



**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.

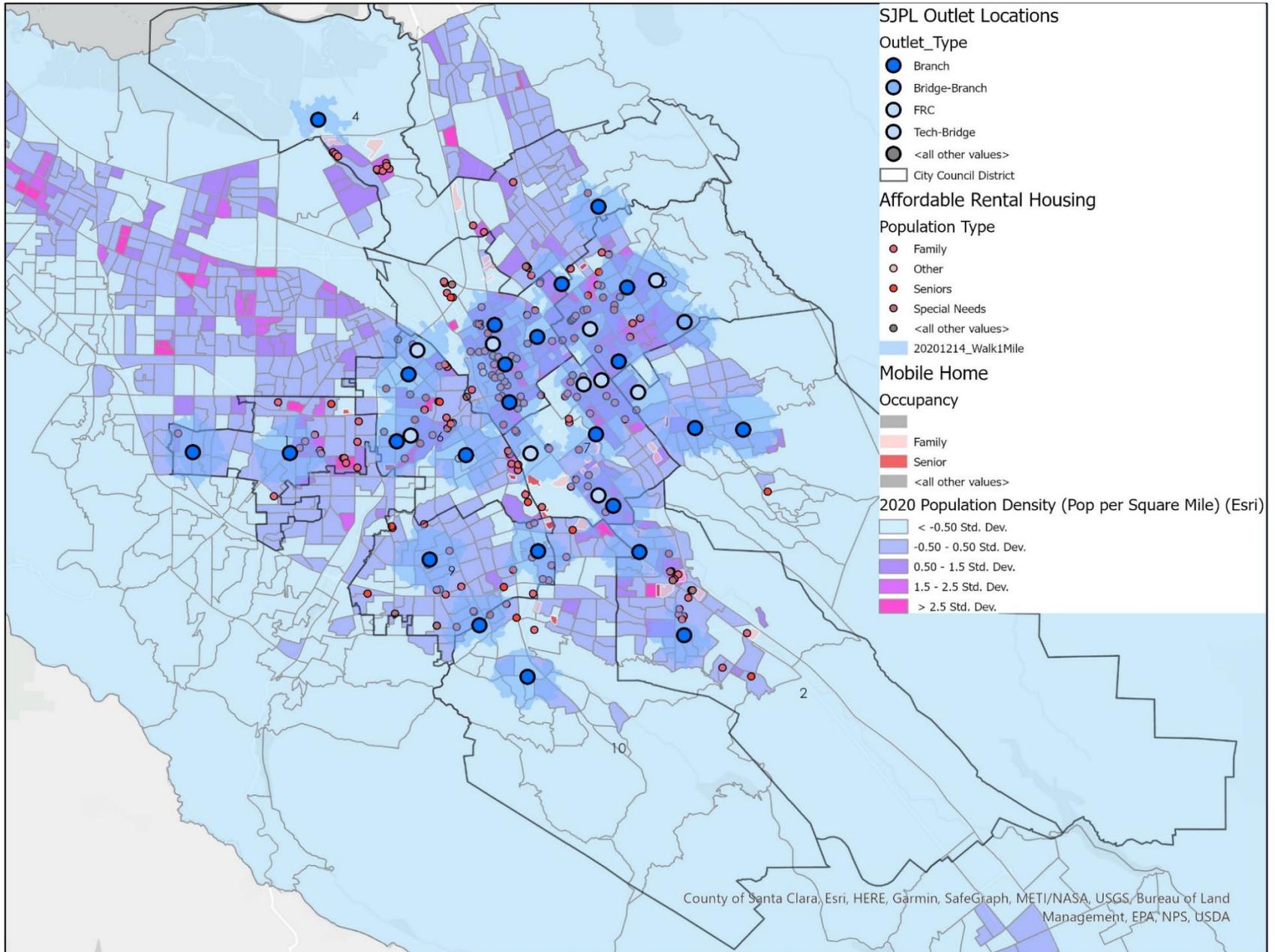


PROGRAM QUALITY STANDARD AREAS

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
Recursos Antirracismo

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 Jose, including information for housing support.



SJ Access: Free Internet & Tech Devices
Borrow digital devices like Chromebooks, iPads and WiFi 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

San José Public Library

COMMUNITY RESOURCES FOR INCLUSION

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

Cảm ơn

谢谢

شكراً

धन्यवाद

Equity and Inclusion Services

Karla Alvarez, M.A.

karla.alvarez@sjlibrary.org