary** of ULC's Innovations Initiative. Each year, ULC members raise the bar with the work they share through this annual celebration, and 2020 was certainly no exception.

The 2020 Urban Libraries Council Innovations Initiative showcases the best of library commitment and determination. During a time of enormous change and stress, ULC member libraries found new ways to provide education opportunities for people of all ages, address systemic racism, meet the special needs of underserved populations, bridge digital divides and advance civic engagement for a strong democracy.

The 2020 innovations include library programs that:

- Support health and safety by converting parking lots into food and supply distribution hubs
- Ensure that marginalized communities have access to essential information about pandemic-related resources through a widely distributed "street sheet"
- Partner with a television station to deliver educational programming to children in homes without computers and internet access
- Empower Mandarin-speaking senior immigrants to navigate community life and build strong relationships with their grandchildren through a comprehensive education program
- Raise awareness of environmental challenges through the creation of original artwork
- Provide customized financial support information and hope to struggling families
- Use a design thinking approach to position the library for a post-pandemic future

The Top Innovators and Honorable Mention award winners were selected based on the inventiveness of the program or service, outcomes achieved and potential for other libraries to adopt and adapt the innovation.

We congratulate all ULC members for their continued commitment to innovation and for making a difference in your communities. It is our privilege to support your work and to showcase your innovations, particularly during this incredibly challenging year.

— Susan Benton
ULC President & CEO

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20-21	WORKFORCE & ECONOMIC DEVELOPMENT
22	ALL PARTICIPATING LIBRARIES

STEM Challenge Yo'Self

San Francisco Public Library | sfpl.org

STEM Challenge Yo'Self is a new library web series designed to help budding scientists and engineers practice scientific methods from the safety of their computer screens using household items. The web series aired weekly during the San Francisco Public Library's redesigned Summer Stride program which had featured nearly 300 STEM events in previous summers, each crafted by neighborhood libraries. When COVID-19 forced cancellation of live events, a team of youth librarians created the nine-part web series in less than three weeks to be ready for Summer Stride and offered city-wide.

STEM Challenge Yo'Self quickly earned loyal followers with more than 7,000 views over the summer. And, because the programs were available on the library's social media channels and the website along with pickups by the YMCA and other community resources, STEM Challenge Yo'Self reached a much wider audience than traditional summer learning events and provided a foundation for similar online STEM offerings in the fall.



"SFPL's Youth Service Library staff demonstrated their ingenuity and passion for public service during this pandemic. Instead of being limited by distance and technology, our staff and a dedicated group of teens rose to the occasion and created an exceptional body of work that is both creative and altruistic in spirit. Everyone gained valuable skills and insight through this experience, and we look forward to expanding on our success in the future."

— **Michael Lambert**
City Librarian



Tips from the Innovators

- Set the stage ahead of time — discuss expectations, gauge level of comfort with online video format, be generous with space and time.
- Be open to teens' expertise and lean into letting teens lead.
- Use icebreakers as inspiration, keep to topic and leave it open for brainstorming by teens and library staff.
- Discuss community impact, audience and how-to's for utilizing library resources.
- Offer templates, timelines, feedback and guidance so teens feel supported.
- Provide resources for inspiration and point out tools to complete projects (i.e., open-source software and basic film techniques).

3-D PPE Printing Program

Contra Costa County Library | ccclib.org

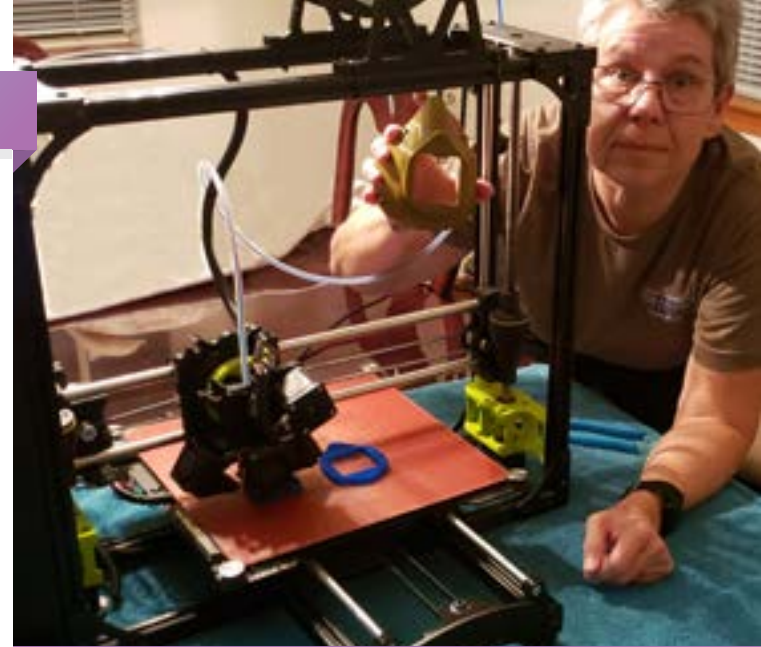
Library system 3-D printers helped meet an urgent need for medical masks at the county hospital and clinic system after a shipment from the national stockpile arrived with faulty elastic bands. The Contra Costa County Library dedicated several 3-D printers running nearly 24 hours a day to produce reusable “clips” with new elastic bands to repair the faulty masks.

The library system produced more than 3,000 sets of clips that were used on more than 200,000 previously defective masks. The library also produced 150 “Montana masks” which are full masks printed on a 3-D printer with a slot for inserting a cloth filter to extend the life of the mask. The printer files are available at no cost to any community maker interested in assisting in mask production for county or community use.



“When this innovation was launched the world was experiencing a global shortage of personal protective equipment. This project allowed us to serve the community and help the County by creating PPE for essential workers on the front lines. These are unprecedented times, and we are proud that the library and our dedicated and talented staff could step up and answer the call for help.”

— **Alison McKee**
Interim County Librarian



Tips from the Innovators

- 3-D printing is a great way to cheaply make prototypes or large quantities of small plastic parts, and — with careful planning and coordination — 3-D printers are a great asset for meeting the need for PPE parts.
- It is important that someone familiar with 3-D printing coordinate with the client to help design parts to maximize the capabilities of the 3-D printer, and to guide the client to have realistic expectations of what can and cannot be done. Not all part shapes can be made on 3-D printers, and printing of parts can take a long time. Also, part drawings and/or specifications must be carefully converted to the CAD drawing files that control the printing process.

Election of the FY 2021/22 Executive Committee and Officers

The PLP Nominating Committee (Ryan Baker, Tracy Gray, and Brad McCulley) is pleased to nominate the following for FY 2021/22:

New candidates to serve on the PLP Executive Committee (first year of first term):

Thomas (Tom) Rosko, Naval Postgraduate School

Elhora (Ellie) Tayag, San Mateo Community College District

The Nominating Committee is also pleased to propose the following slate of officers for 2021/22:

President: Ryan Baker

Vice-President: Jamie Turbak

The following will be serving the second year of their first term:

Tracy Gray, Mountain View Public Library

The following will be serving the first year of their second term:

Ryan Baker, Los Gatos Library

Jamie Turbak, Oakland Public Library

Valerie Sommer, South San Francisco Public Library

The following will be serving the second year of their second term:

Cindy Chadwick, Alameda County Library

Inga Waite, Monterey Public Library

Our thanks and appreciation to the following Executive Committee members, who have completed their terms:

Brad McCulley, Burlingame Public Library

Susan Nemitz, Santa Cruz Public Library

Pacific Library Partnership

DATA PRIVACY AND CYBERSECURITY BEST PRACTICES TRAINING FOR LIBRARIES PROJECT

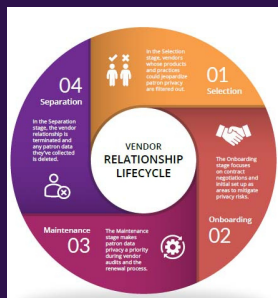
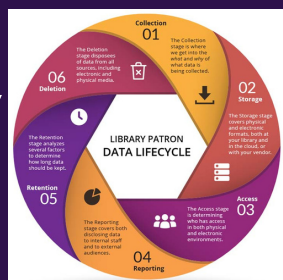
Year 1

Three data privacy trainings were developed and administered

1 Protecting Privacy in the Library Patron Data Lifecycle

2 Operationalizing Library Privacy: Policies, Procedures, and Practice

3 Library Privacy and Vendor Management (Part I and II)



Data Privacy Toolkit

A printed 54 page toolkit was created and mailed to every PLP member library location and a digital version is available for download on the project website.



Year 2

Two train-the-trainer workshop series were developed, each four weeks long. One focused on Data Privacy and one on Cybersecurity.



- 1** Data Privacy, the Library, and You
- 2** Data Privacy Training
- 3** Beyond Data Privacy Training
- 4** Building and Fostering a Culture of Privacy

Introduction: Why Cybersecurity, and What's Wrong?

Cybersecurity: Securing Our Things

Cybersecurity: Making Your Library Defensible and Resilient

Cybersecurity: Tying it all together



Unconference sessions provided additional support for participants developing trainings at their libraries

Learn more at
plpinfo.org/dataprivacytoolkit

Data Privacy Training for Libraries is supported in whole or in part by the U.S. Institute of Museum and Library Services under the provisions of the Library Services and Technology Act, administered in California by the State Librarian. The opinions expressed herein do not necessarily reflect the position or policy of the U.S. Institute of Museum and Library Services or the California State Library, and no official endorsement by the U.S. Institute of Museum and Library Services or the California State Library should be inferred.

PLP WORLD LANGUAGE MATERIALS RESOURCE SHARING

Attachment 8

WHAT IS IT?

- ✦ Identified as PLP Strategic Priority
- ✦ SVLS Technical Services Group piloted
- ✦ Open to All PLP Libraries

Libraries share **VENDORS** and
LISTS of materials **ORDERED**
and **CATALOGED** in
international languages.

HOW DO I JOIN?

- ✦ Attend introductory meeting
- ✦ Join PLP World Languages Resource
Sharing Basecamp

All sharing is
done via
BASECAMP.

NEXT MEETING

06.04.2021
10:00AM

PLP STRATEGIC PRIORITIES FY 2020/21 – FY 2022/23

A survey was issued to PLP libraries about CLSA funds and PLP priorities in Spring 2020. There were 6 academic library responses and 33 public library responses. Based on the survey, as well as conversations with libraries, the following strategic priorities were reviewed by the PLP Administrative Council at their annual meeting.

1. Staff Training and Professional Development

PLP has a tradition of providing staff training and professional development for its members, knowing the value of building leadership and providing training that is relevant to its diverse membership. This can be accomplished through the following mechanisms:

- a. Continue to offer leadership training. We have done this through the year-long Executive Leadership Cohort and the Library Middle Managers Professional Program, both ably led by Jane Light. Leadership training can continue to evolve.
- b. We will continue to support the good work of the long-standing Staff Development Committee, that provides an annual fall conference and spring workshops that address staff needs and interests.
- c. PLP can continue to allocate funds to support regional staff development training. Training topics are developed by either local libraries or regional committees. They are relevant to PLP as a whole, and open to all members. This allows PLP to be nimble and support training initiatives from its members.
- d. We are constantly searching for further professional development opportunities.

2. Support Innovation and Technology

Being in the heart of Silicon Valley, our academic and public libraries are well positioned to develop innovative and transformative ideas. In the past few years, PLP has supported this by:

- a. Annually funding the Innovation and Technology Grants. By continuing to make this a priority, libraries are able to engage in risk-taking in developing new ideas and service models with the seed money provided by the grant.
- b. Search for new opportunities for shared technology for some or all PLP members.

3. Continue to Seek Grants that Reflect the Regional Needs of PLP Libraries

- a. In the last three years, we have been awarded three LSTA regional grants: the Student Success Initiative, News Literacy, and Data Privacy grants. PLP has a good track record of querying its members and applying for grants that provide training

on relevant topics. We will continue to look for collaborative partners for LSTA, CLSA and IMLS and other grants.

- b. Working with the State Library, PLP can continue to be the fiscal and administrative agent for statewide grants. We can lend our expertise to the greater California community in establishing new initiatives.

4. Maximize the Knowledge and Strength of PLP Individual Libraries

The staffing and expertise within PLP individual libraries is a strength which can be further tapped to benefit member libraries. We can create opportunities for us to share, including but not limited to:

- a. **Continue and Expand the PLP Shared Cataloging/Acquisitions of International Language Materials.** In 2016, as part of the strategic priorities, PLP formed a working group which made great headway on how PLP libraries can share resources related to international language materials. That included identifying which libraries have staff with specific expertise, which libraries collect in certain languages, selection lists, names of vendors, etc. In 2018, SVLS formed the regional Technical Services Group, which took over this initiative. They have established guidelines for sharing, and are actively sharing selection lists with each other through a Basecamp group. In the PLP survey, 21 libraries expressed interest in accessing these shared lists and participating in this initiative. We can expand this to include all interested PLP academic and public libraries, provide training and expand this resource sharing.
- b. **Consider establishing regional or PLP-wide community of interest groups.** Currently, PLP has only one standing group: the Staff Development and Training Committee. Three of the four regions currently have standing groups. The PLP Executive Committee, along with the four regions of PLP, can review the level of interest at the higher level, as well as regionally, to add additional interest groups.
- c. **Explore Purchasing Shared eResources.** PLP can continue to work with the data from the most recent survey to identify possible eCollections which can be shared among libraries. This may be through the use of CLSA funds or collective funds.

PLP Activities for FY 2020/21 to Support Strategic Activities

Strategic Priority 1. Staff Training and Professional Development

Activity 1a. To continue to offer leadership training that supports library managers, a call will be put out in November for the 2021 cohort, with the hope that both the Executive and Middle Management groups will be offered.

The cohorts will move to a fiscal year, rather than a calendar year, to better accommodate budgets and also to recognize the time constraints related to the novel coronavirus pandemic.

Activity 1b. The Staff Development Committee will begin to pivot and develop programming that could be offered virtually or in person, depending on the current health climate, for both the Future of Libraries and Spring Workshops. Training will address staff needs and interests.

The Future of Libraries was held virtually, and was expanded to two days, rather than one day. It garnered national attendees, with over 750 registrations, and the State Library California Library Learns (CALL) underwrote the entire cost of the program. The Committee is currently working on plans to revive their previously postponed Spring Workshop on compassionate strategies for patron engagement, addressing homeless, mental health, and poverty.

Activity 1c. To continue to allocate funds to support regional staff development training, calls will be put forth twice in FY 2020/21 for support.

A call was put forth for the July – December trainings, which resulted in \$2,200 of funding. Another call was put forth for January – June trainings, which resulted in \$200 of funding. A total of 3 libraries received funding.

Activity 1d. To continue further professional development opportunities, PLP will coordinate at least one brown bag virtual discussion related to best practices, to be led by one of the libraries.

This item has been coordinated by the PLP Staff Development Committee. A series of Brown Bag discussions were held in late January and Mid-May in response to the COVID-19 pandemic. These conversations invited staff from PLP member libraries to speak candidly with peers about their plans for reopening libraries and restoring or expanding services that have been curtailed during the pandemic, their experiences with the pandemic to date, and any hopes or concerns they might feel about new services under consideration. Sessions held an average of 40 participants.

Strategic Priority 2. Support Innovation and Technology

Activity 2a. In FY 2020/21 the Innovation and Technology Grants will have a revised focus. Grant funding will be for libraries that have experienced the highest cuts; libraries that are doing major infrastructure changes; and prioritizing libraries that develop service models that are fundamentally different.

The Executive Committee allocated \$74,196 toward these grants. Six grants were funded, for a total of \$29,084.

Strategic Priority 3. Continue to Seek Grants that Reflect the Regional Needs of PLP Libraries

Activity 3a. In FY 2020/21, PLP will perform the work of the LSTA regional grant Data Privacy and Cybersecurity Best Practices Training for Libraries, and the Year 2 activities of the IMLS Reimagining School Readiness Grant in partnership with the Bay Area Discovery Museum.

Activity 3b. PLP will be the fiscal and administrative agent for the following statewide grants: Literacy, Veterans Connect, Metrics, Networking, and Economic Mobility.

Both of these activities are ongoing/in progress. PLP applied for an LSTA FY 2021/22 grant, focusing on social justice and intellectual freedom. The State Library will be notifying libraries in May of awards.

Strategic Priority 4. Maximize the Knowledge and Strength of PLP Individual Libraries

Activity 4a. To support the sharing of processes regarding the acquisition and cataloging of international language materials, PLP will convene a meeting with the SVLS Technical Services Group to develop a plan for expanding the international language resource sharing system-wide; reach out to the 21 libraries that expressed interest and extend an invitation by Fall 2020; create some type of metrics to measure success. This activity will be led by the group.

The SVLS Technical Services group developed and finalized documentation and developed a roll-out plan in January 2021. The first orientation meeting was held in March 2021, with 34 attendees and 22 libraries. There will be an orientation meeting every 3 months. Once a library has attended, they will be added to the Basecamp group for sharing of vendors, and ordering and cataloging lists.

Activity 4b1. Per the survey results, reach out to the academic members to see if they are interested in their own community of interest group.

Activity 4b2. Consider development of short-term interest groups, including workforce development, digital inclusion and home school outreach.

Activity 4c. PLP can continue to work with the data from the most recent survey to identify possible eCollections which can be shared among libraries. This may be through the use of CLSA funds or collective funds.

PLP purchased a Flipster collection for 14 of the smallest libraries. The sustainability of paying for this may rest on whether there are CLSA funds in FY 2021/22.



LIBRARY RECOVERY FUNDING SUMMARY

Attachment 10

March
2021

The American Rescue Plan Act of 2021

The \$1.9 trillion [American Rescue Plan Act of 2021](#) (ARPA) provides \$200 million for the Institute of Museum and Library Services (IMLS) and billions more for library-eligible programs, including over \$7 billion for broadband. Libraries can position themselves now to seek portions of this funding through multiple channels.

Relief provisions helpful to the library community include:

INSTITUTE OF MUSEUM AND LIBRARY SERVICES

The **\$200 million** allocation is the largest increase for IMLS in the agency's 25-year history. **\$178 million** is allocated for state library administrative agencies on a population-based formula, with a **\$2 million state minimum**. In the coming weeks, IMLS will work with state library agencies to confirm state allotments and specify allowable uses for the funding.

EMERGENCY CONNECTIVITY FUND

Libraries are eligible to apply for the new **\$7.172 billion** Emergency Connectivity Fund through the FCC's E-rate program. Participating libraries will receive 100 percent reimbursement for the cost of hotspots and other Wi-Fi capable devices, modems, routers, laptops, tablets and similar devices to loan to patrons. ALA will provide input during the 60-day rulemaking process.

STATE AND LOCAL GOVERNMENT

ARPA includes a massive influx – **more than \$360 billion** – of emergency assistance to state, local and tribal community governments. This influx is intended to offset potential cuts to public health, safety, education, and library programs. For states facing less dire economic conditions, ARPA funds present an opportunity for innovative new programs and resources. Approximately 60 percent of the \$360 billion will go to states, with 40 percent going to local and tribal governments.

EDUCATION STABILIZATION FUND

Funding of **\$130 billion** is included for education costs associated with the safe reopening of K-12 schools, hiring additional staff, reducing class size, modifying school spaces, and addressing student, academic, and mental health needs. Schools will be allowed to invest in technology and support distance learning, with at least 20 percent to be used to address learning loss. Funding will flow from the Department of Education to states based on their Title I funding—the federal government's primary program for high-poverty schools.

HIGHER EDUCATION

Colleges and institutions of higher education will receive **\$40 billion** to defray pandemic-related costs and provide emergency aid to students to cover expenses such as food, housing, and computer equipment. At least half of the \$40 billion for higher education must be dedicated to emergency student financial aid. ARPA makes all COVID-19 student loan relief tax-free.

ADDITIONAL PROGRAM FUNDING

- **\$135 million** each for National Endowments for the Arts and Humanities will support state and regional arts and humanities agencies. 60 percent of the funds are designated for direct grants eligible to libraries and 40 percent for grants and administration for state arts and humanities agencies.
- **\$39 billion** for Child Care and Development Block Grants and Stabilization Fund and \$1 billion for Head Start are partnership opportunities for school and public libraries.
- **\$9.1 billion** is available for state-level afterschool and summer programs, and **\$21.9 billion** for programs at the local level.



BUILD AMERICA'S LIBRARIES ACT

S. 127 & H.R. 1581 would provide \$5 billion to repair, modernize, and construct library facilities in underserved and marginalized communities.

Introduced in the Senate on January 28, 2021, by **Sen. Jack Reed (D-RI) and cosponsors**, and in the House on March 3, 2021 by **Reps. Andy Levin (D-MI), Don Young (R-AK) and cosponsors**, the legislation would fund upgrades to the nation's library infrastructure to address challenges such as natural disasters, COVID-19, broadband capacity, environmental hazards, and accessibility barriers.

FUNDING DISTRIBUTION

Funding would be distributed through the Institute of Museum and Library Services (IMLS) to state library agencies. State libraries would then award grants on a competitive basis to libraries in each state. Funding would be prioritized to libraries serving marginalized communities, such as high-poverty areas. Additionally, IMLS would provide funding directly to tribal libraries. Eligible facilities under the Build America's Libraries Act include public libraries, tribal libraries, and state libraries that provide service directly to the general public.

ELIGIBILITY

Eligible uses of the funding include:

- conducting facilities condition assessments, needs assessments, and master planning;
- financing new library facilities; or
- making capital improvements to existing library facilities, including buildings, grounds, and bookmobiles.

Improvements to library facilities could include enhancements to:

- protect health and safety, such as preventing the spread of COVID-19;
- upgrade broadband equipment and technology hardware;
- improve accessibility for people with disabilities;
- abate hazards such as mold and lead; and
- increase environmental sustainability, such as energy efficiency.

REAL WORLD EXAMPLE

Pictured below, the [Clinton-Macomb Public Library's](#) South Branch in Michigan added a drive-up window service that not only meets COVID-19 safety guidelines, but assists people with disabilities by enhancing the library's overall accessibility. With the proposed federal funding in the Build America's Libraries Act, these essential features could become an industry standard for libraries nationwide.



SUPPORTING ORGANIZATIONS

The Build America's Libraries Act has been endorsed by the following groups:

- AFL-CIO
- American Federation of State, County and Municipal Employees
- American Institute of Architects
- American Society of Interior Designers
- Association of Tribal Archives, Libraries, and Museums
- Education Market Association
- International WELL Building Institute
- National Coalition for Literacy
- National League of Cities
- Schools, Health & Libraries Broadband Coalition
- Afterschool Alliance
- American Federation of Teachers
- American Library Association
- Association for Rural & Small Libraries
- Chief Officers of State Library Agencies
- International Association of Heat and Frost Insulators and Allied Workers
- National Association of Counties
- National Digital Inclusion Alliance
- National Summer Learning Association
- Society of American Archivists
- Air-Conditioning, Heating, and Refrigeration Institute
- American Indian Library Association
- American Society of Civil Engineers
- Association of Research Libraries
- Council of State Archivists
- International Union of Bricklayers and Allied Craftworkers
- National Coalition for History
- National Humanities Alliance
- North America's Building Trades Unions
- Urban Libraries Council

ADDITIONAL INFORMATION

To view the list of House and Senate cosponsors and up-to-date information on the Build America's Libraries Act, please visit ala.org/advocacy/buildlibraries.



BUILD BACK BOLDLY

Senate Democrats Budget Priorities *for* 2021-22 and Beyond



Senator Toni G. Atkins
President pro Tempore

Senator Nancy Skinner
Chair, Committee on Budget and Fiscal Review

Senator John Laird
Chair, Subcommittee 1

Senator Susan Talamantes Eggman
Chair, Subcommittee 3

Senator Maria Elena Durazo
Chair, Subcommittee 5

Senator Bob Wieckowski
Chair, Subcommittee 2

Senator Anna Caballero
Chair, Subcommittee 4



Introduction

Background

The Build Back Boldly budget embraces the once-a-generation opportunity for California to make bold transformative progress as the economy rebounds from the COVID-19 crisis:

- A decade of responsible budgeting enabled California to endure the recession without massive, widespread program cuts or middle class tax increases – which means that unlike in past recoveries, the budget does not need to first restore billions and billions in program cuts before making new investments.
- Tens of billions of available one-time and ongoing General Fund revenues and federal American Rescue Plan funds provide historic levels of resources to take bold action to address existing crisis and make bold transformative progress.
- A proactive federal government that largely shares California’s values appears poised to make bold changes for infrastructure, safety net programs, and health care – all of which will spur the national and state economies to soar and therefore pave the way for more bold transformative progress in California.

The Build Back Boldly budget embraces the “California Way” attitude that has lead the nation in progressive change and “busted” the myths that progressive policies are bad for the economy. From a tax system that relies most on those that can most afford to pay, to expanding the Obamacare subsidies to the middle class, to fighting climate change, to implementing criminal justice reforms, to expanding paid family leave, to phasing in the \$15 minimum wage – California has been the progressive leader. The Build Back Boldly budget calls for more transformative progress.

The goal of the Build Back Boldly budget is to take a strong first step in building a post-pandemic economy that extends prosperity for Californians:

- **A more equitable economy** that supports and improves pathways out of poverty, expands access to wealth to reduce debt and wealth gaps, and dramatically reduces homelessness to end that crisis.
- **A stronger middle class** that improves affordability of housing, healthcare and education, expands access to education from Early Care to Higher Education, protects the environment and improves community environmental quality, and enables small businesses to grow and thrive.
- **A better economy for all** that recognizes the economy does not need to be a “zero-sum game,” with a more equitable economy and stronger middle class improves economic vitality for everyone, including the wealthiest Californians.

The general approach of the Build Back Boldly budget for available American Rescue Plan funds, is as follows:

- Limit ongoing negative impacts of COVID Crisis:
 - Assist economically impacted Californians: rent, mortgage, utilities, student debt.
 - Address mental health challenges for our students, workforce, and families.
- Provide additional direct stimulus relief to struggling Californians and small businesses/nonprofits.

- Fill gaps in other federal stimulus programs to assist local governments, schools, universities, and other programs.
- Fund critical and eligible infrastructure projects, including broadband expansion, clean energy, and the Safe and Affordable Drinking Water program.
- Augment General Fund investments for eligible purposes throughout the budget.

Build Back Boldly Proposals

The Build Back Boldly budget proposes eight transformative proposals and key subcommittee packages:

Transformative Build Back Boldly proposals:

- Debt Free College.
- Path to Universal 0-3 Early Care and Education.
- Homelessness, Housing Affordability & Homeownership.
- Wildfire Prevention and Resilience.
- Drought Protection.
- Health Care Access and Affordability.
- Small Business and Non-Profits Bounce-Back.
- State Systems Improvements.

Key subcommittee Build Back Boldly packages:

- Subcommittee #1:
 - K-12 Education Package
 - Higher Education Package
 - Public Libraries Package
- Subcommittee #2:
 - Greenhouse Gas Reduction Package
 - Pollution Reduction Package
- Subcommittee #3:
 - Strengthening the Safety Net Package
 - Aging Package
 - Public Health Package
- Subcommittee #4:
 - Equitable Recovery Package
- Subcommittee #5:
 - Workforce Package
 - Access to Justice Package
 - Justice Reform Package
 - Fairness and Equity for Court Users Package

Responsible Budgeting

The Build Back Boldly budget continues the responsible budgeting practices Legislative Democrats have championed over the past decade that turned the state's finances around. The Build Back Boldly budget includes:

- Replenishing the Rainy Day Fund and Safety Net Reserve to ensure those reserves can protect against future downturns, just as they did during the COVID-19 recession.
- Maximizing paydown of Proposition 98 deferrals to accelerate cash for school and community college districts and to provide room for future deferrals should they be needed to maintain programs during future downturns.
- Repaying special fund loans and unfunded liabilities to further strengthen the state's fiscal condition.
- Ending the practice of building in phony "program suspensions" for future years. Multi-year forecasts that reflect savings from program suspensions do not provide an accurate forecast, since the Legislature is not going to allow cuts to In-Home Supportive Services (IHSS), health access, aging programs, and other critical programs to be implemented before other common sense budget solutions.

Additional Thoughts

The Build Back Boldly budget is just the first step of crafting the Budget Act of 2021 and in setting the long-term budget agenda.

- The proposals will be fine-tuned and updated as more is learned about the state's fiscal condition with the updated May forecasts.
- The proposals should work in concert and complement many of the proposals expected to be put forth by the Senate's budget partners: the Assembly and the Governor.
- The proposals go beyond just the sprint to the June 15 budget deadline.

The Build Back Boldly budget outlined in this document embraces the once-a-generation opportunity to make bold transformative progress for the people of California.



Transformative Build Back Boldly Proposals

Debt Free College

The Build Back Boldly budget calls to make higher education available without having to take on student loan debt, which holds graduates back from thriving in the middle class. This proposal expands Cal Grants and the Middle Class Scholarship to help community college students and to ensure all CSU and UC students can graduate without being forced to rely on student debt. And this proposal works to reduce the debt burden for those already carrying student debt.

Part 1: Improve and fill gaps in the current Cal Grant Program:

- Provide full tuition award for Cal Grant B students (currently, lowest income families that get Cal Grant B do not receive tuition support in their first year).
- Replace GPA requirements with “good standing requirement,” to be consistent with other financial aid programs.
- Remove the age cap and “one year out of high school” rules that keep out non-traditional students.
- Expand the Student Success Completion Grant to all community college students, increase the awards, and provide prorated awards for part-time students.

Part 2: Expand the Middle Class Scholarship (MCS 2.0) to all lower and middle income CSU and UC students to replace student debt:

- Enable students – regardless of economic background – to finish college better able to buy a home, start a family – and not be held back by crushing debt.
- The MCS 2.0 will close the gap between the full cost of college and other available resources – to replace student loans – with the following calculation:

Start with Full Cost of Education (tuition, living expenses)
(-) Subtract awarded financial aid grants (Federal, state, others)
(-) Subtract modified “family contribution” from families w/over \$100,000 income
(-) Subtract expected earnings from 15 hrs/week job
= Middle Class Scholarship 2.0 makes up the difference

- This is “debt free” college, not “free” college. All students are expected to contribute from a part time job, and families with over \$100,000 income will have a modest expected contribution.

- The funding level for MCS 2.0 will be set annually in the budget, to reflect “responsible budgeting” principles (similar to CalEITC). The goal will be to fully fund the MCS 2.0 each year and enable students to avoid student loans entirely, but even in years when partially funding, dependence on loans will be dramatically reduced.

Part 3: Assist Californians with current student debt:

- Call on President Biden and the federal government to do the following:
 - Cancel up to \$50,000 of current student debt. This will eliminate student debt for 3 million Californians, and dramatically reduce the debt for nearly 1 million more.
 - Eliminate interest on all remaining federal student loans to keep debts more manageable and balances from accumulating.
- Expand the current state tax deduction of student loan payments:
 - Enable principal and interest to be deducted (currently only interest can be deducted).
 - Increase the annual deduction cap above current \$2,500.
 - Increase the eligible income level above current \$65,000/\$135,000 (individual/joint filers).

Path to “0-3” Universal Access to Early Care and Education

The Build Back Boldly budget takes a major first step and lays the groundwork for universal access to early care and education for children ages 0 to 3:

- Make a significant investment for up to an additional 200,000 childcare slots for working families as next step toward universal access for ages 0 to 3.
- Establish childcare worker apprenticeship/training program.
- Reduce cost to working families by reducing/eliminating family fees.
- Increase rates to achieve livable wage for childcare workers.
- Stabilize and retain providers as the state emerges from the pandemic:
 - Support providers that have remained open during the pandemic by continuing hold harmless policies.
 - Provide one-time funds to help providers who have closed re-open or those who are open to expand.
 - Retain essential worker families in the child care system.

Homelessness, Housing Affordability & Homeownership

The Build Back Boldly budget addresses housing related challenges facing California today, from ending the homelessness crisis, to improving housing affordability, to knocking down barriers to homeownership to enable families to build wealth.

Part 1: \$20 billion, Five-Year Commitment to End the Crisis and Reduce Homelessness:

- Fund acquisition/rehab of multi-family, motels, board & care, more to convert to permanent housing for homeless very low income Californians.

- Fund local efforts to reduce homelessness, with strong accountability measures:
 - Provide multi-year support for local governments to provide transition services for those experiencing homelessness to exit to permanent housing.
 - Provide “first and last month” rental assistance to remove a key barrier for those experiencing homelessness to move back into permanent housing.
 - Provide multi-year flexible funding for homelessness programs that serve populations that are served by programs for such as Adult Protective Services, SSI/SSP, CalWORKs, Child Welfare Services, and Foster Care to direct funds to specific, local needs.

Part 2: Housing Affordability:

- Provide funding for the Senate’s “Building Opportunities for All” Housing Package, which empowers homeowners, provides more land-use tools and flexibility to meet the needs of local governments and community partners, and streamlines procedural hurdles.
- Fund innovative approaches to expanding and preserving affordable housing, such as:
 - Establishing financing tool for Accessory Dwelling Unit construction to produce more affordable units, provide wealth building opportunities for low and moderate income homeowners, and benefit historically disadvantaged communities.
 - Providing incentives to convert vacant or underused commercial and retail space into affordable housing.
 - Assisting local governments, nonprofits, or other qualified buyers acquire foreclosed homes to be used for housing.
- Provide emergency grants to low-income homeowners to avoid foreclosure.
- Bring tax fairness and relief for renters by reforming and expanding the Renters Tax Credit.
- Incentivize Earthquake Retrofit with federal 75 percent match funds.

Part 3: Create new “California Dream For All” First Time Homebuyer Program:

The wealth gap – particularly among racial minorities – is a growing problem throughout the country and here in California. Generation after generation, those with wealth get wealthier, and those without fall further behind. As has been the case so often throughout the nation’s history, this has been made worse by racist barriers constructed to hold communities back – and the impacts of those barriers are still evident today.

The first step to reaching the California dream of thriving in the middle class and building family wealth starts with homeownership. But taking that first step is even more challenging as the cost of California homes grows higher and higher.

The California Dream For All first time homebuyer program aims to address historical and economic barriers to homeownership with a new way for Californians to buy a first home and get a foothold in the middle class and to begin to build family wealth.

The California Dream For All program allows Californians to purchase a first home with a “silent partner,” therefore dramatically reducing the cost for the homebuyer. Here is how it can work:

Basics:

- The California Dream For All program cuts the cost of first-time homebuyers by as much as 40 percent, saving families more than \$12,000 each year.
- A state sponsored corporation would establish a new revolving fund, called the California Dream Fund (Fund), which would be infused with a one-time deposit of available state or federal funds.

- Eligible first-time homebuyers “partner” in purchasing eligible homes, with the Fund. The Fund serves as a “silent partner” and owns a minority share of up to 45 percent of the house.
 - For example, this enables a \$400,000 home to be essentially purchased for a more affordable price of \$220,000, the Fund purchasing the other \$180,000 share.
- Eligibility for the homebuyer will be based on income levels, eligibility of homes will be based on the home price. Sliding scales can be established to avoid any “cliff effects” on eligibility. The eligibility requirements for incomes and home prices will differ by region to reflect the reality that incomes and home prices differ dramatically throughout California.
- Specific outreach efforts to target benefits of the California Dream For All program will be made to underrepresented homeownership communities, those that have still not returned to homeownership after losing homes in the Great Recession, and those with high student debts.

Investors:

- Shares of the Fund would be sold to investors, and the revenues generated by the sale of shares are then used to partner with additional homebuyers.
- As the value of the homes partially owned by the Fund increases, the value of the Fund also increases.
- Investors are free to sell their shares at any time.
- The Fund, and therefore the investors, would not receive any rent payments, so the investment is tied only to the value of the homes. Therefore, to encourage investment:
 - The Fund would not be responsible for any costs of the property, such as: maintenance, property taxes, insurance, etc.
 - Capital gains would be tax free under California law, and the goal would be for the federal government to also make them tax free (treat similarly to municipal bonds).

(It may be the case that the “silent partner” concept can be implanted entirely through private companies and investors, and without a state sponsored. In which case the state role will be limited to establishing eligibility requirements and providing tax incentives.)

Homebuyers:

- The homebuyer is responsible for 100 percent of home maintenance, property taxes, insurance requirements, and any other similar costs.
- The homebuyer can “buy-out” the Fund’s share of the home at any time, at the current fair market price.
- The homebuyer must, in general, use the home as their primary residence.
- As with any first home, homebuyers can use the equity growth from their share of the property to “move-up” in their next home, or stay in that home as long as they would like, and even pass on their home and their ownership share to heirs.

Summary:

- The California Dream For All program can dramatically slash the cost of first time homes for eligible home buyers.
- And unlike most major programs that come with major tax payer costs, this program will come with minimal state costs and instead rely on putting investors’ money (from around the world) to work building wealth for deserving Californians.

- So, Win-Win-Win: Win #1 – homebuyers that can now afford a home and can thrive in the middle class and begin to build wealth; Win #2 – investors that get to protect and build their wealth by investing in California real estate; and Win #3 – California taxpayers and state budget that will face only minimal new costs.

This year's budget action is expected to be the first step of creating this program by directing the State Treasurer and the Administration to develop the program in full detail and present back to the Legislature to be implemented through statute in 2022.

Wildfire Prevention and Resilience

The Build Back Boldly budget builds on the early action Wildfire budget package to provide a sustainable, multi-year commitment to address the wildfire crisis.

- Provide funding consistent with the Senate's "Blueprint for a Fire Safe California" — e.g., provide short- and long-term funding for wildfire, climate, watershed and forest health; implement modern-day vegetation, forest management, and community hardening plans; and train and deploy a fire resiliency workforce.
- Significantly increase multi-year funding to wildfire prevention and resiliency programs and projects to save on suppression costs and wildfire damage. For every dollar spent on prevention saves \$6-\$7 in wildfire damages.
- Focus multi-year funding on projects with both wildfire and drought resilience benefits.

Drought Protection

The Build Back Boldly budget makes a major \$2 billion commitment to address and mitigate the impacts of drought.

- \$500 million for Community Water Investment Fund to help smaller, lower income communities for immediate drinking water, local water supply, and water efficiency investments.
- \$500 million Water Conservation Fund for homeowners/small businesses/local agencies to replace high water consumption landscapes with water efficient landscapes.
- \$300 million for emergency Sustainable Groundwater Management Plan assistance to agriculture/local and regional agencies.
- \$700 million for other one time and immediate investments in water quality, species protections, stormwater, water recycling water monitoring equipment and other investments to reduce drought impacts.

Health Care Access and Affordability

The Build Back Boldly budget renews commitment to expand access and affordability to health care.

- Reduce deductibles and copays for Covered CA policies by building on prior state and new federal expansions of subsidies for middle income families. This will eliminate the \$4,000 deductible that hundreds of thousands of Californians currently pay.
- Expand access to Medi-Cal to all income eligible Californians, regardless of immigration status:
 - Immediate expansion for those age 65 or older.
 - End "age-out" for those enrolled in Medi-Cal when they turn 26 years old.
 - Establish an expansion plan to close the remaining gap for ages 26-64.

- Reform program asset test for Medi-Cal eligibility.
- Commit to addressing health inequities, including mental health, exacerbated by the pandemic by building on and strengthening the Governor's health equity proposals.

Small Business and Non-Profits Bounce-Back

The Build Back Boldly budget continues support for small businesses and non-profits as they work to bounce back from the pandemic.

- Provide additional stimulus grants to small businesses and non-profits.
- Mitigate impacts of federal Unemployment Insurance repayments for small businesses and nonprofits.
- Support community investment by recapitalizing Community Development Financial Institutions through \$70 million in grants.
- Provide additional support for hardest-hit industries, including:
 - \$45 million for Visit California to support tourism.
 - Grants for independent venues and other businesses that focus on live events.
 - Microgrants for the smallest businesses that are not able to access other sources of funding.
- Expand employee hiring and retention tax credits.

State Systems Improvements

The Build Back Boldly budget works to improve government services and customer access.

- Make systems modernization and program improvements for the Employment Development Department and the Department of Motor Vehicles.
- Invest in Broadband Infrastructure to achieve universal internet access. Federal stimulus funds are available for this purpose.
- Explore options for consumers to pay state fee obligations in installments, and for state credits/direct payments to be able to be paid to recipient in installments.
- Expand use of electronic forms and electronic signature for state program forms of all kinds.
- Upgrade aging IT/software systems to improve productivity, customer access at state agencies.



Key Subcommittee

Build Back Boldly Packages

Subcommittee #1 on Education

K-12 Education Package

- Provide record level of one-time and ongoing resources to schools, as the Proposition 98 guarantee grows with the rebounding economy.
- Ensure long-term stability of local schools:
 - Maximize pay-down of deferrals, while balancing need for new one-time investments.
 - Provide additional support for school pension stabilization.
- Provide supports for mental health, learning loss, other pandemic related impacts by leveraging education and health policies.
- Increase school nutrition support to better ensure all students are better able to learn.
- Expand funding for Special Education programs.

Higher Education Package

- Eliminate planned ongoing cuts to UC and CSU.
- Increase funding for expand enrollment at UC and CSU:
 - One time funds for capital costs/property acquisition to enable enrollment expansions.
 - Phase down non-resident students to reasonable level, and replace with California resident students – and backfill lost out-of-state tuition revenues for universities.
- Maximize flexible funding for Community Colleges from their share of the anticipated historic growth in Proposition 98 funds.
- Accelerate repayment of Community College Deferrals to relieve cash pressures for community college districts.

Public Library Package

- \$1 Billion for Public Library Infrastructure and Technology Investments:
 - Fund public library facilities upgrades and modernization projects.
 - Expand broadband deployment and public access to libraries through new fiber optics and technology investments.
 - Procure new technology and devices (IPADs, Tablets) for library users to “check out technology” and for hotspot lending programs.
- Eliminate library debt and provide ongoing sustainable funding for Public Libraries.

**California State Library, Library Development Services
Cooperative System Report, May 12, 2021**

Research Institute for California Public Libraries (RIPL)

There are still seats available, and registration closes May 17th. This two-day virtual event, **happening May 25-26**, will NOT be your typical online conference or webinar. Instead, it will provide an immersive learning experience, with interactive sessions that include application and discussion, and opportunities to form connections with other library staff interested in data and evaluation. Registration is limited to 125 participants. Learn more and register here: <https://www.ripleffect.org/ca2021/> or contact [Meg DePriest](#) for more information.

California Library Literacy Services

Applications from returning CLLS adult and family literacy programs opened May 3, 2021, and are due no later than **Wednesday, June 2, 2021**, at 11:59 p.m. For more information, contact Bev Schwartzberg at beverly.schwartzberg@library.ca.gov or Annly Roman at annly.roman@library.ca.gov.

California Libraries Learn (CALL)

CALL now has its own newsletter, *CALL Letters*, and users can subscribe directly for up-to-date information on staff professional development needs. Please do take a moment and [subscribe today](#). Also encourage your staff members to [create a login](#) to access the many online, self-paced learning opportunities available through [CALL Academy](#).

California Libraries Learn (CALL), a joint project of the California State Library and the California Library Association, offers a comprehensive, no-cost training portfolio for your library staff members, including 24/7 online professional development. Visit www.callacademy.org and check the frequently updated [calendar](#) to explore the options. Upcoming opportunities include courses from Library Journal, Infopeople, and Library Juice Academy, plus multiple live webinars and workshops each week.

Public Library Directors Forum

The Public Library Directors Forum took place online on the last four Thursdays in April. The Forum focused on racial equity and inclusion, preparing for and recovering from crises and disasters, and creating authentic community connections. If you have questions, please contact natalie.cole@library.ca.gov.

Build Back Boldly outlet update

At the request of the Legislature, the State Library opened the outlet section of the Public Libraries Survey last week so that libraries could update their infrastructure needs. The California Research Bureau created a [tool to track the deferred maintenance and modernization needs of each library building by legislative district](#). As of Monday, April 26, 2021, the State Library had received responses representing about 55% of California's 1,129 library buildings showing a combined cost of \$3.8 billion for deferred maintenance and modernization improvements and current internet speed each building is able to offer.

Public Libraries and Parks Partners

Library Development Services distributed a snapshot survey to California public libraries staff to gather information about public libraries' activities and partnerships with national, state, county/local parks and green spaces. A summary of responses is available on the [State Library statistics page](#) or can be accessed [here](#). The survey opened on May 4, 2021, and data for the summary represents responses retrieved on May 7, 2021.

Funding Recently Announced: Hotspots and Chromebooks for CIPA compliant libraries

108 CIPA compliant library jurisdictions will be eligible for funds or equipment to help bridge the digital divide with Hotspots and Chromebooks. This CAREs act funded project will total 1.6 million dollars. For more information contact Chris Durr at chris.durr@library.ca.gov

Interactive Family Learning in California's Libraries

California public libraries are designing and delivering high quality, interactive learning opportunities to engage young children and their families all across the state. The newly published report [Together, Learning More! Interactive Family Learning in California's Libraries](#) highlights innovative programs that encourage social interaction and provides a research-backed lens on the impact on children's life-long learning and social-emotional development. The April webinar with the report's author will be posted as a self-guided learning module on CALL Academy this spring, joining the earlier webinar Embracing Risk-Friendly Learning, available at <https://my.nicheacademy.com/callacademy/course/28672> . For more information, contact [Shana Sojoyner](#).

Lunch at the Library and Summer @ Your Library

Please contact Summer @ Your Library / Lunch at the Library project staff for assistance with starting a library summer meal program, or for assistance with your already established summer meal programs. Program staff can assist with helping to connect with meal providers and/or community partners; or can assist with questions about reimbursement funds or with any other summer meal program needs. Send us an email and let's start a conversation! Contact:

- Trish Garone, Lunch at the Library Program Manager, pgarone@cla-net.org
- Kari Johnson, Lunch at the Library Meals and Partnerships Coordinator, kjohnson@cla-net.org.

Summer @ Your Library provides California public library staff with program planning resources, training, a set of quality principles and indicators, and a framework and support for presenting outcomes-based summer programs. All California public libraries are eligible to receive:

- Free iREAD summer reading & learning resource guides.
 - A free premium subscription to the Beanstack online literacy tool and platform (through May 2023).
- Please contact Summer @ Your Library project staff at summeratyourlibrary@cla-net.org to request your iREAD resource guides, or to get started with Beanstack.

California Revealed

California Revealed previews three upcoming grant opportunities for work with historical records, images, and outreach. For more information, visit www.californiarevealed.org and <https://californiarevealed.org/content/news>.

[California Revealed: Digitization and Preservation Assistance](#)

Application due: Friday, August 13, 2021

[Cataloging California: Description Assistance](#)

Application due: Friday, December 3, 2021

[Our Collections, Our Communities: Outreach Assistance](#)

Application due: Friday, December 3, 2021

Public Library Staff Education Program

The Public Library Staff Education Program is a tuition reimbursement program developed by the California State Library to assist California libraries with staff professional development. Funding for credentialed training is provided to enable library staff to acquire the knowledge and skills needed to support valuable programs and services in their communities. Financial and Tracking [Reports](#) were due from grantees by 4/30/21. For questions, please contact Lena.pham@library.ca.gov

Developing Leaders in California Libraries

In partnership with the California State Library, the California Library Association (CLA) is presenting another year of exciting new Leadership Development opportunities for library staff in California. In addition to the Leadership Cohort, New Leaders Cohort, and Leadership Challenge Cohort programs, the Developing Leaders in California Libraries project is offering a series of “My Leadership Journey” webinars open to all staff to attend:

- **May 21st @ 4pm John Szabo**

To register for webinars, please visit [DLCL WEBINARS | CLA Leadership](#)

Networking Conversations

Networking conversations for California libraries continue, are posted on CLA’s calendar as they are scheduled (https://www.cla-net.org/events/event_list.asp), and we encourage you to register to attend. There are calls for a variety of interest groups, including frontline staff, youth services staff, branch supervisors, assistant directors, and marketing and PR professionals. Directors’ calls occur once a month in 2021. Upcoming calls include:

- Tuesday, May 18, 3:30-5 p.m., **Library Directors**
- Wednesday, May 19, 2-3:30 p.m., **CLLS**
- Wednesday, May 19, 3-4:20 p.m., **Branch Supervisors and Managers**

LSTA Updates: CopyCat Grants

Mid-year reports for project activities from Dec 2020-April 2021 are **due by 5/31/21**. Report forms can be found at [Copycat Grant Toolkits - California State Library](#) under “Manage Your Grant.” Grantees first point of contact are their project advisor. Other questions? Contact lena.pham@library.ca.gov

JobNow and VetNow

We recently met with Summer @ the Library folks to introduce them to a [folder of materials](#) available to use at summer reading sites, lunch sites, and any curbside or grab and go locations. The materials invite patrons to use the tools for job seeking. Questions about this or anything else related to JobNow/VetNow/LearnNow can be directed to Jody.Thomas@library.ca.gov.

A(nother) snapshot survey was sent out to better understand what tools and platforms public libraries are using for skill building, adult learning, and workforce development, and what tools and platforms you would like to have if money were not an impediment. The survey was sent out on the Directors' listserv and it is not too late to take it. [Here is the link](#).

California COVID Diaries

Californians can share the impact the COVID-19 pandemic on their lives through a community-based archive. The aim of [California COVID Diaries](#) is to collect, preserve and make available to the public materials created by Californians, documenting their personal experiences during the COVID-19 pandemic. A [Spanish-language version](#) of the submission form is also available.

Visit <https://covididiaries.library.ca.gov/> or e-mail coviddiaries@library.ca.gov for more information.

New Staff Member

We are very pleased to announce that Reed Strege is the new Assistant Bureau Chief in Library Development Services. Please join us in welcoming Reed to the team.

PLP UPDATES MAY 2021



1

DIRECTOR UPDATES!

- Tess Mayer, Berkeley Director of Library Services
- Michelle Morton, Interim, Cabrillo College Library
- Jacqui Grallo, California State Library Monterey Bay Interim Library Dean
- Alison McKee, Contra Costa County Librarian
- Deborah Stephens, Interim, Hartnell College Library
- Nathan Brumley, Interim Livermore Public Library Director
- Jane Pratt, Interim Richmond Public Library Director
- Jennifer Weeks, Santa Clara County Librarian



2

PLP COVID RESOURCES

PLP Basecamp Group (open to only PLP members)

- Libraries can share their policies, reopening plans, ask questions, and more!
- Join by going to this link, or contact Yemila at Alvarez@plpinfo.org to join
<https://3.basecamp.com/3831555/join/v2YrsHsgXKWc>

Brown Bag Discussions

- For middle managers and frontline staff
- Two sessions – more may be coming depending on interest



3

TRAININGS

PLP Future of Libraries (Fall 2020)

- Focused on EDI work, with over 700 people registered statewide
- California Libraries Learn (CALL) underwrote the cost of the workshop

PLP Spring Fling (Spring 2021)

- Compassionate patron engagement

PLP Executive Cohort and Middle Management Trainings

- Call for participants coming out soon!



4

GRANTS

FY 2020/21 Data Privacy and Cybersecurity

- Addresses the California Consumer Privacy Act as it relates to libraries – the right to delete personal information and the collection of patron data. *Includes the data lifecycle, updating privacy policies, ensuring safety of data through non-disclosure agreements with vendors, and a module on cybersecurity. Visit the PLP website for the toolkit: plpinfo.org/DataPrivacyToolkit*

FY 2021/22 Intellectual Freedom and Social Justice for Libraries

- Explores the intersection of these two topics as foundations for Equity, Diversity and Inclusion. (pending State Library approval)



5

ADVOCACY

Restoration of Funds in Governor's Preliminary Budget

- Restoration of funding to California Library Services Act (CLSA) for public libraries
- Restoration of funding for Lunch at the Library (*approved*)
- Restoration of funding for Zip Books (*approved*)

SB-34 Student Success Cards

- Second year of bill, currently in 'suspend'

California Build Back Boldly

- Working with CLA on ongoing funding for libraries to support elimination of library fines for overdue materials



6

CALIFORNIA LIBRARY SERVICES ACT (CLSA) FUNDING

- 50% reduction, second year in a row
 - May change based on Governor's May Revised Budget
- Libraries should expect a reduction in their allocation
- PLP Executive will discuss whether the 14 smallest libraries with Flipster will pay for it using their CLSA allocation, rather than having PLP pay for it 'off the top'
- **If full funding is not restored, libraries should expect little to no funds in FY 2022/23**

Thank you to the libraries that worked with their Board to send letters for support!



7

QUESTIONS



8

Elements of White Middle-Class Dominant Culture

adapted (slight edits only) by scott winn (2010) from "White Supremacy Culture"

Dismantling Racism: A Workbook for Social Change Groups

Kenneth Jones and Tema Okun, Changework 2001

This is a list of characteristics of dominant culture which show up in our organizations. Culture is powerful precisely because it is so present and at the same time so very difficult to name or identify. The characteristics listed below are damaging because they are used as norms and standards without being pro-actively named or chosen by the group. They are damaging because they promote dominant ways of thinking to the exclusion of differing ways of being and thinking. The overall effects of these dominant cultural norms is to stop us from talking about power imbalances between individuals and groups....which stops us from creating cultures supportive of transformation towards justice.

Perfectionism

- Little appreciation expressed among people for the work that others are doing; appreciation that is expressed usually directed to those who get most of the credit anyway
- More common is to point out either how the person or work is inadequate
- Or even more common, to talk to others about the inadequacies of a person or their work without ever talking directly to them
- Mistakes are seen as personal, i.e. they reflect badly on the person making them as opposed to being seen for what they are – mistakes
- Making a mistake is confused with being a mistake, doing wrong with being wrong
- Little time, energy, or money put into reflection or identifying lessons learned that can improve practice, in other words little or no learning from mistakes
- Tendency to identify what's wrong; little ability to identify, name, and appreciate what's right

Antidotes: develop a culture of appreciation, where the organization takes time to make sure that people's work and efforts are appreciated; develop a learning organization, where it is expected that everyone will make mistakes and those mistakes offer opportunities for learning; create an environment where people can recognize that mistakes sometimes lead to positive results; separate the person from the mistake; when offering feedback, always speak to things that went well before offering criticism; ask people to offer specific suggestions for how to do things differently when offering criticism

Sense of Urgency

- Continued sense of urgency that makes it difficult to take time to be inclusive, encourage democratic and/or thoughtful decision-making, to think long-term, to consider consequences
- Frequently results in sacrificing potential allies for quick or highly visible results, for example sacrificing interests of communities of color in order to win victories for white people (seen as default or norm community)
- Reinforced by funding proposals which promise too much work for too little money and by funders who expect too much for too little

Antidotes: realistic workplans; leadership which understands that things take longer than anyone expects; discuss and plan for what it means to set goals of inclusivity and diversity, particularly in terms of time; learn from past experience how long things take; write realistic funding proposals with realistic time frames; be clear about how you will make good decisions in an atmosphere of urgency.

Defensiveness

- The organizational structure is set up and much energy spent trying to prevent abuse and protect power as it exists rather than to facilitate the best out of each person or to clarify who has power and how they are expected to use it
- Because of either/or thinking (see below), criticism of those with power is viewed as threatening, inappropriate (or rude)
- People respond to new or challenging ideas with defensiveness, making it very difficult to raise these ideas
- A lot of energy in the organization is spent trying to make sure that people's feelings aren't getting hurt or working around defensive people
- The defensiveness of people in power creates an oppressive culture

Antidotes: understand that structure cannot in and of itself facilitate or prevent abuse; understand the link between defensiveness and fear (of losing power, losing face, losing comfort, losing privilege); work on your own defensiveness; name defensiveness as a problem when it is one; give people credit for being able to handle more than you think; discuss the ways in which defensiveness or resistance to new ideas gets in the way of the mission.

Quantity over Quality

- All resources of organization are directed toward producing measurable goals
- Things that can be measured are more highly valued than things that cannot, for example numbers of people attending a meeting, newsletter circulation, money spent are valued more than quality of relationships, democratic decision making, ability to constructively deal with conflict
- Little or no value attached to process; if it can't be measured, it has no value
- Discomfort with emotion and feelings
- No understanding that when there is a conflict between content (the agenda of the meeting) and the process (people's need to be heard or engaged), process will prevail (for example, you may get through the agenda, but if you haven't paid attention to people's need to be heard, the decisions made at the meeting are undermined and/or disregarded)

Antidotes: include process or quality goals in your planning; make sure your organization has a values statement which expresses the ways in which you want to do your work; make sure this is a living document and that people are using it in their day to day work; look for ways to measure process goals (for example if you have a goal of inclusivity, think about ways you can measure whether or not you have achieved that goal); learn to recognize those times when you need to get off the agenda in order to address people's underlying concerns

Worship of the Written Word

- If it's not in a memo, it doesn't exist
- The organization does not take into account or value other ways in which information gets shared
- Those with strong documentation and writing skills are more highly valued, even in organizations where ability to relate to other is key to the mission

Antidotes: take the time to analyze how people inside and outside the organization get and share information; figure out which things need to be written down and come up with alternative ways to document what is happening; work to recognize the contributions and skills that every person brings to the organization (for example, the ability to build relationships with those who are important to the organization's mission)

Only one right way

- The belief there is one right way to do things and once people are introduced to the right way, they will see the light and adopt it
- When they do not adapt or change, then something is wrong with them (the other, those not changing), not with us (those who 'know' the right way)
- Similar to the missionary who does not see the value in the culture of other communities, sees only value in their beliefs about what is good

Antidotes: accept that there is many ways to get to the same goal; once the group has made a decision about which way will be taken, honor that decision and see what you and the organization will learn from taking that way, even and especially if it is not the way you would have chosen; work on developing the ability to notice when people do things differently and how those different ways might improve your approach; look for the tendency for a group or a person to keep pushing the same point over and over out of a belief that there is only one right way and then name it; when working with communities from a different culture than yours or your organization's, be clear that you have some learning to do about the communities' ways of doing; never assume that you or your organization know what's best for the community in isolation from meaningful relationships with that community

Paternalism

- Decision making is clear to those with power and unclear to those without it
- Those with power think they are capable of making decisions for and in the interests of those without power
- Those with power often don't think it is important or necessary to understand the viewpoint or experience of those for whom they are making decisions
- Those without power understand they do not have it and understand who does
- Those without power do not really know how decisions get made and who makes what decisions and yet they are completely familiar with the impact of those decisions on them

Antidotes: make sure that everyone knows and understands who makes what decisions in the organization; make sure everyone knows and understands their level of responsibility and authority in the organization; include people who are affected by decisions in the decision-making

Either/Or Thinking

- Things are either/or – good/bad, right/wrong, with us/against us
- Closely linked to perfectionism in making it difficult to learn from mistakes or accommodate conflict
- Non sense that things can be both/and
- Results in trying to simplify complex things, for example believing that poverty is simply a result of lack of education
- Creates conflict & increases sense of urgency, as people are felt they have to make decisions to do either this or that, with no time or encouragement to consider alternatives, particularly those which may require more time or resources

Antidotes: notice when people use 'either/or' language & push to come up with more than 2 alternatives; notice when people are simplifying complex issues, particularly when the stakes seem high or an urgent decision needs to be made; slow it down & encourage people to do a deeper analysis; when people are faced with an urgent decision, take a break & give people some breathing room to think creatively; avoid making decisions under extreme pressure

Power Hoarding

- Little, if any, value around sharing power
- Power seen as limited, only so much to go around
- Those with power feel threatened when anyone suggests changes in how things should be done in the organization, feel suggestions for change are a reflection on their leadership
- Those with power don't see themselves as hoarding power or as feeling threatened
- Those with power assume they have the best interests of the organization at heart and assume those wanting change are ill-informed (stupid), emotional, inexperienced

Antidotes: include power sharing in your organization's values statement; discuss what good leadership looks like & make sure people understand that a good leader develops the power & skills of others; understand that change is inevitable & challenges to your leadership can be healthy & productive; make sure the organization is focused on the mission

Fear of Open Conflict

- People in power are scared of conflict and try to ignore it or run from it
- When someone raises an issue that causes discomfort, the response is to blame the person for raising the issue rather than to look at the issue which is actually causing the problem
- Emphasis on being polite
- Equating the raising of difficult issues with being impolite, rude, or out of line

Antidotes: role play ways to handle conflict before conflict happens; distinguish between being polite & raising hard issues; don't require those who raise hard issues to raise them in 'acceptable' ways, especially if you are using the ways in which issues are raised as an excuse not to address the issues being raised; once a conflict is resolved, take the opportunity to revisit it and see how it might have been handled differently

Individualism

- Little experience or comfort working as part of a team
- People in organization believe they are responsible for solving problems alone
- Accountability, if any, goes up and down, not sideways to peers or to those the organization is set up to serve
- Desire for individual recognition and credit
- Leads to isolation
- Competition more highly valued than cooperation and where cooperation is valued, little time or resources devoted to developing skills in how to cooperate
- Creates a lack of accountability, as the organization values those who can get things done on their own without needing supervision or guidance

Antidotes: include teamwork as an important value in your value statement; make sure the organization is working towards shared goals and people understand how working together will improve performance; evaluate people's ability to work in a team as well as their ability to get the job done; make sure that credit is given to all those who participate in an effort, not just the leaders or most public person; make people accountable as a group rather than as individuals; create a culture where people bring problems to the group; use staff meetings as a place to solve problems, not just a place to report activities.

I'm the only one

- Connected to individualism, the belief that if something is going to get done right, 'I' have to do it
- Little or no ability to delegate work to others

Antidotes: evaluate people based on their ability to delegate to others; evaluate people based on their ability to work as part of a team to accomplish shared goals

Progress is Bigger, More

- Observed in systems of accountability and ways we determine success
- Progress in an organization which expands (adds staff, adds projects) or develops the ability to serve more people (regardless of how well they are serving them)
- Gives no value, not even negative value, to its cost, for example, increased accountability to funders as the budget grows, ways in which those we serve may be exploited, excluded, or underserved as we focus on how many we were serving instead of quality of service or values created by the ways in which we serve

Antidotes: create 'Seventh Generation' thinking by asking how the actions of the group now will affect people seven generations from now; make sure that any cost/benefit analysis includes all the costs, not just the financial ones, for example the cost in morale, the cost in credibility, the cost in the use of resources; include process goals in your planning, for example make sure that your goals speak to how you want to do your work, not just what you want to do; ask those you work with & for to evaluate your performance

Objectivity:

- The belief that there is such a thing as being objective
- The belief that emotions are inherently destructive, irrational, & should not play a role in decision-making or group process
- Invalidating people who show emotion
- Requiring people to think in a linear fashion and ignoring or invalidating those who think in other ways
- Impatience with any thinking that does not appear 'logical' to those with power

Antidotes: realize that everybody has a world view & that everybody's world view affects the way they understand things; realize this means you too; push yourself to sit with discomfort when people are expressing themselves in ways which are not familiar to you; assume that everybody has a valid point & your job is to understand what that point is

Right to Comfort

- The belief that those with power have a right to emotional & psychological comfort (another aspect of valuing 'logic' over emotion)
- Scapegoating those who cause discomfort
- Equating individual acts of unfairness against white people with systemic racism which daily targets people of color

Antidotes: understand that discomfort is at the root of all growth & learning; welcome it as much as you can; deepen your political analysis of racism & oppression so you have a strong understanding of how your personal experience & feelings fit into a larger picture; don't take everything personally

One of the purposes of listing characteristics of white middle-class dominant culture is to point out how organizations which unconsciously use these characteristics as their norms & standards make it difficult, if not impossible, to open the door to differing cultural norms & standards. As a result, many of our organizations, while saying we want to be multicultural, really only allow people & cultures to come in if they adapt or conform to already existing cultural norms. Being able to identify & name the cultural norms & standards you want is the first step to making room for a truly multi-cultural organization.



HEALTHY,
SUSTAINABLE
COMMUNITIES

Leadership Brief: Anti-Racist Executive Leadership for Public Libraries

ABOUT THIS LEADERSHIP BRIEF

This Leadership Brief focuses on the power of self-aware and committed public library executives in ensuring racial justice. It calls on all library executives to own the challenge and impact of enduring racism, acknowledge their own biases and use their leadership to dismantle structural racism, starting in their own library systems.

OVERVIEW: The police murders of George Floyd, Breonna Taylor, Ahmaud Arbery and other African Americans in 2020 ignited a new wave of public demand for race equity and social justice. At the same time, COVID-19's disproportionate impact on Black, Indigenous and people of color has further amplified and exposed racism's deep roots and sustained harm across our society.

For library leaders, these events were painful reminders of how deeply racism is embedded not only in our communities but also within our libraries. As part of effectively advancing systemic change and dismantling structural racism in our communities, there is an urgent need for libraries to do the hard, foundational work of facing and actively addressing the racism internal to our institutions and our profession.

There is no shortcut or easy solution for this work. It requires leaders at the highest levels of the organization who are openly and passionately dedicated to driving their libraries forward on their anti-racist journeys.

As communities everywhere recover from and move beyond the pandemic, racism will not be left behind. It is up to today's library executives to lead the charge for the institutional reckoning and racial healing that is long overdue in today's public libraries.



URBAN
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COUNCIL



"In order to make any progress as library leaders, we need to look at our own history with humility and have the courage to recognize that we can be part of the solution."

— Sonia Alcántara-Antoine, Director, Baltimore County Public Library

NOT ALWAYS WELCOMING PLACES

Despite their enduring reputation as open and inclusive institutions, North America's public libraries have not always been welcoming places. From the late 1800s through the mid-1960s in the U.S., most public libraries in the Jim Crow South weren't open to Black people. Many libraries in other parts of the country either excluded Black Americans or severely limited their access to buildings, books and services. Some libraries created separate collections that were placed on "colored" tables or marked with a prominent label to ensure that Black and white hands didn't touch the same books.

Across this same time period, institutionalized racism largely excluded Canadian Indigenous peoples, particularly children, from using public libraries because of where they lived and Canada's residential school system, which removed children from their families — usually far away from any public libraries.

White library professionals widely supported segregation as well as the exclusion of Black people from the library workforce and leadership. Even after U.S. library systems desegregated in the 1960s, many Black individuals didn't, and sometimes still don't, feel welcome as patrons or employees because of long-standing practices and attitudes. Nearly a century of shutting Black people out of all aspects of public libraries — including job and professional development opportunities — has contributed to a profession that remains largely white today with little movement toward greater diversity during the past decades.

"Racism is embedded in our libraries," said **Austin Public Library** Director Roosevelt Weeks. "It is part of the DNA of libraries as reflected in our history. That's just the way it is." From Black teenagers being asked to leave the library or having their privileges suspended more frequently than white teens, to policies that create barriers for non-white customers and employees, to uneven investment across library systems, racism lives on inside today's public libraries. Policies that create barriers are easier to change than attitudes, but neither can be tolerated if the library is truly committed to being an anti-racist institution and change agent.

It starts with leadership.

THE LEADERSHIP IMPERATIVE

Confronting systemic racism honestly, intentionally and meaningfully will require library executives to dig deep. To embrace the leadership imperative of anti-racism, library executives must:

- ▶ Acknowledge racism's deep roots and enduring harm and the public library's segregated history.
- ▶ Identify and address personal biases, blind spots and attitudes and sustain that personal work even when it is exhausting, stressful and lonely.
- ▶ Commit to anti-racist leadership by being vigilant and vocal about the impact of systemic racism, admitting to personal limitations, identifying and acting on discriminatory actions, practices and policies and modeling anti-racist behavior.
- ▶ Communicate directly and regularly with staff about personal commitments, organizational challenges and planned actions to implement those commitments.

KEY MESSAGES: RACE, RACISM AND LIBRARIES

- ▶ Anti-racist library work must start from within by ensuring that library executives and their organizations commit to anti-racism.
- ▶ Library executives must be in touch with their own inherent biases and personal experiences in order to be effective anti-racist leaders in their organizations and communities.
- ▶ To live up to their mission, public libraries must recognize why systemic racism persists and work intentionally to eliminate discriminatory policies and practices.
- ▶ It isn't enough to not be racist. Leaders must be actively and intentionally anti-racist by confronting racism wherever they find it, including in themselves.
- ▶ Confronting systemic racism isn't about ticking off items in a checklist. It is a lifelong journey for leaders that requires unwavering commitment and an acceptance that progress can be uncomfortable, and even painful.

- ▶ Encourage, listen to and act on feedback from staff and colleagues, particularly those who identify as Black, Indigenous or people of color.
- ▶ Be accountable by engaging the library board and other key leaders in understanding the library executive's commitment to anti-racism and regularly measuring and reporting on the library's progress in eliminating inequities.

LIBRARY EXECUTIVES LEADING ANTI-RACISM

The following examples highlight ways library executives are starting to create a library history of equity rather than perpetuate a history of racism.

Charlotte Mecklenburg Library has a comprehensive commitment to anti-racism including a full-time staff equity and inclusion leader who serves as an in-house champion, a liaison to the county's equity work and a key resource to the library CEO. "There has never been a more important discussion nor more important work than to ensure that equity pervades every corner of the library," said CEO Lee Keesler.

Saint Paul Public Library allocated financial resources to support staff-initiated and facilitator-led racial healing circles to help the organization deal with the trauma of George Floyd's murder. Participation was voluntary and actively included the executive leadership team. "We are building our skills to talk about things when they're messy and painful," said Director Catherine Penkert.

A public protest following George Floyd's death amplified the internal work of **Cedar Rapids Public Library** on race and racism. "If there is something positive coming out of these difficult times, it is that in this heavily white community people are recognizing that racism is real, and it is here," said Director Dara Schmidt.

While **Milwaukee Public Library** has consistently used an equity lens to assess policies, programs and services, Director Joan Johnson is working to deepen the library's commitment to anti-racism by creating an action plan with clear metrics for sustainability.

"We're pulling various strands together to form one strong rope," said Johnson. "Our goal is to be more intentional with living our commitment every day rather than just carrying out projects."

San Francisco Public Library City Librarian Michael Lambert relies on an 18-member Racial Equity Committee to guide the library's commitment to anti-racism. The group, which is made up of diverse staff representing all levels, recently completed work on a comprehensive racial equity plan. Lambert said the plan will help the library focus inward on how it has fallen short in advancing racial equity and specific actions that will steer the path forward.

Calgary Public Library Director Mark Asberg and **Edmonton Public Library** Director Pilar Martinez have drawn on experience confronting discrimination against Indigenous people as a foundation for addressing anti-Black attitudes and practices. "The Truth and Reconciliation Commission was a paradigm shift in Canada, a call to action and an impetus for change," said Martinez. Both directors have provided training opportunities for staff to increase awareness of inherent bias and discriminatory practices. "We are working to ensure that every staff person makes a commitment to being against racism and to call it out when we see it," said Asberg.

For **Louisville Free Public Library** Director Lee Burchfield, Mayor Greg Fisher's commitment to creating a city of racial justice has strengthened and guided the library's work. As a department of the Metro Government, the library is a partner in *Lean Into Louisville* which focuses on the impact of racism in the community and sets objectives for all government departments.

LIBRARY EXECUTIVE ACTION STRATEGIES

The following strategies offer a framework for library executives to embrace the leadership imperative.

Start by focusing inward.

The road to dismantling systemic racism within the library system begins by using an anti-racist lens

"As leaders, we must find ways to be more touchable to our staff in order create a safe environment where we can address racist issues and tendencies together."

— Brigitte Blanton, Director, Greensboro Public Library

to examine every aspect of the library's internal operations — every decision about hiring, every interaction with employees and patrons, every discussion about policies, procedures and budgets.

Do the personal work required to lead with intention, persistence and honesty.

Personal work includes examining life experiences and attitudes that influence and shape how the library executive understands racism and what it takes to be an anti-racist leader. Library executives need to learn about and acknowledge inherent biases, engage in uncomfortable conversations, admit to limitations and missteps, listen to other people's stories and be accessible to their staff around tough issues. While the personal journey will be different for everyone, self-examination is the path to understanding, personal growth and change.

Call it what it is — race and racism.

If library executives fail to use the right words to describe issues of race and racism, they may fail to do the right work. "Until we can say race and racism without stumbling over the words, we can't make progress," said **Houston Public Library** Director Dr. Rhea Lawson. The common use of the acronym EDI to describe library activities addressing equity, diversity and inclusion glosses over and deflects away from the real issues of race and racism.

Prioritize becoming an anti-racist library.

A clear plan, defined outcomes and dedicated staff establish that the library executive's personal commitment to confronting racism is also an organizational commitment. While the details and scope of anti-racist plans may vary, essential components include a written statement defining the commitment, measurable goals, a budget to support the plan including both dedicated funds and in-kind support, regular discussions about and reports on the work and an annual review of progress.

Engage and empower staff as essential partners.

When staff understand and believe the executive's commitment to anti-racism, they are more likely to be active contributors. A staff team responsible for leading anti-racist efforts and an equity manager who serves as a champion, advisor and resource contribute to an empowered staff. Training on

inherent bias, presentations by trusted voices and opportunities for both informal and structured conversations about race, racism and personal life experiences will help staff find their place in the process. Library executives must recognize that staff will react to and embrace the work in different ways and at different paces — and that this work is as difficult and uncomfortable for staff as it is for the executives. Patience and support are essential.

Invest in diversifying the library profession.

"When you don't see people that look like you working in the library, you don't feel like your needs will be met so you feel less welcome," said **Hennepin County Library** Director Chad Helton. Approaches for carrying out this commitment include using an equity lens to ensure that hiring and promotion practices are anti-racist, introducing the library profession at career days and places where young Black, Indigenous and people of color gather and nurturing non-white leadership potential in the organization.

Stay the course.

Structural racism and systemic inequity weren't created overnight and can't be fixed quickly. Making progress will require transformational change and sustained attention. For library executives, the path to meaningful progress requires authenticity, honesty, humility, courage and, perhaps most importantly, stamina.

The **Urban Libraries Council** is an innovation and action tank of North America's leading public library systems. We drive cutting-edge research and strategic partnerships to elevate the power of libraries as essential, transformative institutions for the 21st-century. We identify significant challenges facing today's communities and develop new tools and techniques to help libraries achieve stronger outcomes in education, workforce and economic development, digital equity and race and social equity.

This Leadership Brief is a product of ULC's Anti-Racism action team, as an extension of ULC's **Going Forward from the Pandemic Initiative**. Learn more at urbanlibraries.org/initiatives/going-forward-from-the-pandemic.

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Recommended EDI Resources

“Nice White Meetings”: Unpacking Absurd Library Bureaucracy through a Critical Race Theory Lens.
<https://cjal.ca/index.php/capal/article/view/34340/27009>

OLA EDI Antiracism Toolkit:

https://www.oregon.gov/Library/libraries/Documents/OLA%20EDI%20Toolkit/OLA_TOOLKIT_Digital_Copy%202021_02_11.pdf (original source: <https://libguides.osl.state.or.us/conted/edi>)

White Privilege: Unpacking the Invisible Knapsack:

<https://nationalseedproject.org/Key-SEED-Texts/white-privilege-unpacking-the-invisible-knapsack>