MEETING OF THE LIBRARY COMMISSION
Minutes

DATE: Thursday, September 17, 2020

1. CALL THE MEETING TO ORDER / ROLL CALL
   Chair Don McCormick called the meeting to order at 7:05 p.m.

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Total Commission positions: 24
Commission positions filled: 17
Commission positions vacant: 7
Commission quorum: 13
With fifteen commissioners present, a quorum was established.

2. **INTRODUCTIONS**
   The Chair requested everyone introduce themselves and explained to any members of the public that this was not required. No visiting audience members came forward.

3. **PUBLIC COMMENT**
   Amy Worth, Vice-Mayor of the City of Orinda joined the call to congratulate County Librarian Melinda Cervantes on her announced retirement in October. Amy was a commission member representing the City of Orinda beginning in 1992 and served as chair of the commission beginning in 1995. Later in the meeting Lisa Chow from Supervisor Mitchoff's staff also spoke of how she enjoyed working with Melinda on the Pleasant Hill Library and was looking forward to seeing Melinda at the grand opening. No other members of the public came forward with comments.

4. **ITEMS OF INTEREST TO THE COMMISSION AND ANNOUNCEMENTS**
   **Commissioner Pursley**: George offered his congratulations to Melinda on her retirement and thanked her for all of her help in working with George and the city of Pinole in bringing their library open hours up to 35 per week. He said it might not have happened without her help and support.
   **Vice-Chair Fischer**: Michael began in a similar vein to thank Melinda in her efforts to achieve extended open hours in El Cerrito. He also praised her help in working with him to try and bring a new library to the city. The El Cerrito Library is one of the oldest buildings in the system and the first effort to replace the building happened in 1970 so this progress is the most seen in quite some time.
   **Commissioner Hoisington**: Mary Ann began by thanking Melinda for her efforts in rejuvenating the Commission after the previous County Librarian's efforts to disband it. Lafayette continues to meet, via Zoom, so Mary Ann has been able to update the city on what is happening at the library. The Sweet Thursday author events continue, as do the WOW events where different artist's works are represented and discussed. The bookshop at the library has reopened. No one is working inside, however it is possible to go online and order books from them, much like the Front Door Service the library is providing. Using Amazon has been a lifeline for the bookstore as the Friends are on the hook for rent on their building and Amazon has kept them in business.
   **Commissioner A. Smith**: Alan also offered his congratulations and thanks to Melinda for her thoughtful leadership upon returning to the library, especially given the state of the Commission at the time.
   **Commissioner Faye**: Vivian extended her appreciation for Melinda’s thoughtful leadership and diplomacy in her dealings with the various elected officials, as well as the discussions they’d had regarding arts and libraries.
   **Commissioner Bracken**: Katherine thanked Melinda for all of her efforts to push the Pleasant Hill Library project over the finish line. While occasionally things got tough the goal of a new library never got lost. Katherine also mentioned the new Friends of the Pleasant Hill Library Bookstore in downtown Pleasant Hill. It has been open about 6 weeks now and is a nice big space. Some of the shelving from the Pleasant Hill library was moved over and found new life in the bookstore.

5. **ACCEPTANCE OF THE MINUTES** – Vice Chair Fischer suggested one change to the 7/15/20 minutes. In his reporting out during items of interest (page 2, line 3), Michael asked to change “team of consultants” to “library community.” He then made a motion to approve the minutes with that change incorporated. Commissioner Mendrek seconded the motion. The motion was approved by consensus of the commission.

6. **CCC LIBRARY EQUITY, DIVERSITY & INCLUSION TEAM** -
   Deputy County Librarian Alison McKee and Librarian Alison Peters gave a PowerPoint presentation to the commission (appended to the end of these minutes).
After the presentation, the floor was opened for questions. Michael asked, given the work Plan topic further down on the agenda for this evening, how might the commission work with the EDI team to widen the scope of their work in the county. Alison responded that the committee has largely been focused upon what they see as the problems to address but had not yet looked beyond their own desires to see what the community thought was important to tackle. Given that the commission is supposed to be a link between the library and the community it serves she felt there would be a role for the commission to play. She stated that after Dr. Watson was brought on board they would be able to discuss the role the commission could play. Commissioner Kelly commended Alison for the committee's laudable efforts and asked if, given the current situation of distance learning, there was any part of the group's effort that could help to make this distance learning to be more effective, especially considering that it is likely to go on for some time. Alison responded that it was an issue the committee had discussed as many of the members had small children who were learning from home. A big part of the effort would require outreach into the community to let them know of the variety of services the library has to offer, all of which are free. Another outreach program, Lunch at the Library (now Snacks & Supper at the Library) gives the kids a chance to come for some snacks and supper and they're also given a STEAM project learning packet that is both fun and educational.

Alison then mentioned that one thing the pandemic has laid bare is the extent of the digital divide in the county. Another working group has been established to do what we can to help with this. The Urban Libraries Council (ULC) has taken on the issue and made it a priority, endorsing things like lendable hotspots, lendable netbooks, expanding the wifi signals to outside library buildings, but primarily championing broadband in every home as a basic human right and a human need, particularly in the current environment. Vice Chair Fischer mentioned that this issue is one of his personal motivations in his fight for libraries and was one of the best selling points when arguing for maintaining the open hours at El Cerrito. State Superintendent of Public Instruction Tony Thurmond has put together a group on the digital divide. Michael mentioned that he is also an AARP state volunteer and at a meeting this afternoon the group discussed the broadband issues and have embraced it as a part of their legislative platform. It seems to be an issue getting a lot of airtime right now.

Commissioner Wilson asked what, if anything, was being done to pull all of these groups together to work as one instead of each going their own way to try to accomplish something? Melinda then mentioned that this afternoon she took a call from Lynn Mackey (Lynn is the County Superintendent of Schools and by virtue of that position is also a Library Commission member) who has been coordinating with a number of youth-serving agencies who have facilities to provide services to the gap group of those who have no broadband in the home while they are going to school. Lynn has opened the door to a number of groups like schools, libraries, boys & girls clubs, the YMCA and public housing in an attempt to create a learning hub much like the one in San Francisco. She will be sending some information to the library so we can plug in with things like Brainfuse and Learning Express but we can take it further and get library cards and books into the hands of those who most need them. Locally, this can happen pretty quickly and on a statewide basis a number of broadband initiatives have been shelved temporarily but will be coming back to take on this need. Given the Library Commission's desire to advocate for issues such as this she wouldn't be surprised to see it as part of their work plan for 2021.

Commissioner Mendrek mentioned that as a member of the local school board in Brentwood that they provided two-thousand laptops and three hundred nineteen hotspots to school kids in need of them. They had assumed that everyone had computers and internet access and soon found out the digital divide is real in this county. Statewide legislation is needed to provide for access, especially now with distance learning. A free education is mandated, which means in this time of distance learning the necessary internet access should also be free.

7. **CANDIDATE FORUMS @ THE LIBRARY** –
Library Services Manager Liz Fuller gave a PowerPoint presentation to the commission (appended to the end of these minutes).

8. **2021 WORK PLAN DISCUSSION** –
Vice-Chair Fischer began by thanking the previous head of the Annual Report & Work Plan Committee, Peter Wilson for the fine work his group had done over the previous two years. For the newer commissioners, he went on to explain that the work plan is like the commission’s new years resolution (only we try very hard not to discard it after a month) although what has been experienced in 2020 is a year unlike any other. When thinking about the work plan for next year, Michael came up with four areas that perhaps the commission might want to focus on. First would be the Covid-19 pandemic, next the systemic racism as highlighted by Alison earlier, the economic inequalities between various parts of the county, and finally, whatever role the commission might play in the replacement and onboarding of a new county librarian if there is a role at all. Traditionally there is a subcommittee formed of 2 to 4 people to work with the vice chair on the plan. They meet several times to formulate and refine the work plan then present it to the rest of the commission in November. Michael then called for any volunteers willing to work on the plan by meeting a few times over the next month and a half. Commissioner Kelly, who has been a committee member for the previous 2 years volunteered to provide some continuity from the past but encouraged some newer members to consider joining as well. Commissioner Mendrek is involved in her school board campaign this year but committed to volunteering next year to play a role. Commissioner Pursley volunteered his time for this year also. Having now a team in place, Michael advised everyone that if they had any additions or changes they wanted to suggest regarding what has been put together already to please submit them to Walter who will pass them on to the group.

Commissioner Hoisington then mentioned the importance of having some representation of the panel that will be involved with choosing the next county librarian. No input was solicited during the hiring process for Melinda and she wants to make sure the depth of experience represented by the commission has some input. Don then shared that he and Michael have reached out to County Administrator David Twu to volunteer to be a part of the hiring process however they can help out, whether it be on a panel or just to interview and provide feedback. He, Michael and Melinda all thought this was a good idea so he has reached out. As the effort is just getting started, there is not much to share yet but as things begin to happen (interviews, appointing an interim, etc.) any information will be shared with the commissioners.

9.A. WORKING COMMITTEE REPORTS – Legislative Working Committee
Commission Chair Commissioner A. Smith began by stating that his portion of the meeting would be short as there has been very little information coming out of the CLA this year about what is going on in Sacramento. There is a CLA Legislative committee but this year they had no ‘ask’ as they’ve had in prior years asking for money. He never saw the final figures and asked Melinda to share them if she had seen them. Melinda shared that the usual $100,000 that the library receives for literacy projects was not reduced, however she thought the library had not received anything for Lunch in the Library this year. Alison mentioned that some grant money had come in to help with that program but the library doesn’t count on those funds to provide the Lunch in the Library program at the branches. Melinda continued by saying there hadn’t been a lot of information coming from the state library either. Everyone’s focus these days seems to be on service delivery issues and health and safety during the pandemic. The Contra Costa County Library has never been reliant on state funding to survive. There are some federal dollars at play and those opportunities will be shared with the commission as they come up. The CLA is a volunteer organization and most members are probably concerned with their own survival at this point which is impacting their level of helpfulness.

Commissioner Hoisington asked whatever happened to the idea of the library stories that was brought up during 2019? She thought that was a wonderful idea and was curious what happened. Alan stated that since so much of what was suggested had to do with happenings inside the libraries, that the whole pandemic pretty much took that effort off the table until such time as people are allowed back into the branches. Look for this to be revived in the future.
9.B. WORKING COMMITTEE REPORTS – Annual Report Working Committee
Vice Chair Fischer began by stating that this is the other half of what gets submitted to the BOS in December. The annual report speaks to what the commission has already done this year while the work plan outlines what we hope to accomplish in the coming year. Michael thanked everyone who has already provided input to Walter about what they’ve been doing and he implored everyone to dig deep to see what other, perhaps unusual, things they may have done in this current environment that may have positively affected the libraries. Michael mentioned he was ready to take down anything that someone wanted to share, or as shortly after the meeting as possible, please send any input to Walter so the committee can provide a draft to the commission ahead of the next meeting.

10. FORMATION OF A NOMINATING COMMITTEE –
Chair McCormick began by asking if there was a motion from the floor to create a temporary ad-hoc nominating committee for 2020. Commissioner A. Smith made such a motion and Commissioner Kelly seconded. The motion was approved by consensus of the commission.

Melinda and Walter then provided the commission with a brief reminder of the responsibilities of the Nominating Committee and a description of the process and the time commitment involved. The floor was then opened for volunteers, along with the reminder that members of the committee would not themselves be eligible to hold an office. Commission A. Smith volunteered to serve again and Commissioners Ferree and T. Smith also volunteered to serve.

11. COUNTY LIBRARIAN REPORT -
Melinda began by expressing her support once again for the Library Commission and how helpful they have been. She came on board right after the commission was resurrected and has enjoyed working with the members and watching as new members take on increased responsibilities. She mentioned her hope that the commission would join the library in their diversity and education efforts as she thinks there is a role for the commission to play. A number of commissioners are also involved in education already and so would have much to contribute. Related to this are the broadband initiatives, senate bill 1130 and assembly bill 570, that were very well thought out but have been shelved for the current legislative session. As Alan knows, however, these things have a way of returning so these will likely appear again. Sometimes it takes 2 or 3 years to get off the ground. On a more local note, we are intending to go ahead with our involvement with CENIC which means we will be able to provide faster speeds and better internet accessibility. Of course the cyberattacks happened this year but we’ve come back better, stronger and safer than before so now we just need to get the doors open for people to be able to use those things. Melinda also shared that the library was in talks with three of the cities regarding extra hours for their libraries. Walnut Creek, San Ramon and Danville are all looking for ways to extend their hours once we’ve reopened. Considerable effort has gone into decisions about how to reopen safely once the time arrives, perhaps at the level of 25% of our reader seats in the libraries. A lot of moving of seats, removal of computers and the installation of plexiglass shields have been happening in preparation for reopening once we’re given the go ahead. She had originally hoped this would be happening in September before she left but it looks like now it will be sometime after the first of the year.

Regarding the recruitment of a new county librarian and the role the commission might play, she thought that would be an easy conversation with David. The recruitment will be a nationwide search, beginning after the first of the year as he has a number of things on his plate right now. He will be appointing an interim as well. She felt confident that some excellent candidates will appear during this recruitment and that the library will end up in good hands. She has enjoyed working with this group of commissioners, practically rebuilding the commission from the ashes, and enjoyed also watching the commission become the thoughtful and passionate group that they are. She knows there are a few vacancies right now but Walter is handling that so those should be refilled soon. The cities don’t always like to do things on our schedule but she is sure we
will be back to full strength before you know it. Thank you all one last time for your service and commitment to the library.

12. AGENDA SETTING FOR NEXT MEETING AND FUTURE TOPICS –
No suggestions were offered. Chair McCormick offered that if anyone thought of a topic in the next few weeks, they could forward it to Walter and he would bring it up at the next agenda setting meeting.

13. ADJOURNMENT TO THE NOVEMBER 19, 2020 LIBRARY COMMISSION MEETING AT TBD. The meeting was adjourned at 8:45 p.m.

______________________________________________
Submitted by Walter Beveridge
Executive Secretary, Contra Costa County Library
Equity, Diversity and Inclusivity (EDI)
The Contra Costa County Library Committee

September 2018

A group of Contra Costa County Librarians attend the
Joint Conference of Librarians of Color (JCLC)

"Brings together a diverse group of librarians, library staff, library supporters, and community participants to explore issues of diversity in libraries and how they affect the ethnic communities who use our services."
Equity, Diversity and Inclusivity (EDI)
The Contra Costa County Library Committee

January 2019

The JCLC group wrote and submitted a proposal to Administrative Services Management (ASM) to form Contra Costa County Library's first Diversity Committee.

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Equity, Diversity and Inclusivity (EDI)
The Contra Costa County Library Committee

Population by Race

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Note: Hispanic may be of any race. All races exclude Hispanic ethnicity.
Data Source: US Census Bureau American Community Survey 5-Year Estimates 2011-2015
Equity, Diversity and Inclusivity (EDI)
The Contra Costa County Library Committee

June 2019

Equity, Diversity and Inclusivity Committee Convenes.

This committee includes:
- Librarians
- Library Assistants
- Administrative Services
- Collection Development
- Branch Management
- Human Resources
- Administrative Services Management (ASM)

Members of the EDI group also participate in:
- Government Alliance on Race and Equity (GARE)
- California Library Association (CLA) Leadership Cohort
- California Libraries Cultivating Race, Equity and Inclusion (CREI)
- CAO Office of Racial Equity & Social Justice
- California Library Association (CLA) EDI Interest Group
Equity, Diversity and Inclusivity (EDI)
The Contra Costa County Library Committee

EDI Goal: To go beyond the usual and be inclusive to all.

Start a forward-thinking committee that addresses current diversity topics and keeps abreast of new challenges to address.

Equity, Diversity and Inclusivity (EDI)
The Contra Costa County Library Committee

EDI Objectives/Outcomes:

Work together to ensure that Contra Costa County Library collections, displays, website materials, and outreach demonstrate:

"Respect for diversity and inclusion of cultural values."
Equity, Diversity and Inclusivity (EDI)
The Contra Costa County Library Committee

EDI Objectives/Outcomes:

With the goal of understanding how our differences may affect or influence our relationships at work intentionally or unintentionally: research and suggest staff diversity trainings with proven, positive outcomes, from established professionals in the field.

EDI Objectives/Outcomes:

Within existing structures, enhance the ability for employees to take steps to connect with Human Resources for confidential conflict resolution, particularly as it pertains to diversity issues. Resolve such conflicts thoughtfully, while learning from these situations to foster tolerance and respect in the workplace.
Equity, Diversity and Inclusivity (EDI)
The Contra Costa County Library Committee

1. Make diversity central to the Library’s strategic plan.
2. Develop a communications plan to promote library services to diverse audiences.
3. Keep promotional materials free of homophobic, racial, disability and ethnic stereotyping.
5. Include a full range of voices in the library’s collection that speak to the experiences of diverse groups that have contributed to the history and culture of our nation.
6. Seek to include new and diverse authors, illustrators and publishers in library materials and website.
7. Integrate diverse points of view in our blogs, Booklists, and library website.

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Equity, Diversity and Inclusivity (EDI)
The Contra Costa County Library Committee

What We’ve Done So Far

Researched interpreters for Mam, a Mayan language indigenous to Guatemala.

In 2016, the Department of Justice reported that Mam was one of the top 10 languages used in immigration court.
Equity, Diversity and Inclusivity (EDI)
The Contra Costa County Library Committee
Connected with CircleUp Education for EDI and all-staff Trainings.

Diversity, Equity, Inclusion
TO INTERRUPT
discrimination, racism, inequities, & implicit bias.

Equity, Diversity and Inclusivity (EDI)
The Contra Costa County Library Committee

- Created EDI Committee Booklists, highlighting diverse authors, voices, stories.
- Developed Inclusive Booklist Guidelines for all staff to follow when creating Booklists for the county.

Featured Booklists

STAFF LIST
Equity, Diversity and Inclusivity: A Tribute to John Lewis
On voting and civil rights for all ages: a tribute to a phenomenal man, Rest in power. John Lewis.

STAFF LIST
Antiracist Bookshelf
A reading list of titles on Anti-racism, Anti-Blackness and White privilege.
Equity, Diversity and Inclusivity (EDI)
The Contra Costa County Library Committee

Women of Color: Activists Then and Now
Thursday, August 27 | 4 p.m. PDT

Partnered with The League of Women Voters, Diablo Valley, on a virtual program as part of their webinar series, “A Just Recovery.”

Online Program
Presented by:

Equity, Diversity and Inclusivity (EDI)
The Contra Costa County Library Committee

Dr. Lori Watson, Race-Work

“I do this work because I believe in this work. And I believe in this work because I believe that it changes lives. When participants leave my seminars with an elevated level of racial consciousness and tools to interrupt systemic racism, their lives are changed, and they have the capability to change the lives and world of those around them.”

- Lori Watson
Equity, Diversity and Inclusivity (EDI)
The Contra Costa County Library Committee

“This training is an important step in furthering the Library’s goal of equitable access for all and in becoming an anti-racist institution.”

— Angela Davis

Equity, Diversity and Inclusivity (EDI)
The Contra Costa County Library Committee

What We’re Working On

- Researching ways to recruit, hire, and retain diverse staff.
- Reworking the Patron Incident Reporting (PITS) process.
- Find ways to incorporate non-legal (preferred) names into our library card application and database.
- Working with Collection Development on a diversity audit of the current collection, including adding more diverse books, in more languages and formats.
- Researching the history of Contra Costa County Libraries as the first step to forming a racial equity plan for our library.
- Continue to seek out, participate in, and recommend applicable trainings for all staff.
Equity, Diversity and Inclusivity (EDI)
The Contra Costa County Library Committee

Our committee goal is to imagine what we want the library system to look like: every patron and staff member feeling happy and included when they walk in a library door.

To make our libraries a welcoming place where everyone gets what they need.
Candidate Forums @ the Library

A PARTNERSHIP WITH CONTRA COSTA COUNTY LIBRARY, THE LEAGUE OF WOMEN VOTERS OF DIABLO VALLEY, CONTRA COSTA TELEVISION AND CONTRA COSTA ELECTIONS

Candidate Forums

Partnership

- The Elections Department, League of Women Voters and CCTV have hosted roundtables for several years. These were recorded and broadcast on CCTV.
- Contra Costa County Library started discussions with the group in late 2017 with a request to participate.
- Wanted a live audience, with questions submitted in real time.
- Recognized that our reach was large, and we could bring these programs to a bigger audience throughout the county.
- Fulfills our mission of bringing people and ideas together.
District Elections = Need for More Forums/Roundtables

Many local cities, school districts and other government jurisdictions in California have received a legal threat alleging that their at-large election systems violate the California Voting Rights Act.

The letters threaten legal action if the jurisdictions do not voluntarily adopt district elections. The proponents of district elections argue that this system impairs minority groups' ability to elect their preferred candidates, and campaigns for smaller areas are less expensive and encourage greater participation.

To establish these elections officials must draw electoral maps dividing the city into districts of approximately equal populations. Council members must live in the district and would be elected by the voters in that district.

LWV North and Central San Mateo County

Which Races are Covered?

- **Elections Department Criteria**
  - Is there an actual race? Is there more than one person vying for the position?
  - Which races are in the low voter turnout areas of the county?
  - How many of the special district races are being contested?
  - See who else is already hosting forums. West Contra Costa County covers several forums already.
  - Can the taping schedule fit commute times? Not a criteria this year.

- **Library Criteria**
  - Look for races that have a large audience/constituency
  - Races where we have a suitable venue
  - Trend is to cover school districts
Roundtables vs. Forums

- **Roundtables**
  - Recorded discussions
  - Professional Moderator
  - Answers not timed
  - More flexibility about who speaks when
  - Host ~ 20 per election

- **Library Forums**
  - Live events with audience participation (via Zoom this year)
  - LWV moderators
  - Same questions asked of each candidate
  - Answers timed
  - Host ~ 3-4 per election

Recordings made available on Library website, CCTV, League of Women Voters' website, Elections website.

2018 Primary Election Forums

- **Assembly District 15 @ San Pablo Library**
  - Tony Thurmond runs for State Superintendent of Instruction, leaving an open seat
  - 12 candidates run to replace him
  - Each one shows up for the forum
  - Buffy Wicks wins the seat

- **Audience**
  - Live: 57
  - Facebook: 705 views; 1,438 reached; 295 engagements
  - YouTube: 184 views
  - Recording shared with CCTV, League of Women Voters, Elections Department and candidates
2018 Primary Election Forums, cont’d

- District Attorney @ Hercules Library
  - Live: 65
  - Facebook: 621 views; 1,412 reached; 193 engagements
  - YouTube: 137 views

- Superintendent of Schools @ Concord Library
  - Live: 60
  - Facebook: 1,000 views; 2,074 reached; 360 engagements
  - YouTube: 236 views

2018 General Election Forums

- San Ramon Library: City Council, Mayor, Assembly District 16

- San Pablo Library: City Council, West Contra Costa Unified School District, Superintendent of Schools

- Brentwood Library: City Council, Liberty Union High School District

- Concord Library: City Council Districts 1 and 3
2020 Forums

- 2020 Primaries
  - Contra Costa County Board of Supervisors Districts 3 and 5

- 2020 General Election
  - Brentwood Union School District
  - Liberty Union High School District
  - Mt. Diablo Unified School District Areas 3 and 5