RCPL CARES Team Work Plan, Draft version, December 2020

- Review Library policies for racial inequities and opportunities for antiracism
  - Policies to be reviewed include Behavior policy, Art Exhibits, Borrowing, Confidentiality, Display, Gifts and Donor Recognition, Internet Access, Materials Selection, Meeting Rooms, Study Rooms, Website Linking
  - Along with review of Materials Selection policy:
    - Expand multicultural and multilingual materials representing diverse voices for all ages
    - Create additional booklists and displays to promote diverse collections, and ensure that displays and book lists are intersectional and include audio and video content
    - Audit existing collection for gaps in representation
  - Explore alternatives to calling the police for behavior issues
  - Utilize resources and information from Government Alliance on Race and Equity
  - Keep connected with other Peninsula Library System and California libraries engaged in racial equity work
  - Develop toolkit to ensure that racial equity is a key consideration in strategic planning, budget, and policy development

- Develop a plan for ongoing racial equity training for all Library staff
  - Host full day staff development day on antiracism
  - Book discussion groups about Stamped
  - Develop “Library Spanish” class for staff to attend
  - Increase staff awareness of languages beyond English & Spanish spoken by staff and by community
  - Establish partnerships with communities of color to help advance these goals
  - Find ways to build connections/facilitate library staff members getting to know one another better
  - Ensure that Library staff have the tools and training to incorporate a racial equity lens in the selection of materials and development of programs

- Develop a comprehensive plan for programming and activities related to racial equity
  - Welcoming Week activities September 12-20, 2020
- Stuffed Animal Sleepover, with participant adoption of an animal from another country
- RCPL CARES team storytimes for Stories from Our Community
- Bystander Intervention Training
  - United Against Hate Week November 30 – December 6, 2020 (Transgender Day of Remembrance, Human Library)
  - Ongoing public programs related to racial equity (moving beyond “heroes and holidays”) that authentically reflect the perspectives of people of color
  - Include diverse voices across all programs regardless of subject matter
  - Include ongoing facilitation of public discussions on racial equity and justice
  - More inclusive and expansive adult programs (working with refugee groups, civil liberties groups, ethnic-based nonprofits, performing arts outfits, LGBTQ advocates, etc.)
  - Focus on equitable approaches to programs (conscious of connectivity issues, don’t require email address for registration)
  - Establish partnerships with communities of color and LGBTQ+ organizations to help advance these goals. Partnerships should run deeper to provide more interaction with those groups in our community.
  - Reboot Library Takeover program with remaining in-person events
  - Continue to offer direct assistance to community (social service office hours, rental assistance, business outreach, food distribution, service to incarcerated individuals)
  - Increase accessibility through sign language, language translation
  - Programming across as many racial, ethnic, gender, sexual, and religious identities as possible for all age groups at all branches, regardless of local demographics
  - Explore community-wide reading program on racial equity book/topic
  - More multi-age book clubs or Zoom hangouts/activities to engage kids from our community in discussions about anti-racism
- Develop strategies for recruitment/retention of Library staff members of color
- Develop an equity-focused marketing plan
  - Ensure that marketing materials use imagery reflecting our diverse community
  - Promote library services through communication channels organized by people of color, and increase Spanish-language marketing of Library services and events
  - Engage with communities of color to make sure racial equity work plan aligns with their needs
  - Establish partnerships with communities of color to help advance these goals