



**Equity and Inclusion Services**  
**January 13, 2022**  
**Presenter: Karla Alvarez, Library**



## PANDEMIC RECOVERY WITH EQUITY LENS



- Understanding the emerging needs
- Rebuilding relationships
- Creating supportive programs and partnerships

## QUALITY STANDARDS – AD HOC COMMITTEE

- Subject matter expertise and/or lived experiences to consider for the development of equity, diversity, and inclusion quality standards.
- Creation of quality standards to inform program and grant development that are City-sponsored.
- Recommend quality assessments, tools, processes, and experience surveys to inform future decision making.



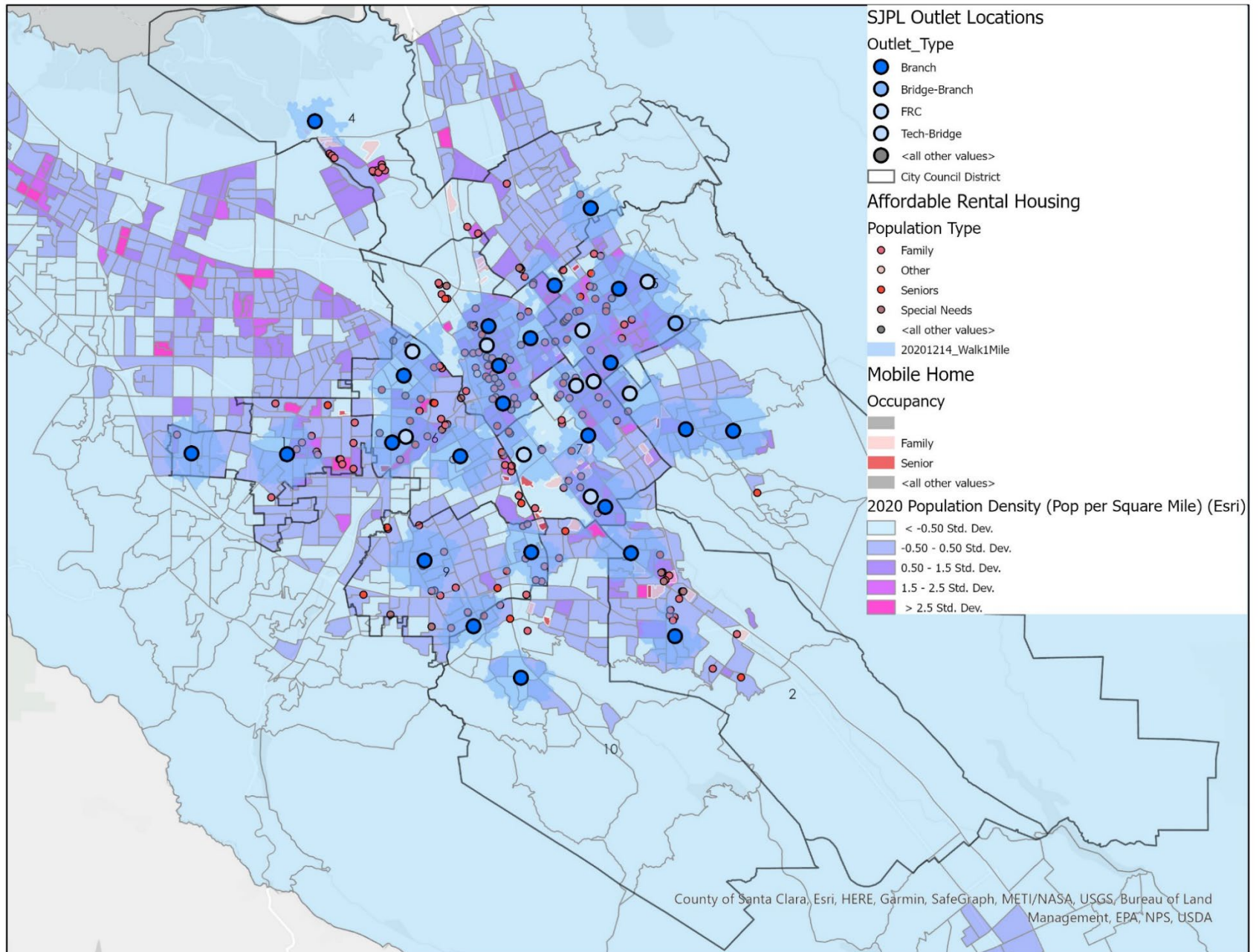
## PROGRAM QUALITY STANDARD AREAS

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Provide the foundation for quality assessments and outcomes, indicators, and metrics in alignment with the City's Education and Digital Literacy Strategy.

- **Anti-Racist Approach**
- **Inclusive Programming**
- **Data Collection and Analysis**
- **Culturally-Relevant Pedagogy**
- **Community Involvement in Programming**
- **Outreach as Key to Inclusion**

# EQUITY INDEX



# EQUITY WEBPAGE



## Anti-Racism Resources

Our expert Librarians have compiled a list of anti-racism resources and reading recommendations.



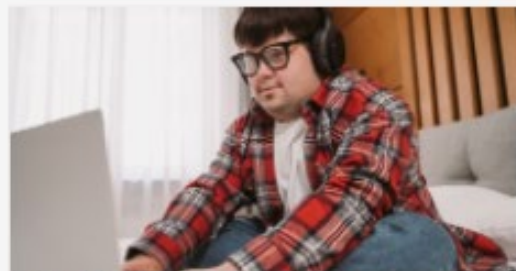
## Accessibility

Explore our free materials, services, programs, and adaptive technology for people with disabilities.



## Library-by-Mail

The Library-by-Mail service provides books and other library materials to members of all ages who are unable to visit the library due to a temporary or permanent physical disability.



## Disability Inclusion Events

We have a variety of inclusive programs (currently virtual) designed for people of all ages and abilities.



## Community Conversations: Your Voice Matters

If you are looking for a way to have your voice heard, join our new Community Conversations.



## Family Learning Centers

Family Learning Centers offer free learning opportunities for adults and families who are English language learners, immigrants, low-income, with different abilities, and active adults/seniors.



## Resources Within Walking Distance of King Library For Those In Need

Find free public services and resources in downtown San José, including information for housing support.



## \$2 Access: Free Internet & Tech Devices

Borrow digital devices like Chromebooks, iPads and Wi-Fi hotspot. Enroll in computer classes or find tech support.



## Equity and Inclusion Services Unit

Learn how we are working to create a more equitable and inclusive Library.

[sjpl.org/equity-inclusion](https://sjpl.org/equity-inclusion)

San José Public Library

## COMMUNITY RESOURCES FOR INCLUSION

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**Equity:** We recognize each person is unique and with different needs. We strive to provide everyone with what they need to succeed.

**Diversity:** We see and try to understand our differences. This includes: race/ethnicity, language, abilities, age, gender, sexual orientation, and other traits. It also includes different ideas, views, and values.

**Inclusion:** Everyone belongs at SJPL. We value the uniqueness of each person. We support building connections with each other. We commit to remove barriers to our resources and services.

**Anti-racism:** We work to eliminate policies and practices that unfairly impact Black, Indigenous, and People of Color. We must actively work to fight against racism. This includes recognizing personal biases and learning how to overcome them.

## STAFF-LED WORKING GROUPS

### Disability Access Committee

Equitable disability access to:

- Services
- Resources
- Technology
- Staff guidelines

### INSIDERS Committee

- Programming for teens and adults with intellectual and learning disabilities

### LGBTQ+ Committee

- Amplifying LGBTQ+ voices throughout the year

### Racial Equity Team

- Share information
- Deepen conversations
- Increase racial equity in library service delivery

## COMMUNITY CONVERSATIONS

**December 2020** – SJ Access/Digital Divide

**Jan-March 2021** – COVID-19 vaccine information featuring presentations from local medical professionals

**Apr-Jun 2021** – Preparing for indoor Library access to the public

**Jul-Sept 2021** – SJ Access/Digital Divide

**Oct-Dec 2021** – Race and Inequity, featuring guest speakers' work to advance racial equity and support for communities of color



- **Equity, Diversity and Inclusion Quality Standards, tools and trainings**
- **Staff-led EDI working groups**
- **Collaborations with other City departments**
- **Program impact analysis**
- **Expansion of Equity Index**

Thank you

Gracias

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**Equity and Inclusion Services**

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