



Equity, Diversity and Inclusion Quality Standards February 2022

Presenters: Jill Bourne, City Librarian; Karla Alvarez, Community Programs Administrator

EDUCATION AND DIGITAL LITERACY STRATEGY

- Education & Digital Literacy (EDL) Strategy approved by City Council on May 7, 2018.

Early Education

Entering school ready to learn and succeed

Learning by Grade Level Proficiency

Expanding education beyond the school day

Pathways to Post-Academic Success

Graduating ready for college and career

Digital Literacy Ensuring Access, Affordability, and Adoption

Equity, Diversity, Inclusion Applying an Equity Lens

Policy + Governance

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.



EDI QUALITY STANDARDS AD HOC COMMITTEE

Jennifer Lucas – Advocate, State Council on Developmental Disabilities
Aneliza Del Pinal – Chief Executive Officer, Sourcewise for Older Adults
Mollie McLeod – Member, Standing Up for Racial Justice - Accessibility Working Group
Jennifer Masuda – Executive Director, Yu-Ai Kai Japanese American Community Senior Service
Esther Peralez-Dieckmann – Executive Director, Next Door Solutions
Adriene Keel – Director of LGBTQ Programs, The Youth Space
Jessica Trejo – Family Resource Center Coordinator, Somos Mayfair
Nayeli Sedano – Family Resource Center Site Supervisor, Somos Mayfair
Veronica Goei – Executive Director, Grail Family Services
Sameena Usman – Government Relations Coordinator, Council on American-Islamic Relations SFBA
Andrea Truong – Racial Equity Manager, Office of Racial Equity, City of San José
Jacklyn Joanino – Equity and Policy Manager, Housing, City of San José
Laura Buzo – Recreation Superintendent, Parks, Recreation and Neighborhood Services, City of San José
Patricia Mendoza – Commissioner, Library and Education Commission
José Magaña – Vice-Chair, Library and Education Commission
Library Staff- Michele Rowic, Brian Parkman, Shih Fa Kao, Karla Alvarez, Vidya Kilambi and Michelle Ornat.

Additional insights and feedback provided by: Quyen Vuong, Executive Director of ICAN and Karen Kieffer Gillete, Board Secretary of Grace Solutions

EQUITY, DIVERSITY, INCLUSION QUALITY STANDARD AREAS

Quality Standard	Focus Area
Anti-Racist Approach	Programming addresses biases, counters power asymmetry, and provides learning opportunities about structural and institutional racism. Program adopts an intersectional lens to identify and address other forms of exclusion. Resources are prioritized to historically underserved communities.
Inclusive Programming	Program acknowledges and supports different learning styles and needs by creating curricula tailored to diverse communities.
Data Collection and Analysis	Program utilizes data collection and analysis tools to determine demographics to inform program design, identify opportunities to expand needed programs and prevent reinforcing disparities.
Culturally-Relevant Pedagogy	Program values the culture and histories of participants to foster learning, nurture identity formation, build relationships, and infuses culturally-relevant activities to enhance participants' experience.
Community Involvement	Program recognizes community members as experts in their own needs and proactively includes them in planning and designing high-interest, authentic, and meaningful experiences. Program builds continual points of engagement with community to assess impact and refine implementation.
Outreach as Key to Inclusion	Program prioritizes inclusive outreach based on intentional relationship-building efforts with community partners in order to better reach targeted communities.

NEXT STEPS: EMBEDDING AN EQUITY LENS

- Assess standards and integrate into work plans
- Building staff capacities
- Developing tools, identifying training
- Develop assessment tool
- Annual report to NSE
- Integrating work with the Office of Racial Equity

Thank you

Gracias

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Equity and Inclusion Services
sjpl.org/equity-inclusion