

LIBRARY AND EDUCATION COMMISSION

February 15, 2023
7:00 PM to 9:00 PM

I. CALL TO ORDER & ORDERS OF THE DAY

II. CONSENT CALENDAR

A. APPROVE THE 02/15/2023 AGENDA

**B. APPROVE MINUTES FOR REGULAR MEETING OF
01/18/2023**

III. PUBLIC RECORD

IV. OPEN FORUM

(2 MINUTES OF SPEAKING TIME IS AVAILABLE)

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V. DISCUSSION/ACTION ITEMS

**A) INFORMATION: YOUTH COMMISSION
ANNOUNCEMENTS & UPDATES
(CHAIR G. CHEN)**

**B) ACTION ITEM: ADOPT ANNUAL
COMMISSION BUDGET POSITION
MESSAGE TO CITY COUNCIL
(A. MAESTRE/SUB-COMMITTEE)**

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Agenda Item

Code of Conduct

- Comment on the specific agenda item topic only
- Speakers' comments should be addressed to the full body. Requests to engage the Commissioners or Staff in conversation will not be honored.
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COMMISSIONERS' DISCUSSION

**C) INFORMATION: EQUITY, DIVERSITY
AND INCLUSION SERVICES REPORT
(K. ALVAREZ)**



EQUITY, DIVERSITY AND INCLUSION SERVICES UPDATE

February 15, 2023

Library and Education Commission

OVERVIEW

- Racial Equity Action Plan
- EDI Quality Standards Pilot
- Additional Initiatives
- Look into FY 2023-24

RACIAL EQUITY ACTION PLANS

Templates for all City departments to outline key goals, action items and success measures to monitor.

Category	Description
Normalize	Actions that familiarize shared terms, normalize talking about racialized experiences and disaggregated data as well as supports deeper learning of systemic inequities.
Organize	Capacity-building actions to focus decision-making, program development, and other factors to monitor inequity.
Operationalize	Actions that seek to understand, identify, and act on racial inequities

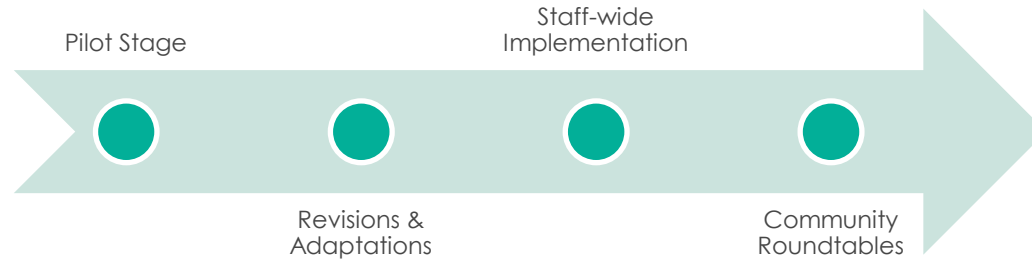
REAP - NORMALIZE

Goal	Updates
Equity Web-section	<ul style="list-style-type: none">• Report portal activated
Launch Racial/Ethnic Affinity and Ally Groups (pilot)	<ul style="list-style-type: none">• 2 goals per group (trainings + heritage program)
Department Capacity-Building	<ul style="list-style-type: none">• EDI Toolkit completed
Library Stakeholders	<ul style="list-style-type: none">• Spring 2023
Community Engagement	<ul style="list-style-type: none">• August 2022 pivot implemented• Quarterly blogs featuring staff summaries
Equity Working Group Action Plans	<ul style="list-style-type: none">• All Equity groups developed plans

Goal	Updates
Racial Equity Team Action Plan	<ul style="list-style-type: none"> • SJSU BIPOC Become Librarians – mentorship pilot • Next reading lists identified
Disability Access Committee Action Plan	<ul style="list-style-type: none"> • Disability Access survey • Training
Community Engagement Committee Action Plan	<ul style="list-style-type: none"> • Community Outreach & Engagement staff training • Bi-monthly staff meetings & reflections
LGBTQ+ Committee Action Plan	<ul style="list-style-type: none"> • Programs (National Coming Out Day, Rainbow Storytime, Speaker Bureau) • Resource Fair (June) • PRIDE (August)
EDI Quality Standards	<ul style="list-style-type: none"> • Toolkit completed
Library In-Service	<ul style="list-style-type: none"> • Spring 2023

Goal	Updates
Library Programs Analysis	<ul style="list-style-type: none">• Power BI
Digital Equity Index	<ul style="list-style-type: none">• Applied FY 2022-23
Equity Index	<ul style="list-style-type: none">• ARP Funding Memo• 2023 Data Points Updated
Turn the Curve Plan	<ul style="list-style-type: none">• SJPL participated in Results Based Accountability and Applied Racial Equity trainings, organized by City of San Jose's Office of Racial Equity

EQUITY, DIVERSITY AND INCLUSION QUALITY STANDARDS IMPLEMENTATION PROCESS



- **Pilot Stage (Spring 2023)**
 - Programs selected
 - Quality Assessment (self-evaluation) completed for scorecard
 - Quality Improvement Plan developed
- **Revisions & Adaptations (Summer 2023)**
 - Based on Pilot participation feedback
- **Y1 Incorporation (FY 23-24)**
 - City staff apply Quality Standards assessment and improvement plans for educational programs
- **Community Roundtables (Summer 2024)**
 - City staff host multi-lingual presentations of Year 1 implementation to community members. Update Quality Standards and Toolkit based on feedback.

Quality Standard	Beginner		Emerging	
	Tool/Training Name & Link	Description	Tool/Training Name	Description
QS1: Anti-Racist Approach	Microaggressions at work: Recognizing, & overcoming our biases, Cultural Amp, [article, 7 min read]	Article details how microaggressions manifest at work, as well as methods to identify and overcome microaggressions.	The problem with that equity vs. Equality graphic you're using, Cultural Organizing, [article, 5 min read]	Examines the impact of structural inequality by redesigning the popular equity vs. equality graphic.
	Who Me, Biased? Series, New York Times, [video series, six 3 min]	This New York Times series explores types of bias, how to change prejudices, and ways to address racism.	The Mind Of The Village: Understanding Our Implicit Biases, NPR, [podcast, 50 min]	From the creator of the Implicit Association test, this episode of Hidden Brain examines how both the brain and society contribute to implicit bias.
	Project Implicit (harvard.edu)	Project Implicit is a non-profit organization aimed at educating the public about hidden biases and providing a "virtual laboratory" for collecting data on the Internet.	Children Are Not Colorblind: How Young Children Learn Race	This article elaborates on research that shows children recognize race from a young age, and develop racial biases by age 5.
	The critical role white parents play in shaping racism — and eradicating it, PBS NewsHour, [video, 8 min]	Structural racism is now sharing the American cultural spotlight with COVID-19. While solutions to racial disparities in police treatment, health care and education will likely require policy changes, some experts say decisions at the family and individual levels matter just as much.	Implicit Bias Module Series, Kinwan Institute For The Study Of Race And Ethnicity, [course, 80+ min]	This course addresses insights about how the minds operate and the origins of implicit associations. It will help you uncover some of your own biases and learn strategies for addressing them. Each module is divided into a short series of lessons, many taking less than 10 minutes to complete.
	How Not to Be an Ally Psychology Today	This article examines common missteps and advice for effective allyship.	Institute Background Check Reviewer Guide	This guide brings a critical lens to background checks, and examines the negative impact of a conviction record, and how background checks often perpetuate the racial disparities within our country's criminal legal system. Additionally, it provides guidance to lessen the disproportionate impact background checks may have on any candidate or applicant with a conviction record, especially Black and Latinx candidates.
	Ships of Slaves: The Middle Passage, [film, 46 min]	A documentary narrated by Debbie Allen that chronicles the the plight of African-Americans during the Middle Passages and the Atlantic Slave Trade.	How Slavery Affected African American Families, Freedom's Story, TeacherServe®, National Humanities Center	This guide establishes a basis for understanding how slavery disrupted the family structure for African-Americans, and provides applicable supplemental materials for guiding students learning on the topic.
	The Case for Reparations by Ta-Nehisi Coates - The Atlantic	Two hundred fifty years of slavery. Ninety years of Jim Crow. Sixty years of separate but equal. Thirty-five years of racist housing policy. Until we reckon with our compounding moral debts, America will never be whole.	Residential Segregation. What are the Remedies?	Housing segregation undergirds many of the nation's seemingly intractable racial inequities. Watch this presentation from Richard Rothstein a researcher looking in to how federal, state, and local policies have deliberately placed racial minorities in slum conditions, often with severe and lasting impact across generations.

INITIATIVES: SJSU – BIPOC BECOME LIBRARIANS (BBL)

\$150,000 for a 2-year pilot mentorship and internship program that will introduce undergraduate students who are BIPOC to careers in Library and Information Science. Grant provided by the Institute of Museum and Library Services (IMLS) beginning July 2022.

- a) Conduct focus groups with BIPOC undergraduate students to delve into the ongoing barriers BIPOC students face and the types of support they seek to consider LIS careers
- b) Develop a network of mentors and mentees—drawn from SJSU King Library, SJSU iSchool, SJPL, BIPOC librarian associations.
- c) Environmental scan of sectors hiring MLIS graduates and develop internship partner sites
- d) Develop a toolkit to be shared with other interested library systems that includes:
 - Plug-and-play mentorship and internship curriculum (including cultural competence, cultural humility training)
 - Guideline for assessment strategies

More information: <https://library.sjsu.edu/bbl>

LOOKING AHEAD: FY 23-24

- Apply EDI Quality Standards to Library Adult Services programs
- Consultant presentations for staff capacity-building
- Guest presenters with lived experience and technical expertise for community learning
- Quarterly updates to the Racial Equity Action Plan

Thank you

Gracias

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Equity and Inclusion Services

Karla Alvarez, M.A.

Community Programs Administrator

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Agenda Item

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COMMISSIONERS' DISCUSSION

**D) CHILDREN AND YOUTH SERVICES
MASTER PLAN STATUS UPDATE
(L. BUZO)**



CITY INITIATIVES ROADMAP: CHILDREN AND YOUTH SERVICES MASTER PLAN STATUS UPDATE

Library and Education Commission
February 15, 2023

The City Manager's Office:
Laura Buzo, Assistant to the City Manager

CITY OF
SAN JOSE
CAPITAL OF SILICON VALLEY

CHILDREN AND YOUTH SERVICES MASTER PLAN

BACKGROUND

- Mayor's June 2021 Budget Message, the City Manager's Office was directed to develop a comprehensive "Cradle to Career" Youth Development Master Plan, now referred to as the Children and Youth Services Master Plan (CYS Master Plan).
- Impact of Pandemic: Most impacted marginalized, underserved communities, particularly from specific zip codes.
- **CYS Master Plan, ensure alignment with the following:**
 - Education and Digital Literacy Strategy
 - San José Education Initiative (Education Policy 0-30)
 - City of San José Bill of Rights for Children and Youth, and the recent Audit Report from the Auditor's Office.
- Joint Special Meetings on Child Well-Being, with the City of San José Neighborhood Services and Education Committee and Committee of the Whole and the County of Santa Clara Children, Seniors, and Families Committee, held on September 9, 2021, and March 25, 2022.
- City Council's approval of the spending plan for \$10.5M of ARP (American Rescue Plan) Funds for children and youth services on April 26, 2022.



CHILDREN AND YOUTH SERVICES MASTER PLAN

PURPOSE: CREATING OPPORTUNITY PATHWAYS

Through a racial equity lens and collective impact, create the City of San Jose's Children and Youth Services Master Plan that provides a strategic framework and approach to changing the narrative for many of the youth in our community through the following:

- Provide guidance on policy priorities, investments, and alignment of programs.
- Provide a service delivery continuum of support for children and youth from "Cradle to Career".
- Develop college, career, and workforce development pathways and opportunities that disrupt poverty cycles through economic prosperity.
- Develop a strategic, coordinated, and responsive approach to ensure a safety-net for children and youth and their families.
- Address systemic racism, root causes, structural barriers, persistent inequities, and generational trauma.
- Develop long-term and sustainable impact and measurable outcomes.

CHILDREN AND YOUTH SERVICES MASTER

OVERARCHING GOALS

Create and expand pathways and supports from cradle to career for all San José children and youth/young adults (birth through age 24).

VISION

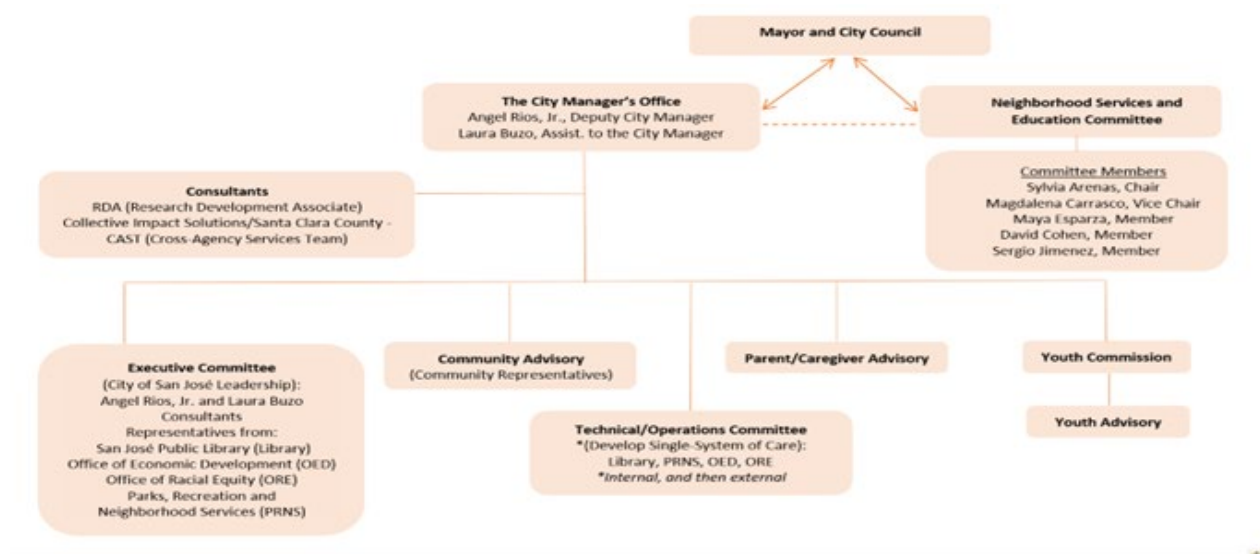
All children and youth/young adults, particularly those most vulnerable, have increased opportunities to gain 21st century skills that lead to better health outcomes, sustainable employment, and a competitive living wage so that they can live and thrive in this community.



CHILDREN AND YOUTH SERVICES MASTER PLAN

TEAM STRUCTURE

The City Manager's Office staff has created a team structure of committees and advisories comprised of City department staff, parents/caregivers, youth/young adults, educational leaders, community-based organizations, and Santa Clara County department representatives to provide input, recommendations, guidance, and support in the design and development of the City of San José Children Youth Services Master Plan.



COMMUNITY OUTREACH AND CONVERSATIONS

Youth Town Hall

Parent/Caregiver
Focus Groups

Citywide Survey

Service Provider
Focus Group

Empathy
Interviews

Targeted
Focus Groups



Citywide
Presentations





COMMUNITY PARTNERS AND STAKEHOLDERS

EDUCATIONAL LEADERS

PARENTS/CAREGIVERS

YOUTH/YOUNG PEOPLE

CITY DEPARTMENT STAFF

BUSINESS LEADERS

COMMUNITY-BASED ORGANZATIONS/SERVICE
PROVIDERS

SANTA CLARA COUNTY DEPARTMENT STAFF



CHILDREN AND YOUTH SERVICES MASTER PLAN

COMMUNITY ENGAGEMENT

- **Executive Committee and Community Advisory Meetings:**

- Executive Committee meetings 8/31/22 - 10/26/22
- Community Advisory meetings 9/2/22 - 11/4/22

- **Brainstorming Sessions:**

September 26, 2022 - October 3, 2022

- Community Advisory
- Executive Committee
- Youth Commission

- **Youth Commission**

September 2022 – June 2023

- Monthly Youth Commission Meetings

- **Community Conversations**

- Focus Groups, Presentations, Community Stakeholder Meetings
- 700+ Participants

April 2022 – Present

- CAST Tech Team: Single-System of Support "No-Wrong Door Entry"

- **Citywide Parent/Caregiver and Youth/Young Adult Survey**





TIMELINE OVERVIEW



COMMUNITY PARTNERS/ STAKEHOLDERS*

City Departments:

- The City Manager’s Office
- Parks, Recreation and Neighborhood Services
- San José Public Library
- Office of Economic Development
- Office of Racial Equity

AACI (Asian Americans for Community Involvement)
Alum Rock School District
Bill Wilson Center
Black Leadership Kitchen Cabinet
California Emerging Technology Fund (CETF)
Catholic Charities of Santa Clara County
East Side Union High School District
Evergreen Valley College
FIRST 5 Santa Clara County

FLY (Fresh Lifelines for Youth)
Franklin McKinley School District
Go Kids
Grail Family Services
Innovate Public Schools
Kids in Common
Roots Community Health Center and San Andreas Regional Center
San José Chamber of Commerce
San José City College
San José State University
San José Unified School District
Santa Clara County, Behavioral Health, School Link Services
Santa Clara County, District Attorney’s Office, Child Advocacy Center
Santa Clara County, Office of the County Executive
Santa Clara County, Office of the County Executive, LGBTQ+ Affairs
Santa Clara County Office of Education
Santa Clara County Office of Education, Opportunity Youth Academy
Santa Clara County, Social Services Agency, Department of Family and Children’s Services
School of Arts and Culture
Si Se Puede Collective
University of California, Santa Cruz – San José Cal-SOAP & TRiO Talent Search

**Not an exhaustive list of partners*



The City Manager's Office

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Laura Buzo, Assistant to the City Manager, laura.buzo@sanjoseca.gov

Kevin Huynh, Executive Analyst, kevin1.huynh@sanjoseca.gov



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COMMISSIONERS' DISCUSSION

VI. COUNCIL LIAISON'S ANNOUNCEMENTS

VII. CHAIR'S ANNOUNCEMENTS

**VIII. LIBRARY DIRECTOR'S
ANNOUNCEMENTS
(J. BOURNE)**

IX. COMMENTS AND ANNOUNCEMENTS

**X. INFORMATION AND
UPCOMING OPPORTUNITIES
FOR COMMISSION
PARTICIPATION**

**XI. ITEM FOR FUTURE
COMMISSION MEETING
AGENDAS**

XII. MEETING SCHEDULE

**THE NEXT MEETING WILL BE
WEDNESDAY MARCH 15, 2023 AT 7PM
AT DR. MARTIN LUTHER KING JR.
LIBRARY, 3RD FLOOR, SJPL WORKS**

XIII. ADJOURNMENT