

LIBRARY AND EDUCATION COMMISSION

February 21, 2024
7:00 PM to 9:00 PM

I. CALL TO ORDER & ORDERS OF THE DAY

II. CONSENT CALENDAR

A. APPROVE THE 02/21/2024 AGENDA

**B. APPROVE MINUTES FOR REGULAR MEETING OF
01/17/2024**

III. PUBLIC RECORD

IV. OPEN FORUM

(2 MINUTES OF SPEAKING TIME IS AVAILABLE)

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V. DISCUSSION/ACTION ITEMS

**A) INFORMATION: STAFF SPOTLIGHT:
DR. ROBERTO CRUZ ALUM ROCK
LIBRARY (T. BRADFORD-OLDHAM)**



DR. ROBERTO CRUZ - ALUM ROCK

FEBRUARY 21, 2024

LIBRARY AND EDUCATION COMMISSION

DR. ROBERTO CRUZ ALUM ROCK BRANCH FACTS

Branch Hours

Monday	1 PM – 7 PM
Tuesday	10 AM – 7 PM
Wednesday	10 AM – 7 PM
Thursday	10 AM – 7 PM
Friday	12 PM – 6 PM
Saturday	10 AM – 6 PM
Sunday	12 PM – 5 PM



52 Service Hours

LEC Commissioner

Anarita Reyes

Council District
5

Councilmember
Peter Ortiz

Library Features

Public Computers: 33
Group Study Rooms: 2
Quiet Study Rooms: 1
Community Room Capacity: 46
Family Learning Center: 1



20 Staff Members
(11.59 FTE)

ABOUT THE COMMUNITY

Hispanic/Latinx 57%
Other Racial Group 27%
East Asian 25%
Caucasian/White 24%
Black 2%

Median Household Income
\$115,129

Population	52,599
Children under 5	6%
Children 5 to 14	13%
Teens 15 to 17	4%
Adults 18 to 24	9%
Adults 25 to 54	42%
Adults 55 and over	27%

FY 2022/23 USAGE STATISTICS

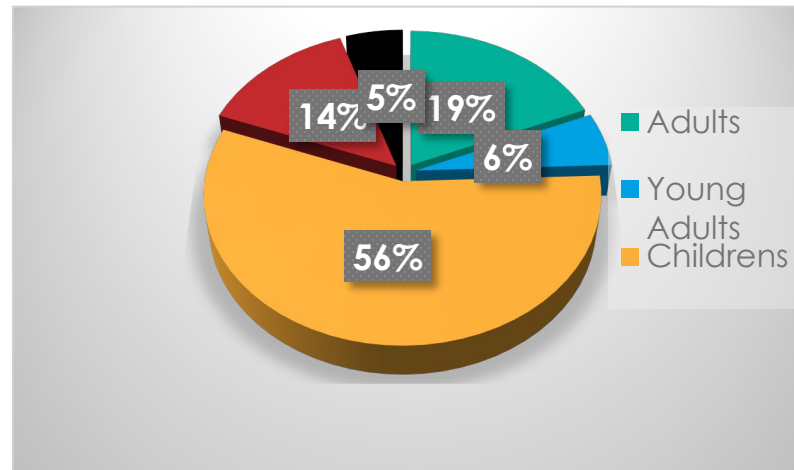
Gate Count	
100,215	

Total Programs	425
Total Program Attendance	6957

Total Computer Bookings	11,994
Ranking compared to all other locations	3rd Highest

*PowerBI

Circulation
127,292



Top 3 languages other than English in circulation:
Spanish, Vietnamese, Chinese

ABOUT THE COMMUNITY

Language Spoken at Home %	
Spanish	46%
English Only	28%
Vietnamese	13%
Tagalog	4%
Mandarin and Cantonese	3%
Other Indo-European Language	3%

Service Area Schools	
Elementary Schools	13
Middle Schools	3
High Schools	2

*Census 2020 Branch Service Areas

PROGRAMS AND SERVICES

Digital Literacy

- Tech Time (55+)
- Everyone Can Code/Create
- Bilingual One-On-One Tech Mentor

Early Education

- Family Story Time/Stay and Play
- Wee Love Art
- Bilingual Storytime with ICAN (Vietnamese)

Expanded Learning

- Homework Club
- Afternoon Craft
- STEAM Club
- Youth Tech Incubator Art Program
- Social Justice Reading Comprehension



PROGRAMS AND SERVICES

Cultural Enrichment

- Lowrider Trunk O-Treat
- Rainbow Festival
- Santa Claus Visit
- Black History Month Programming

College and Career Readiness

- Job and Resume Help
- ESL 502 and 504
- Teens Reach

Adult Services

- Reimagining the Unhoused
- Mekong Community Housing and Social Work open hours
- Sunday Morning Yoga



VOLUNTEERS AND FRIENDS OF THE LIBRARY

Volunteers	
Number of Volunteers	74
Total Volunteer Hours	1069

Alum Rock Friends Group has 10 members

- 4 book sales a year
- Recently funded programs:
 - Reimagining the Unhoused
 - Lowrider Trunk O' Treat
 - Santa Claus Visit
 - Rainbow Festival
 - Black History Month Programming





Members of the Alum Rock Team

QUESTIONS? THANK YOU!

Tiffany Bradford-Oldham
Tiffany.bradford-oldham@sjlibrary.org
408-808-3090
Dr. Roberto Cruz Alum Rock Branch
3090 Alum Rock Ave
San Jose, CA 95127

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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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**B) ACTION: EQUITY AND INCLUSION
SERVICES UPDATE (K. ALVAREZ)**



EQUITY AND INCLUSION SERVICES UPDATE

February 21, 2024

Library and Education Commission

RACIAL EQUITY ACTION PLANS (REAP)

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

SJPL EQUITY WORKING GROUPS

SJPL Equity Group	Description
Racial Equity Team (RET)	Works to deepen conversations and increase racial equity in library service delivery
LGBTQ+ Committee	Amplifies LGBTQ+ voices and experiences throughout the year
Disability Access Committee	Makes recommendations based on the evaluation of equitable disability access to services, resources, technology, and staff guidelines at SJPL
Trauma Informed Resilient Oriented Committee (TIROC)	A wellness initiative to integrate a trauma-informed model for the workforce and the city's overall approach to customer service
Community Engagement Committee	Leads the strategy for community consultations and develops summaries reflecting community needs, aspirations, strengths and ideas

Goal	Updates
Equity Web Pages	<ul style="list-style-type: none"> • Accessed in Chinese, Spanish, Korean, Japanese, Russian, Farsi and Vietnamese
Launch Racial/Ethnic Affinity and Ally Groups (Racial Equity Team)	<ul style="list-style-type: none"> • 91% rate their experience with the Racial Equity Team favorably • Serve as in-house experts for cultural programming
Department capacity building	<ul style="list-style-type: none"> • New staff onboarding includes a presentation on EDI goals
Library Stakeholder EDI Presentations	<ul style="list-style-type: none"> • San Jose Public Library Foundation • Friends of the Library
Community Engagement	<ul style="list-style-type: none"> • Quarterly Blog series
TIROC/RISE	<ul style="list-style-type: none"> • Follow-up series on Resilience and trauma-sensitive actions for the workplace

Goal	Updates
Racial Equity Team (RET) Priorities	<ul style="list-style-type: none"> • Reading Lists • Support for culturally diverse programs
Disability Access Committee (DAC) Priorities	<ul style="list-style-type: none"> • Library-by-Mail • Updating Animal Service guidance • Lanterman Act educational videos
Community Engagement Committee	<ul style="list-style-type: none"> • Community Needs Assessment Report
LGBTQ+ Committee Priorities	<ul style="list-style-type: none"> • Rainbow Storytime Guidelines • SV PRIDE
EDI Quality Standards	<ul style="list-style-type: none"> • Pilot with Library Adult Programs
Library In-Service	<ul style="list-style-type: none"> • Hosted 2 EDI-related presentations

Goal	Updates
Library Programs Analysis	<ul style="list-style-type: none">• Power BI
Digital Equity Index	<ul style="list-style-type: none">• Updated for 2018-2023 ACS Five-Year Estimate
Equity Index	<ul style="list-style-type: none">• Refining the Racial Disparity variable
Budgeting for Equity	<ul style="list-style-type: none">• Racial impact of Fines Free• Digital Empowerment program

EDI QUALITY STANDARD ASSESSMENT OUTCOMES

Program	Summary Score	Summary Level	Improvement Plans
Tiempo Para Mí	83%	Advanced	Designated feedback space from participants
SJPL Works-Resume	77%	Emerging	Replicate at additional Library branch locations
Educational Park Citizenship	53%	Emerging	Closed captioning included for virtual sessions
Seven Trees Citizenship	40%	Emerging	Enhanced curriculum to integrate diverse participant backgrounds

Note: Summary Scores are meant to guide staff in understanding the main opportunities for improvement. The *process*, including the self-reflection and learning derived from completing an Assessment, is most valuable to support program improvement efforts and informs the development of the Quality Improvement Plans.

Phase 1

- Tiempo Para Mi
- Works – Resume
- Educational Park Citizenship
- Seven Trees Citizenship

Spring – Fall 2023

Phase 2

- English as a Second Language
- ESL - Evergreen Valley College
- Bookclubs
- California Room
- LENA Start
- Adult Basic Education

Mar – Apr 2024

Phase 3

- Community Roundtables (multilingual, multiple locations)

Aug – Oct 2024

City of San José Implementation Plan

to the *Santa Clara County Community Plan to End Homelessness 2020-2025*

Many Partners, One Team: An Enterprise-wide Approach Executive Summary



City Library

The City Library is a shared public resource that receives hundreds of people experiencing homelessness each year to utilize services in our community. The Library's Holistic Library Initiative seeks to expand the Library's involvement and support for the housing-insecure population at branch locations with higher concentrations of unsheltered individuals. Since 2022, social work partners provide brief supportive service consultations at priority library branches. Library staff also develop programming as requested by people experiencing housing vulnerability to include socialization spaces such as "Coffee and Conversation," housing resource fairs to provide basic hygiene kits and tabling by local community-based organizations, as well as job fairs featuring employers who value lived experience.

Subject to resource availability, the Library continues to explore ways to partner with the county's supportive housing system to ensure unsheltered residents can have greater direct access to their own housing and supportive services information.

*"I had been trying so hard to get a job.
Now I can finally breathe."*

In 2022-2023, San José Public Library staff partnered with local nonprofit People Assisting the Homeless (PATH) to host job fairs, strategically engaging with employers who can accommodate traditional barriers to employment such as resume gaps and previous involvement with the justice system. During the May 2023 job fair, one participant received a job offer on the spot from one of the featured employers. Overcome with joy, the participant tearfully shared, "I had been trying so hard to get a job. Now I can finally breathe."



- FY 2024-26 Racial Equity Action Plan (REAP) Benchmarks
- Expand EDI Quality Standards to additional Library Adult Services programs
- Community feedback on EDI Quality Standards Pilot Results
- Cultural competency presentations for Library staff learning
- Diversified program recommendations for community learning

Thank you

Gracias

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Equity and Inclusion Services

Karla Alvarez, M.A.

Deputy Chief of Staff / Program Manager

karla.alvarez@sjlibrary.org



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**C) INFORMATION: CHILDREN AND
YOUTH MASTER PLAN STATUS UPDATE
(L. BUZO)**



City of San José Children and Youth Services Master Plan

Library and Education Commission
February 21, 2024

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



“All children and youth deserve to grow up with the confidence that their race, ethnic or socio-economic background, family history, LGBTQIA+ identity, developmental disabilities, or zip code – that none of these factors, taken together or alone, will be a barrier to accessing resources and supports, and to achieving their dreams and full potential.”

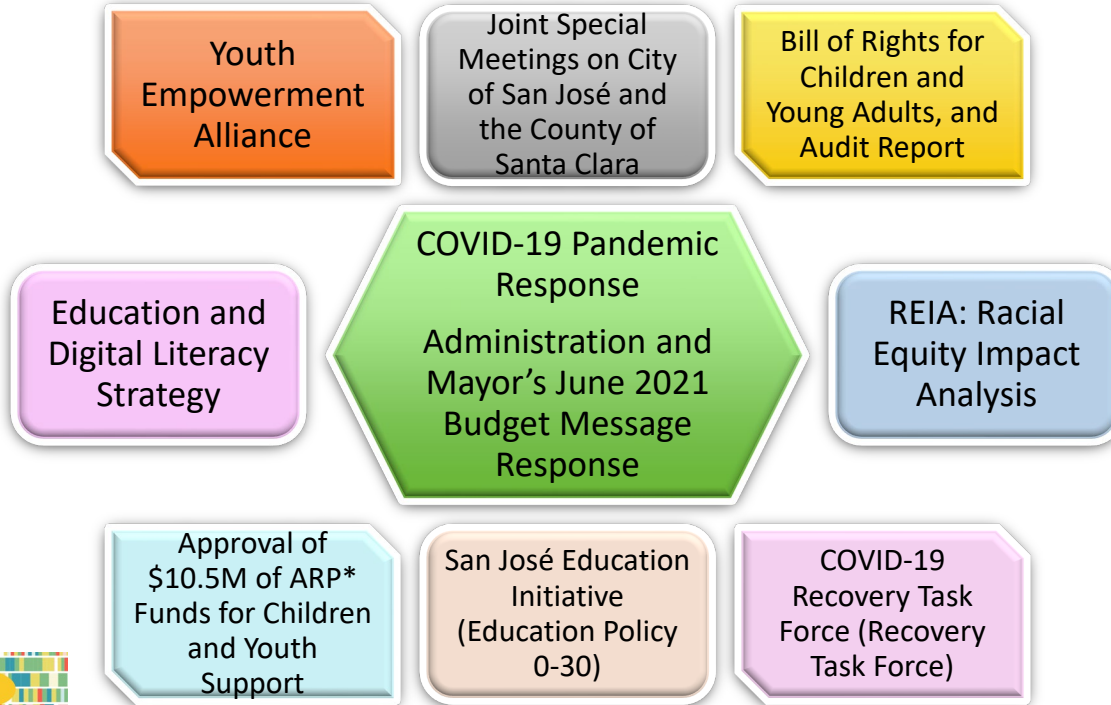




Background



City of San José's Commitment to Children, Youth, and Families



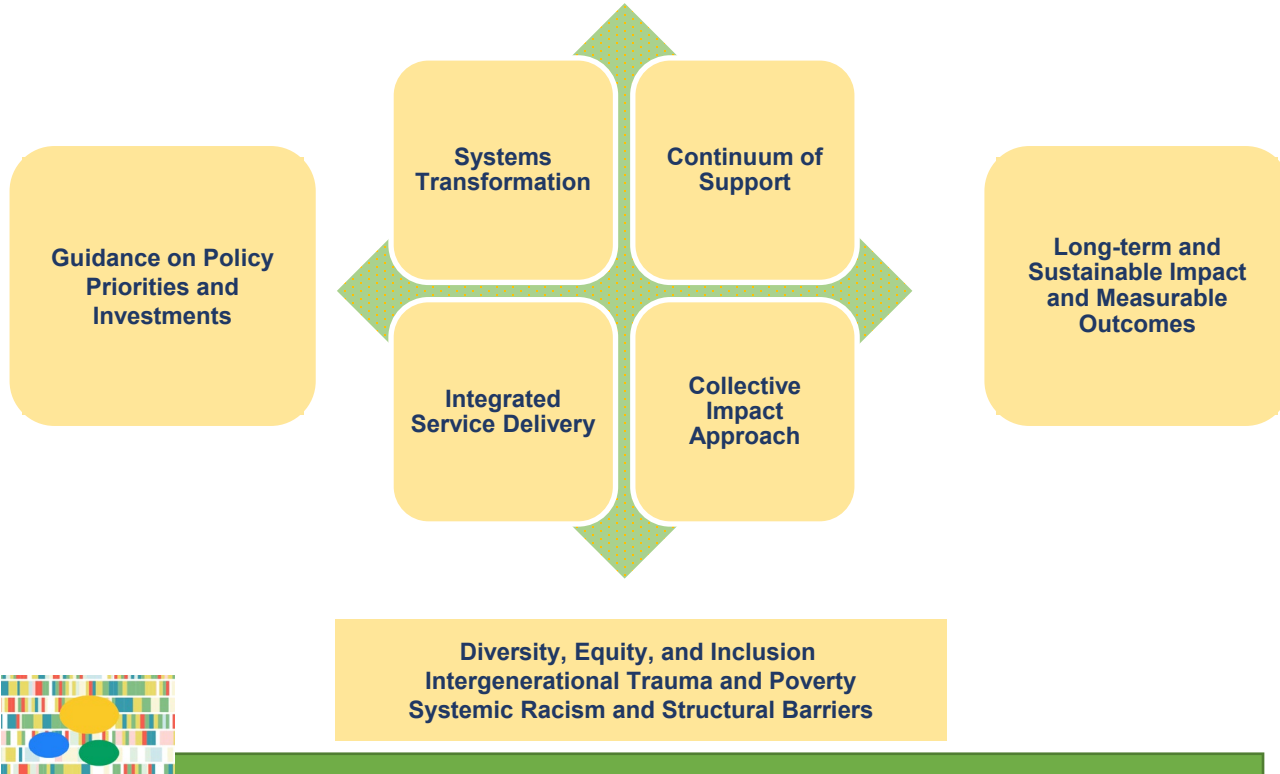
*American Rescue Plan



Background



Strategic Framework and Approach

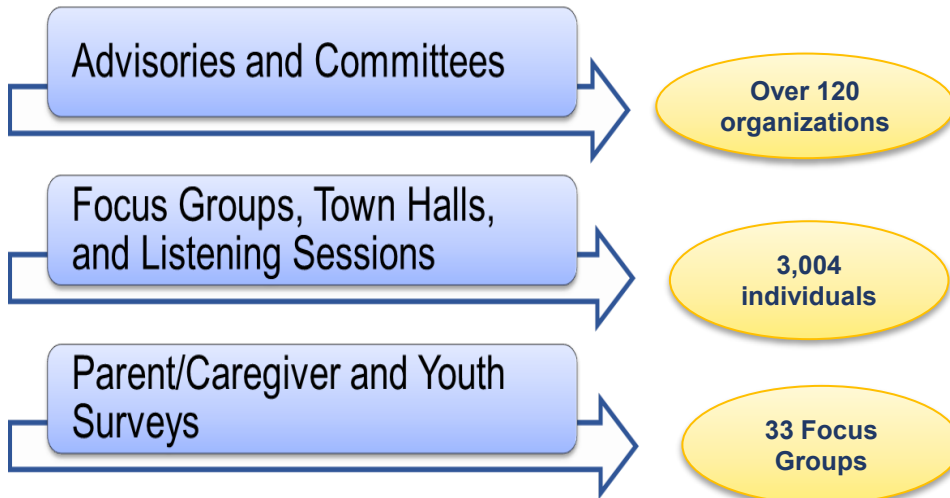




Background



Community Engagement





Children and Youth Services Master Plan



VISION

Fostering a future where every child and youth in San José blossoms into healthy, resilient, self-sufficient adults, enriched with abundant opportunities to live, work, play, dream, and prosper within the vibrant landscape of Silicon Valley.

UNIFYING PURPOSE

Create and expand opportunity pathways and supports, from cradle to career, that develop 21st century skills and lead to better health outcomes, sustainable employment, and a competitive living wage for San José children, youth, and young adults (birth through age 24), particularly for those most vulnerable.



GUIDING VALUES

Equity

Accessibility and Inclusion for All Youth

Outcomes and Results-Driven

Cross-Sector Collaboration, Investment, and Accountability

Youth and Community Voice-Driven

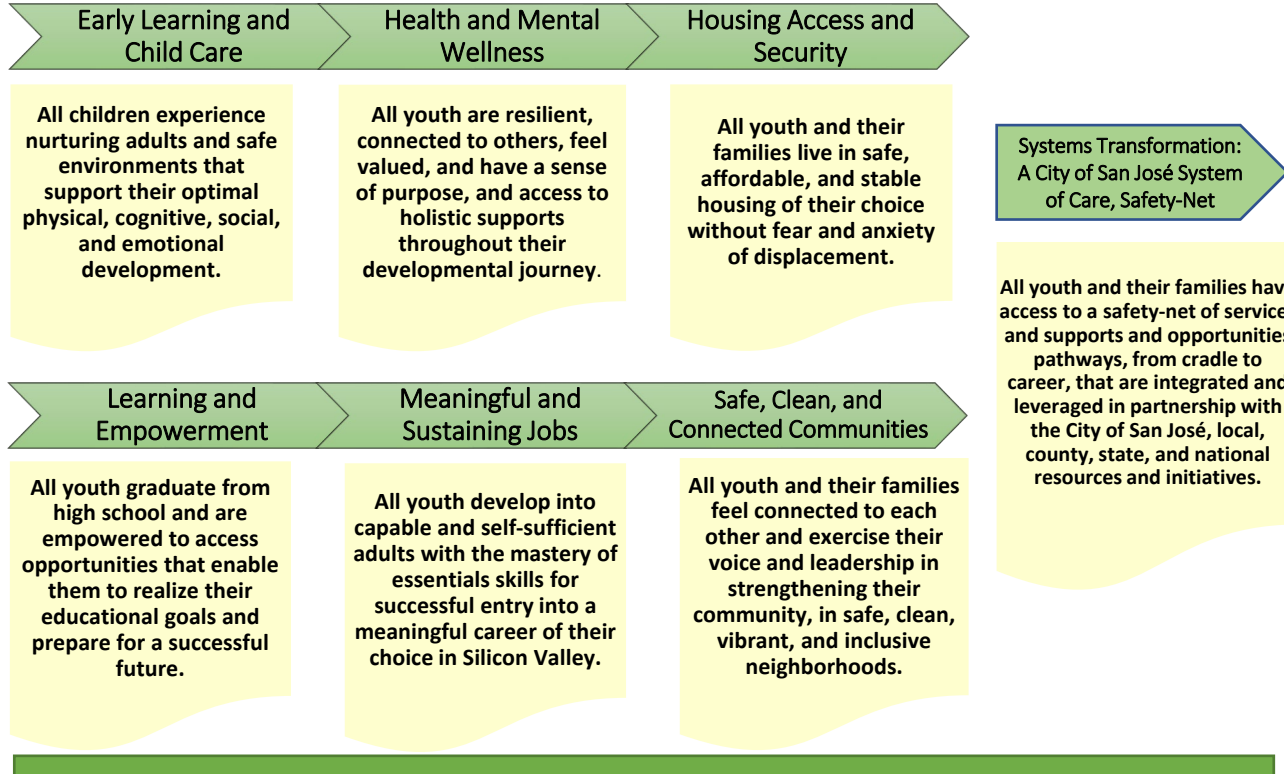




Children and Youth Services Master Plan



Strategic Priority Areas and Expected Outcomes





System of Care: Safety - Net



Seamless Delivery of Services that are Integrated and Interconnected.





System of Care: Safety - Net



Demonstration Sites



¡SÍ SE PUEDE!
COLLECTIVE

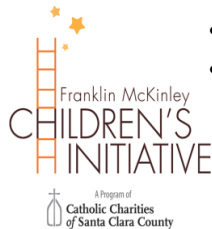
Demonstration Community 1:

- Poco Way
- Attachment Neighborhood, Mayfair
- **City of San José**
 - City Manager's Office
 - Parks, Recreation and Neighborhood Services
 - Public Library
 - Other Departments
- County of Santa Clara
- Youth and Families



Demonstration Community 2:

- Seven Trees
- Attachment Neighborhood, Santee



Priority Population/Criteria

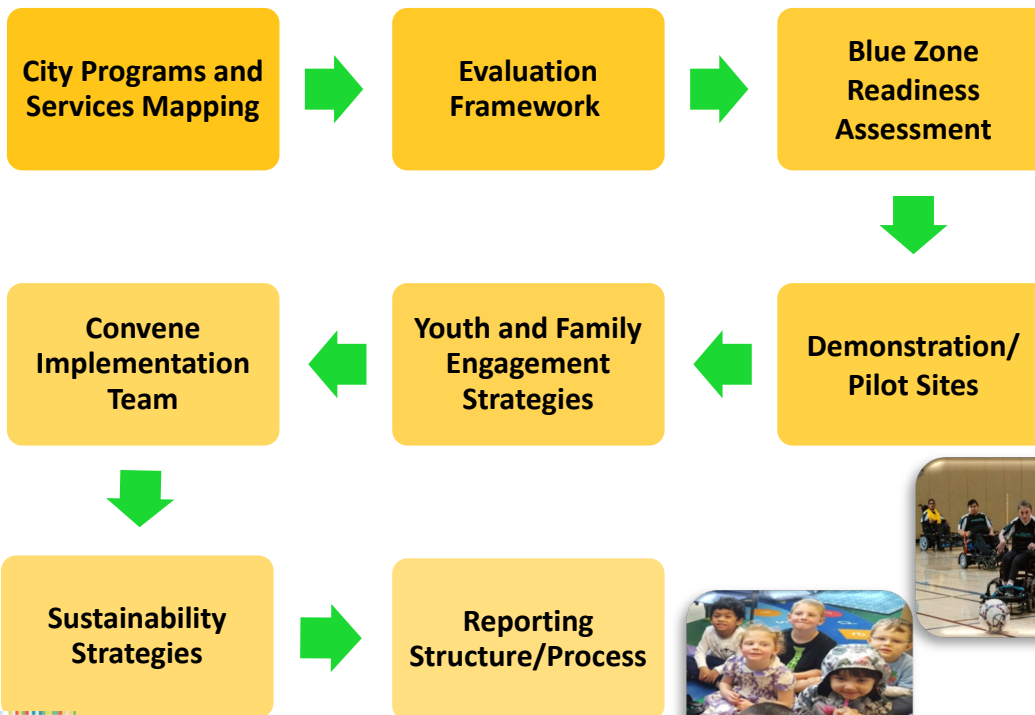
- Structural Racism & Inequities
- Intergenerational Trauma/ Poverty
- System involvement (Child Welfare, Juvenile Justice, and Probation)
- Youth and Gang violence
- Housing Instability/Unhoused
- Teen Pregnancy
- Educational Challenges
- Job/Career and Workforce Development Barriers
- Marginalized/Underserved Communities

School Districts: Alum Rock Union School District, Franklin-McKinley School District, and East Side Union High School District





Next Steps





Next Steps



The City Manager's Office

Angel Rios, Jr., Deputy City Manager, angel.rios@sanjoseca.gov

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

Parks, Recreation and Neighborhood Services

Jon Cicirelli, Director

Public Library

Jill Bourne, City Librarian

Consultants

Collective Impact Solutions

RDA Consulting

In gratitude to the many City staff and community partners that have contributed to the development of the Children and Youth Services Master Plan.



City of San José Children and Youth Services Master Plan

Library and Education Commission
February 21, 2024

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

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**D) ACTION: ADOPT ANNUAL
COMMISSION BUDGET POSITION
MESSAGE TO COUNCIL (J. CHOI)**

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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 20TH, 2024, 7PM
AT DR. MARTIN LUTHER KING JR. LIBRARY**

XIII. ADJOURNMENT