CONTRA COSTA COUNTY LIBRARY COMMISSION

AGENDA ATTACHMENT 7

MEETING DATE:	**Thursday, September 30, 2021**
AGENDA ITEM #:	**10.**
ITEM:	**COUNTY LIBRARIAN REPORT**

RECOMMENDED ACTION:

None required.

County Librarian's Report to the Library Commission

Thursday, September 30, 2021

MEASURE X

On Wednesday July 28th, I presented the MXCAB with the Library's proposal for the use of Measure X funding. It included an ask for $22 million ongoing annual funding so that all full-service libraries can be open 56 hours per week and $8.1 million in one time funding to address deferred maintenance in county owned libraries.

Additional estimates for 46 and 52 open hours per week were provided to the CAB on August 6th and are included in this packet.

FACILITIES

The Concord Library's children's area will be refreshed in the coming months, with new shelving in all areas and some additional whimsical furniture. The city of Concord will repaint the walls and providing carpeting for the project. The project is expected to begin sometime around the beginning of November and will take about two weeks to complete.

The Ygnacio Valley Library remains closed as we await the start of the work to replace the parking lot. On September 7th, the Board of Supervisors approved awarding the contract and now Public Works is finalizing the contract with the construction company. Once the contract is executed, the project can be scheduled and is expected to take 30 working days to complete.

In the meantime, we are working to hire the staff needed to fill critical positions in order to be ready for reopening. The recruitment process is currently underway, and the Library aims to get new staff members hired and trained as soon as possible.

The parking lot improvement project is a partnership between the City of Walnut Creek and the County. In addition to repaving, several changes are necessary to bring the parking lot, curb ramps and walkways into compliance with the Americans with Disabilities Act (ADA). The City is providing Federal Community Development Block Grant funds to cover the ADA upgrades. Once complete, the parking lot and walkways will be much safer and easier to navigate for senior citizens, people with disabilities, and families with small children.

SUMMER READING

Approximately 5000 people completed Summer Reading. There was a big uptick of online (versus paper) participants who used our new online platform (Beanstack):

- 2,440 registrations
- 14,988 badges earned
- 928,349 minutes read

The top 5 branches with Beanstack participants were SRL, BRE, PHL, DSL, and WCL.

NEW INITIATIVES

Lite Reads is a new collection of books specifically for beginning adult readers. The books are short and use simple words but maintain high interest and relevant storylines for adults. The collection has more than 75 fiction and nonfiction titles. The full list of titles will be available soon in the Library catalog.

The Remote Locker, Library Books-To-Go program is expected to launch at the Rossmoor Gateway Clubhouse in mid October. After patrons reserve library items online or over the telephone, they can retrieve them from the lockers at the Rossmoor Gateway Clubhouse by simply scanning their library card.

PARTNERSHIPS

I am meeting with several department heads and directors of community based organizations and local government agencies to discuss new or expanding partnerships:

- Employment and Human Services Department Community Services Bureau (Head Start)
- First 5 Contra Costa
- EHSD-Workforce Development
- Probation-Juvenile Diversion program
- First 5
- Family Justice Center
- CCCOE-Student Success Cards
- Contra Costa Community College District

FRIENDS AND FOUNDATIONS

I am gradually attending all Friends and Foundation meetings in order to introduce myself and meet our supporters. So far I have attended the following meetings:

- Friends of the Martinez Library
- Hercules Community Library Foundation
- Friends of the Lafayette Library
- Lafayette Library Foundation
- PSC Inc Board Meeting
- Friends of the Hercules Library
- Walnut Creek Library Foundation
- Friends of the Orinda Library
- Clayton Library Foundation
- Friends of the Pleasant Hill Library
- Friends of the Antioch Library
- San Ramon Library Foundation
- Oakley Friends of the Library
- Brentwood Friends of the Library
- Friends of the Moraga Library
- El Cerrito Library Foundation
- Friends of the Pinole Library

Upcoming scheduled meetings:

- Friends of the Danville Library

GRANTS / DONATIONS / SCHOLARSHIPS / AWARDS

Donations Received from Friends and Foundations
July & August 2021

Date	Library	Donor	Description	Amount
7/16/2021	PSC	PSC Inc.	Programs	5,000.00
8/16/2021	Clayton	Clayton Community Library Foundation	collection	10,000.00
7/26/2021	San Ramon	San Ramon Library Foundation	collection	3,000.00
7/26/2021	Dougherty Station	San Ramon Library Foundation	collection	1,000.00
8/16/2021	El Cerrito	Friends of the El Cerrito Library	collection	13,000.00
			Total	$32,000.00

We thank the many Friends, Foundations and other donors for their generous gifts to the Library.

OTHER

On Tuesday, September 7th, the Board of Supervisors approved a significant change to the Librarian series classifications. Starting on October 1, 2021, a Master's in Library and Information Science is no longer required to be eligible to apply for a librarian position with Contra Costa County Library. Experience working as a library paraprofessional may be substituted for the degree.

Respectfully submitted by Alison McKee, County Librarian

August, 3 2021

Contra Costa County Library
Follow up for the Measure X Community Advisory Board

As a result of maximizing operational efficiencies and implementing standard open hour schedules, as of July 1, 2021 Contra Costa County was able to increase the number of weekly open hours provided at all full-service community libraries from 35 to 40. Starting on July 1, 2021, the open hours schedule for libraries that are open for only the base 40 weekly hours became this:

Standard open hours
40 open hours per week
Open 5 days per week

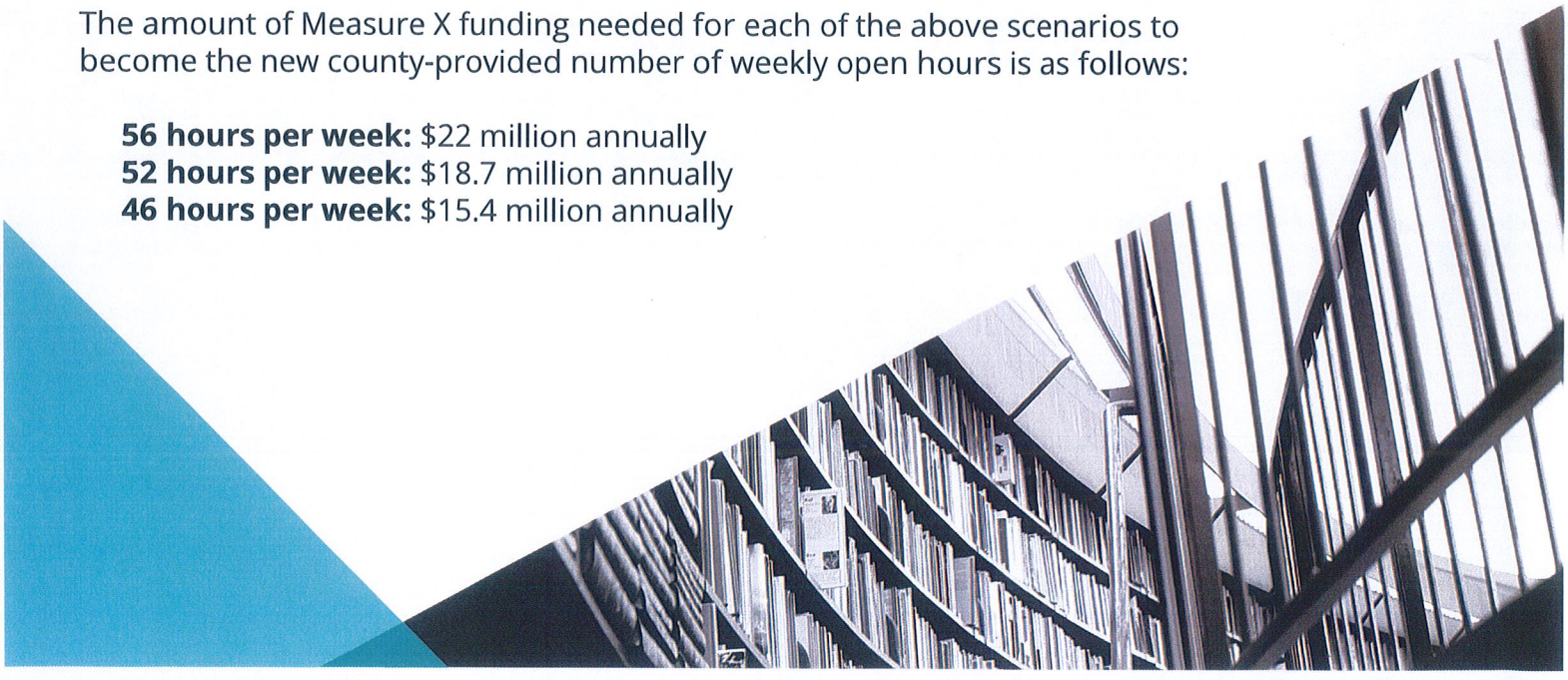
Sunday/Monday CLOSED
Tuesday 12-8
Wednesday 10-6
Thursday 10-6
Friday 9-5
Saturday 9-5

Currently any city that would like to fund Extra Hours has the following standardized options:

Option A	Option B	Option C
46 open hours per week **6 Extra Hours per week** **Open 5 days/3 evenings per week** Sunday CLOSED Monday CLOSED Tuesday 10-8 Wednesday 10-8 Thursday 10-8 Friday 9-5 Saturday 9-5	**52 open hours per week** **12 Extra Hours per week** **Open 6 days/2 evenings per week** Sunday CLOSED Monday 10-8 Tuesday 10-8 Wednesday 10-6 Thursday 10-6 Friday 9-5 Saturday 9-5	**56 open hours per week** **16 Extra Hours per week** **Open 6 days/4 evenings per week** Sunday CLOSED Monday 10-8 Tuesday 10-8 Wednesday 10-8 Thursday 10-8 Friday 9-5 Saturday 9-5

The amount of Measure X funding needed for each of the above scenarios to become the new county-provided number of weekly open hours is as follows:

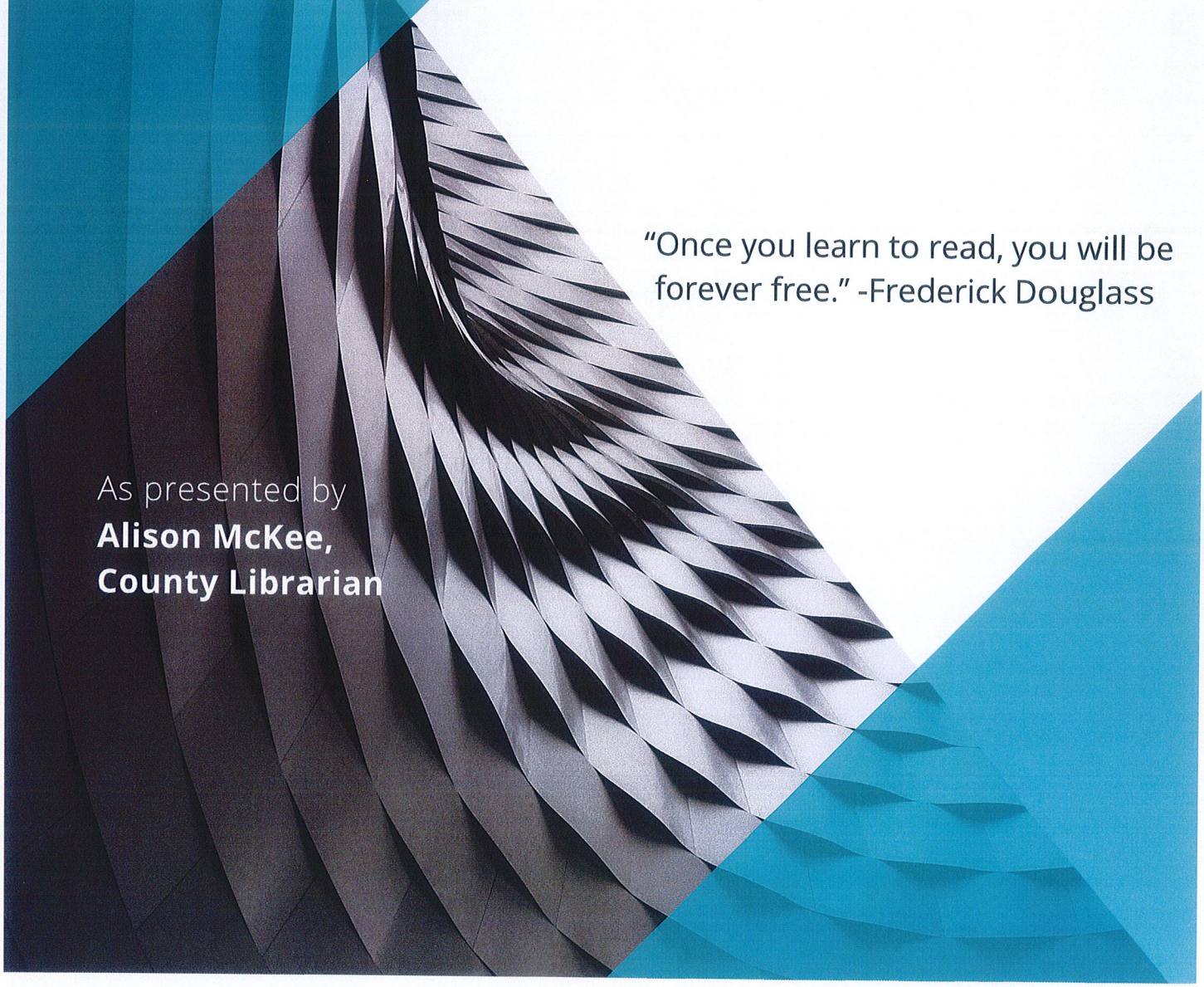
56 hours per week: $22 million annually
52 hours per week: $18.7 million annually
46 hours per week: $15.4 million annually



CONTRA COSTA COUNTY LIBRARY
Bringing People and Ideas Together
ccclib.org

MEASURE X PROPOSAL

JULY 28, 2021



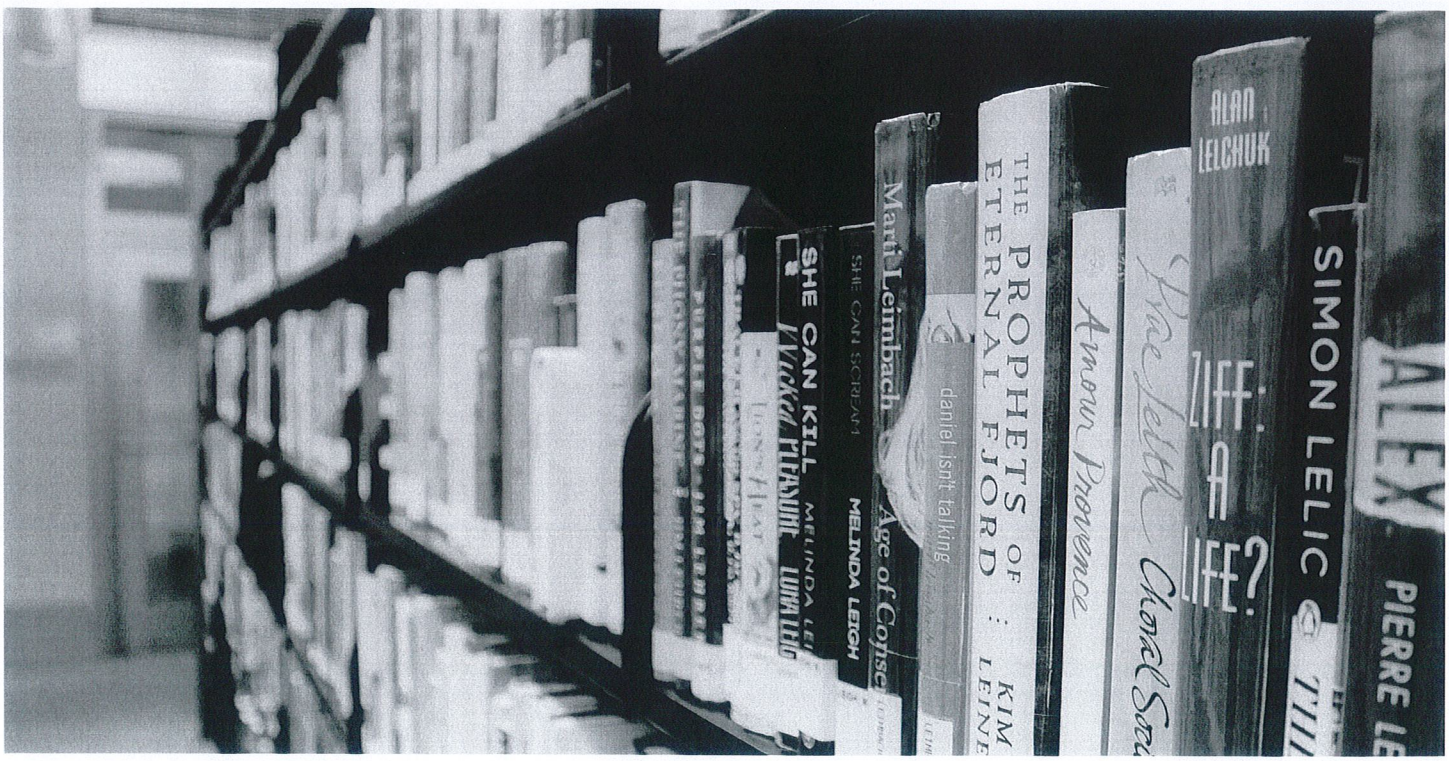
"Once you learn to read, you will be forever free." -Frederick Douglass

As presented by
Alison McKee,
County Librarian

CONTRA COSTA COUNTY LIBRARY

The Library is an essential County service providing facilities, staff, collections, databases, and programs to meet the lifelong needs of all residents. However, the Library cannot do its work if it is not open. The Library is an essential link to early childhood education, safety-net programs, and overall wellness in our community. This document provides general background information about the Contra Costa County Library and highlights the ways in which Measure X funding will allow the Library to close some of the gaps identified in the 2020 Sales Tax Working Group's Needs Assessment for Contra Costa County.

The Library is requesting Measure X funding for all Contra Costa County Library branches to be open 56 hours per week and to complete long-overdue deferred maintenance in five County-owned library facilities. Measure X funding will significantly address the problem of access to library services and adequate facilities for residents in low-income, impacted communities. Furthermore, it will allow the Library to expand services to the residents in our communities who rely on it the most. Lastly, it will allow us to partner more often with service providers who share the library's vision of supporting county residents who are most vulnerable. This will increase both the Library's and our partners' abilities to more effectively benefit the largest number of people throughout Contra Costa County.



26 LIBRARIES

Contra Costa County Library consists of 26 libraries in 18 cities and five unincorporated areas throughout the county:

Antioch
Bay Point
Brentwood
Clayton
Concord
Crockett
Danville
Dougherty Station (San Ramon)
El Cerrito
El Sobrante
Hercules
Kensington
Lafayette
Martinez
Moraga
Oakley
Orinda
Pinole
Pittsburg
Pleasant Hill
Prewett (Antioch)
Rodeo
San Pablo
San Ramon
Walnut Creek
Ygnacio Valley (Walnut Creek)

Other locations and services include a library inside Juvenile Hall and the Orin Allen Youth Rehabilitation Facility, and a robust adult literacy program, Project Second Chance, located in San Pablo, Hercules, Concord, Antioch and Brentwood.



LIBRARY USERS

More than 425,000 people have Contra Costa County Library cards, with the vast majority of them being Contra Costa County residents (anyone who is a CA resident may be a cardholder).

Community	Number of card holders	Population	% of residents with cards
Antioch	30,478	111,535	27%
Brentwood	21,592	63,800	34%
Clayton	5,784	12,192	47%
Concord	42,395	129,688	33%
Crockett	1,163	3,094	38%
Danville	24,796	44,650	56%
Discovery Bay	3,109	13,352	23%
El Cerrito	10,158	25,601	40%
El Sobrante	8,051	12,669	64%
Hercules	10,428	25,601	41%
Kensington	3,172	5,077	62%
Lafayette	16,613	26,521	63%
Martinez	16,143	38,290	42%
Moraga	8,308	17,692	47%
Oakley	10,825	42,129	26%
Orinda	10,925	19,806	55%
Pinole	6,347	19,318	33%
Pittsburg/Bay Point	26,066	95,076	27%
Pleasant Hill	14,001	34,903	40%
Richmond	12,223	110,146	11%
Rodeo	2,972	8,679	34%
San Pablo	21,376	31,124	69%
San Ramon	40,519	75,839	53%
Walnut Creek	44,874	69,825	64%
Total	**392,318**	**1,036,607**	**38%**

FUNDING

The Library has a dedicated fund of 1.5 percent of the 1 percent ad valorem property tax. The library does not receive any general fund monies from the County. The Library's budget for FY21-22 is $36.1 million, less than 1 percent of the County's entire budget. In looking at other Bay Area counties with comparable funding mechanisms and governance, Contra Costa County is funded at the lowest level. It also has less funding per capita than the Richmond Public Library, the only other library system in Contra Costa County:

Library	Funding per Person	Population of Service Area	Number of Libraries	Library budget FY 19-20
Contra Costa	$32.89	1,042,344	26	$35,714,141
Richmond	$47.68	111,217	3	$5,903,333
Alameda	$49.54	613,679	10	$35,234,732
Solano	$55.96	389,856	9	$22,745,956
Napa	$77.85	133,015	4	$11,213,195
Marin	$122.83	142,424	10	$19,993,341

In terms of other libraries in the East Bay, many of which are familiar to and used by Contra Costa residents, Contra Costa also ranks the lowest in funding per capita:

Library	Funding per Person	Population of Service Area	Number of Libraries	Library budget FY 19-20
Contra Costa	$32.89	1,042,344	26	$35,714,141
Richmond	$47.68	111,217	3	$5,903,333
Alameda Co.	$49.54	613,679	10	$35,234,732
Pleasanton	$51.17	79,464	1	$4,124,212
Alameda City	$59.93	81,312	3	$4,897,331
Livermore	$ 63.16	91,861	3	$ 5,903,294
Oakland	$ 97.41	433,697	18	$42,619,842
Berkeley	$ 166.67	122,580	5	$20,734,529

FUNDING

Additionally, Contra Costa County Library ranks 114th out of 183 public library systems statewide when looking at funding per capita.

By any measure, the Contra Costa County Library is significantly underfunded and as a result, many residents have limited access to the library facilities and services they need and deserve. This scarcity of funding has been acknowledged by the County in both its current General Plan and new draft General Plan.

- Services provided by the County Library System shall be maintained and improved by providing adequate funding for ongoing operations, and by providing new library facilities to meet the needs of County residents, particularly in growing areas where library service standards are not being met. Contra Costa County General Plan 2005-2020 (7-159)

- Ensure the County's budget provides adequate funding for maintaining and improving library operations. Contra Costa County 2021 Draft General Plan (PFS-P11.3)

- Identify areas where library service standards are not being met and seek funding to provide new library facilities that will achieve the standards. Contra Costa County 2021 Draft General Plan (PFS-A11.1)

In 2016, the Contra Costa County Library Commission, the community advisory body to the Board of Supervisors and County Librarian, identified severe shortages in the Library's ability to serve county residents. The report, Promoting Excellence in Library Service in Contra Costa County, Contra Costa County Library Commission, 2016, highlighted:

- [T]he Library's funding model ...puts some community libraries at a distinct disadvantage in comparison to their peer libraries located within the county's wealthier communities.

- [Concluded] that funding for the Library is not adequate... and that inequities in Library services continue despite the expressed need for the Library to reach out to underserved populations.

- [Recommended the County] identify mechanisms to increase county support of Library services that could include a future ballot measure.

CITY PARTNERSHIPS

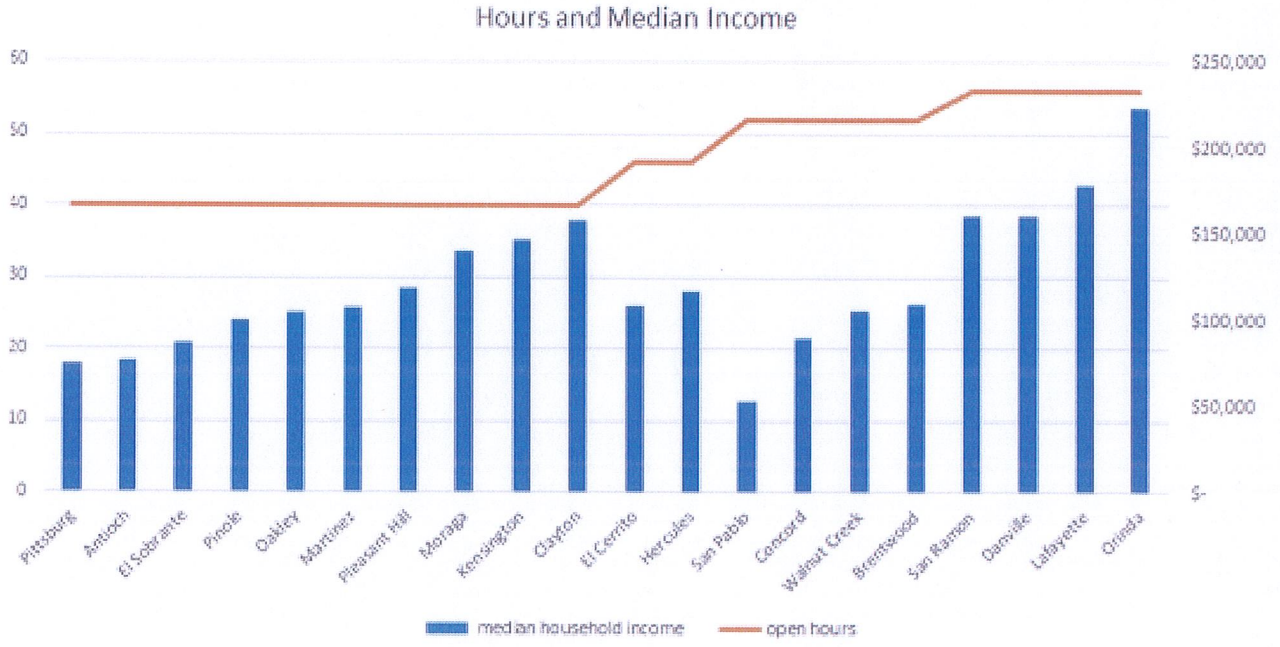
The County funds a base level of 40 weekly open hours at all full-service libraries. Even though the Library is funded at such a minimal level, the Library was able to increase the base number of weekly open hours from 35 to 40 beginning this fiscal year by maximizing operating efficiencies. The base level of 40 hours provides the maximum number of hours the County can fund across all 26 locations. If cities would like the libraries in their communities to be open more than 40 hours per week, they may contribute funding for additional open hours, up to 56 hours per week. Currently, 12 cities are funding extra open hours:

City	County-Funded Hours	City-Funded Extra Hours	Total open hours
Antioch	40	0	40
Bay Point*	34.5	n/a	34.5
Brentwood	40	12	52
Clayton	40	0	40
Concord	40	12	52
Crockett*	18	n/a	24
Danville	40	16	56
Dougherty Station	40	6	46
El Cerrito	40	6	46
El Sobrante	40	n/a	40
Hercules	40	6	46
Kensington	40	n/a	40
Lafayette	40	16	56
Martinez	40	0	40
Moraga	40	0	40
Oakley	40	0	40
Orinda	40	16	56
Pinole	40	0	40
Pittsburg	40	0	40
Pleasant Hill	40	0	40
Prewett*	35	n/a	35
Rodeo*	18	n/a	23
San Pablo	40	12	52
San Ramon	40	16	56
Walnut Creek	40	12	52
Ygnacio Valley	40	12	52

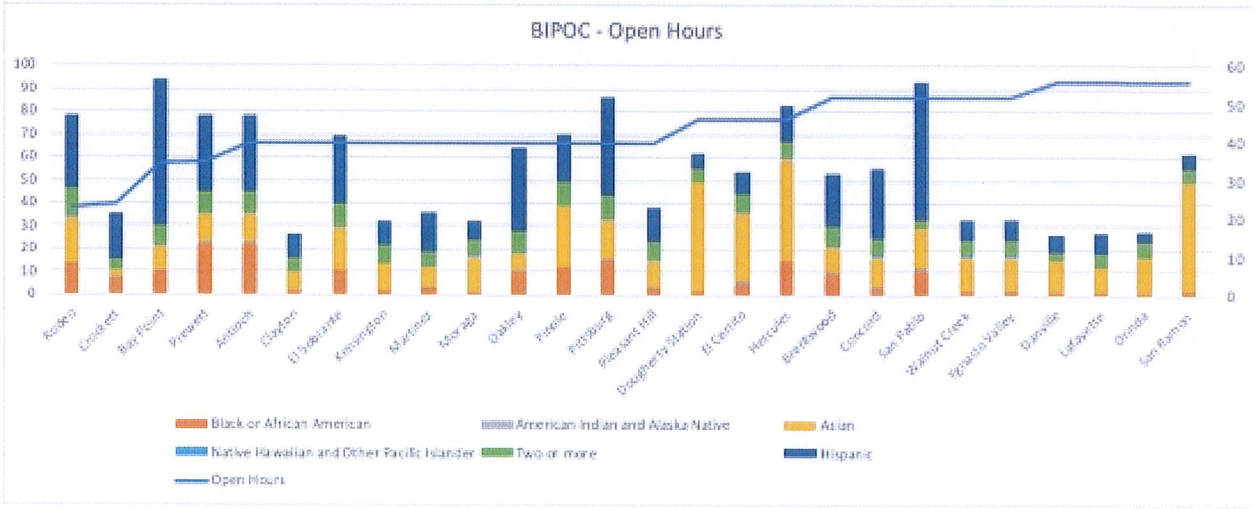
*outlets, not full-service libraries

FUNDING DISPARITY

This current funding model for open hours results in a very uneven playing field. In general, cities with less wealthy residents have access to fewer library open hours in their own communities compared to cities with wealthier residents. It should also be noted that given the current model, libraries in unincorporated areas do not ever have the option or opportunity to be open more than the county-funded base level of open hours.



Also of note, in general, county residents who are Black, Indigenous, People of Color (BIPOC) have less access to library open hours and services in their own communities.



FUNDING DISPARITY

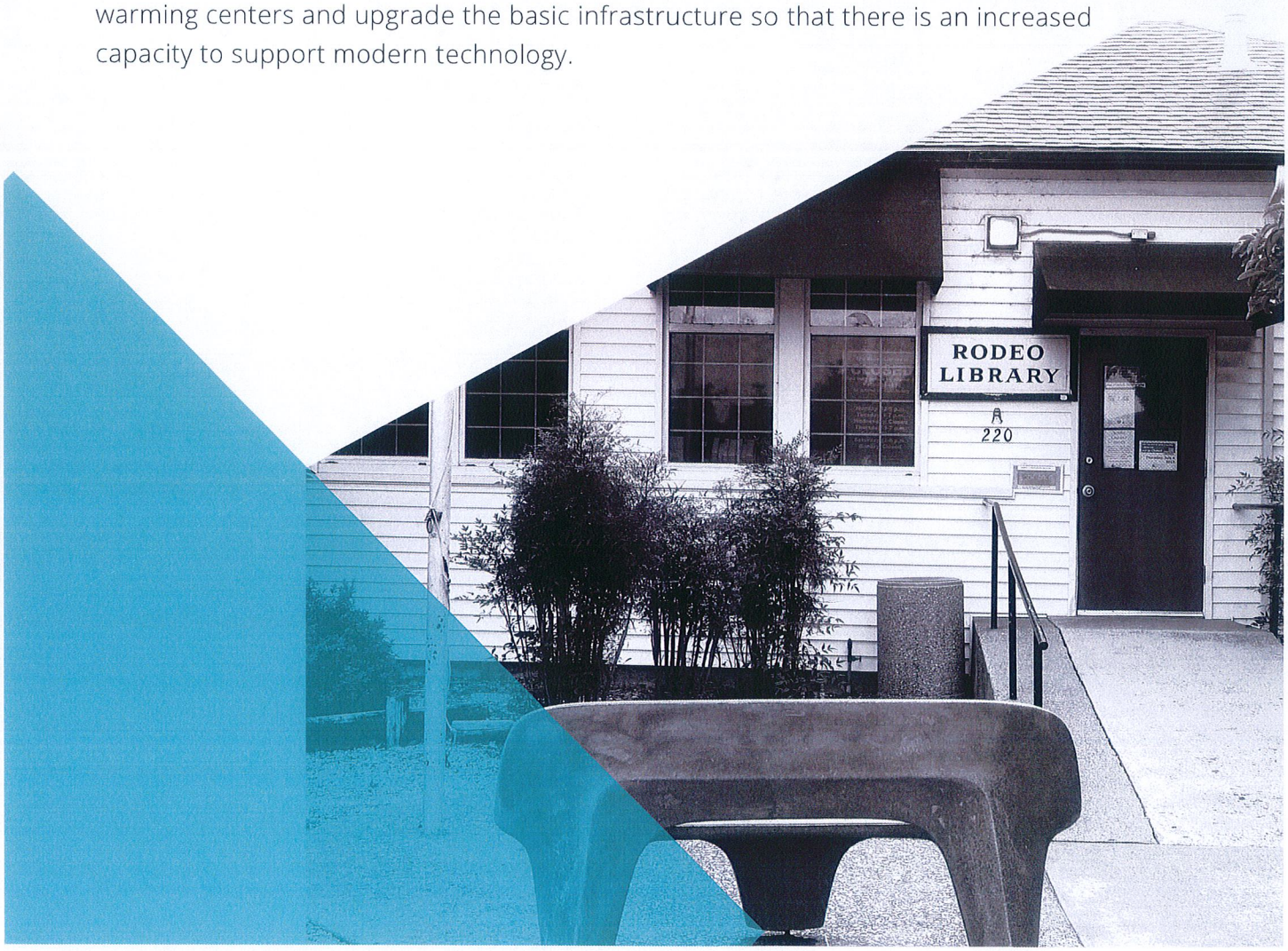
Funding from Measure X to increase the County's base level of weekly open hours to 56 will correct the inadequate number of base hours currently provided. The County provided base hours has led to the unfortunate and harmful reality that, in general, wealthier residents have more access to library services and facilities than those who are less wealthy. The additional ongoing annual funding necessary to increase the base level of weekly open hours from 40 to 56 is $22 million. Increasing from a 40-base model to a 56 base model is a 40 percent increase in the number of base weekly open hours. Measure X dollars for open hours will increase the library's budget by 60 percent. In addition to open hours, Measure X funding will provide corresponding improvements in support operations. These include increased data and network support, increased and newer collections, outreach to meet critical community needs, and many more books and materials. This increase will put Contra Costa County at an adequate level of funding that is more closely aligned with other libraries in the East Bay and with libraries in the Bay Area.

Library	Funding per Person	Population of Service Area	Number of Libraries	Library budget FY 19-20
Richmond	$47.68	111,217	3	$5,903,333
Alameda	$49.54	613,679	10	$35,234,732
Contra Costa	$53.99	1,042,344	26	$57,714,141
Solano	$55.96	389,856	9	$22,745,956
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Oakland	$ 97.41	433,697	18	$42,619,842
Berkeley	$ 166.67	122,580	5	$20,734,529

FACILITIES

For the most part, library facilities are owned by the cities. There are some exceptions to this, namely the library facilities in the unincorporated areas of El Sobrante, Kensington and Rodeo, and the libraries in Antioch, Pinole and Ygnacio Valley (Walnut Creek), all of which are owned by the county. With the exception of El Sobrante which was recently remodeled after a fire, these facilities have significant deferred maintenance needs. This backlog of deferred maintenance is the result of the low funding allocated to the library, which means the Library has to choose between addressing extremely expensive facility repairs and upgrades (e.g. ADA improvements, roofs, parking lots, HVAC replacements, electrical upgrades, etc) or library services and open hours. The Library has always chosen to prioritize services and open hours with its very limited funding. One-time Measure X funding of approximately $8.1 million will address these much-needed and long-overdue facility repairs and upgrades and will vastly improve the quality of library facilities in those communities. These improvements will enable these libraries to act as cooling and warming centers and upgrade the basic infrastructure so that there is an increased capacity to support modern technology.



ADDRESSING THE NEEDS ASSESMENT FINDINGS

The following are services, initiatives and partnerships that will be expanded and built upon if all libraries are open 56 hours per week. This is not an exhaustive description of library services, resources and initiatives, but instead highlights what the Library has to offer to address gaps identified in the 2020 Contra Costa County Needs Assessment. By opening 56 hours per week, the Library will be able to increase by 20 percent the following services and partnerships in the communities where they are needed most.

Needs Assessment: Early Childcare

Early Childhood Education

The Library is a critical part of the early childhood education infrastructure. Although the Library is available and provides services to all residents regardless of age, children's services are the 'bread and butter' of the library's work and services. On average, the Library offers 5,600 children's events, classes and programs annually to approximately 225,000 attendees. The children's collection consists of almost 500,000 items with close to 2,000,000 checkouts per year.

Storytime

On average, the Contra Costa County Library offers 65 story times each week over all its branches. The Every Child Ready to Read Initiative identifies six pre-reading skills children must have before they can learn to read (vocabulary, print awareness, print motivation, letter knowledge, narrative skills, and phonological awareness). Storytimes are designed by library professionals to engage children in developing these skills. At the same time, storytimes model to parents and caregivers good early literacy practices while at the same time promoting access to library resources.

Early Learning Events

The Every Child Ready to Read Initiative also identifies the early literacy practices of talking, singing, reading, writing, playing as essential to early childhood development. Early learning events, involving music and arts and crafts support these early literacy practices in a variety of ways. Music programs help kids to learn to rhyme in order to hear the parts of words, arts and craft programs help them with their small and large motor skills, so they are ready to learn to write. All early learning programs provide opportunities for kids to be with their peers and participate in real world social and emotional learning and executive-function building so they are ready to step into kindergarten with the confidence to learn. On average, the Library offers more than 50 early learning events each month across all its branches.

Needs Assessment: Early Childcare

School Readiness
Kindergarten Countdown is offered each year at all library locations. The activities taught are designed to promote the early literacy skills of talking, singing, reading, writing, playing, fine-motor skills and self-help. In 2019, more than 1000 children participated. The Library also uses the Bay Area Discovery Museum's Center for Childhood Creativity's School Readiness Toolkit to strengthen school readiness skills for children who don't attend traditional preschool programs.

Summer Reading
The Summer Reading Program is for all ages, however, the vast majority of participants are children. For young children, the program is designed to encourage families to visit the library, read often and complete early learning activities created around the skills young children need to practice so they are ready to read (singing, talking, writing, and playing). Everyone who finishes also receives a new board book of their choice for their home library. For school-aged children, the summer reading program is an effective way to help mitigate 'summer slide'.

Family Literacy Program
Project Second Chance's family literacy program provides support to adults experiencing low literacy and their families with the aim of empowering parents and caregivers to help their children develop literacy skills. The program serves the families of both adults currently enrolled in the Library's adult literacy program, and other low-literate adults in Contra Costa County. In FY 20-21, over 200 families participated in a PSC family literacy event or activity. Over 1,000 books and literacy materials were provided to families to help them build home libraries.

Early Literacy Partnerships

The Library partners with a vast number of other county departments and early literacy-focused community based organizations. These partnerships support both entities to reach populations they may not be able to reach alone. As stated in the Needs Assessment, the goal of these partnerships is to, "... [increase] the availability of enriching learning opportunities which are both accessible and affordable.

Chit-Chat Preschool Connection
Library and Chit-Chat partner to offer on-going All Ability Playgroups in many libraries. These events allow families the opportunity to connect with speech and language pathologists so they can ask questions and be connected to free services to address any developmental concerns they may have.

Needs Assessment: Early Childcare

Contra Costa County Health Centers and Clinics
Reach Out and Read (ROR) is a national organization that provides training to pediatric staff at local health clinics. Staff at county public health clinics deliver vital information about the importance of reading at routine well baby checkups and then provide a free books to families for their home libraries. The books are funded by the Wilruss Children's Library Trust at Contra Costa County Library.

First 5 Contra Costa
All centers in the county invite library staff to host events many times each year to deliver and promote library services and early literacy support to the families they serve in Concord and East County.

Food Bank of Contra Costa and Solano
Library staff attends food distribution events in Antioch, Bay Point, Concord, Pittsburg, and San Pablo in order to promote library services and provide free books for home libraries.

Help Me Grow
Help Me Grow (HMG) works to connect families who have young children with developmental concerns to early intervention services. HMG staff train librarians so they can promote the service to families as appropriate. Library staff also give library orientations to HMG participants at their quarterly Help Me Grow Cafés.

Housing Authority of the County of Contra Costa
The Housing Authority partners with the Library's Book Rich Environment program to provide books and literacy information to families in subsidized housing. Many joint events are held throughout the year in the subsidized housing neighborhoods throughout the county.

Preschool and TK Classes
Library staff regularly conduct storytime at preschool and transitional kindergarten classes throughout the county to teach the children and teachers about the library and its resources.

Needs Assessment: Early Childcare

REadingADvantage
REadingADvantage is a volunteer-led early literacy non-profit focused on promoting the value of reading to kids every day from birth. The Library has a position on their board and participates in all of their projects in the east and west parts of the county.

Tandem Partners in Early Learning
Tandem works with the Library on the National Book Foundation's Book Rich Environment initiative to provide books and literacy information to families in subsidized housing. The Library and Tandem co-host many joint events throughout the year, both in the libraries and in onsite at subsidized housing developments.

Women, Infant & Children (WIC) - Contra Costa Health Services
Library staff make monthly visits to the waiting area of the WIC offices in Pittsburg and San Pablo to read with the children waiting for their appointments. Library staff also connect parents to early learning and library information and make sure that the offices are stocked with informational pamphlets about the Library in both English and Spanish.

Needs Assessment: Safety Net Programs

In addition to focusing on early childhood education, the Library also serves as a safety-net support for those who do not have access to critical services. The Library – hundreds of times each week – helps county residents to find and use critical wraparound services. The Library makes a point of initiating and implementing services using an equity lens and partnering with organizations who prioritize services to those most in need.

Project Second Chance
Project Second Chance (PSC) is the Library's adult literacy program. It provides free and confidential basic literacy tutoring to adults in Contra Costa County who speak conversational English and read, write, or spell at or below a sixth-grade level. Tutoring is done by trained volunteers with the support of professional staff. Tutoring takes place in libraries and other public locations throughout Contra Costa County Library's service area, as well as online. In 2019-20, PSC served 198 adult learners with the assistance of 172 volunteer tutors. Two-thirds of enrolled adult learners met at least one of their literacy goals, such as earning a driver's license, passing the citizenship exam, getting a promotion at work, or being able to read to a child. About one third of PSC students were born and educated in the United States but never learned to read and write at the level they wish – often due to a learning disability such as dyslexia. Others are non-native English speakers who can speak English but wish to improve their basic literacy skills.

Needs Assessment: Safety Net Programs

Bridging the Digital Divide

Lendable Wi-Fi Hotspots
The Library currently has 200 lendable Wi-Fi hotspots for at-home use. Libraries in impacted communities have hotspot devices that are only available for walk-up checkout and cannot be reserved and sent to other libraries to fulfill requests. This keeps these devices available in the communities where there are the lowest rates of at-home internet access.

In-Library Wi-Fi
The library offers free wireless internet access in all its buildings, which in some locations can also be accessed from the parking lot or other outside areas. On average, there are 430,000 Wi-Fi logins across all libraries annually.

In Library Computers
The library has a total of 700 computers and laptops across all its branches available for people to use in the library during library open hours. These computers not only have internet access, but also have the Microsoft Office Suite. In fiscal year 18-19 (the last year for which an entire year's worth of data is available) these computers were used a total of 441,905 times.

Supporting Vulnerable Populations

English Conversation Groups
English Conversation Groups offer a place where Adult English language learners can come together in a friendly informal environment to share experiences, expand vocabulary and practice speaking English. In 2019, nine libraries offered 400 sessions of English Conversation Groups to over 3000 participants. In 2020, the library pivoted to online English Conversation Groups and English language learners who had previously been unable to attend due to childcare and transportation issues were able to participate.

Citizenship Workshops
The library partners with the U.S. Citizenship and Immigration Service to help residents become American citizens. In 2019, the Library hosted two citizenship workshops with 60 attendees.

Legal Clinics
The Library partners with the American Bar Association to offer free, one-on-sessions between immigration lawyers and people who need legal advice related to immigration and/or citizenship. In 2019, the Library held 4 of these events that served 52 people.

Needs Assessment: Safety Net Programs

Supporting Vulnerable Populations

Bilingual Staff
The Library currently employs ten bilingual library staff. Spanish speaking staff work at the Bay Point, Concord, Antioch, Oakley, Pittsburg, Lafayette and San Pablo Libraries; and Chinese speaking staff work at the El Cerrito Library. These staff offer bilingual storytimes and provide a welcoming and inclusive environment for library users who speak languages other than English.

Meals at the Library
Contra Costa County Library has been partnering with local school districts since 2014 to provide summer meals in impacted communities. Participating branches are Antioch, Concord, Crockett, El Cerrito, El Sobrante, Martinez, Pinole, Pittsburg, Rodeo and San Pablo. Meals at the Library provides children and teens with free summer meals, summer reading activities, and other enrichment activities that support learning, health, and wellness. Meals at the Library introduces new families to the library where staff can connect adult family members with essential resources and services. The Library has recently expanded this initiative to include afterschool meals and produce give away at many of its locations. During the summer of 2020, the library distributed 12,071 free meals at 7 locations.

Homework Help
Several libraries (in non-COVID times) offer free homework help after school for families who cannot afford private tutors or do not speak English well enough to help their children with homework.

Discover & Go
Discover & Go offers free and low-cost passes for over 90 museums, science centers, zoos, theatres, and other cultural destinations to library cardholders. Contra Costa County Library allocates passes using an equity lens based on the zip code of the library cardholder.

Libraries at Juvenile Hall and OAYRF
The Library partners closely with the County Probation Department and the County Office of Education to bring library services to incarcerated youth. There are currently 24 youth at Juvenile Hall and 14 at Oren Allen Youth Rehabilitation Facility. Residents visit the onsite libraries once a week and check out books to bring back to their residences. According to the librarian there, "Many of the kids tell me they had never really read a book or been in a library until they came to the one in Juvenile Hall, and now they are in love with reading because of their visits."

Needs Assessment: Safety Net Programs

Supporting Vulnerable Populations

Contra Costa Parole and Community Teams (P.A.C.T.)
Each month representatives from the Library attend P.A.C.T. meetings. The State of California's Department of Corrections and Rehabilitation hold these meetings for adults recently released from prison, to connect them to services such as job skills and housing. The library attends these meetings and provides free library cards, free books and information on library locations and services. Parolees who are parents are also given picture books to help them reconnect with their children.

Student Success Cards
The California Student Success Initiative creates partnerships between schools and public libraries. The library creates accounts for every student in a partner school, which allows students access to both physical collections and online resources using their school ID. This initiative was successfully piloted with the Antioch Unified School District and currently the Library is working with the County Superintendent of Schools to implement this is all schools districts in Contra Costa County.

North Richmond
Although there is currently no physical library facility in North Richmond, Contra Costa County Library received grant funding to create an early literacy reading room inside the Shields-Reid Community Center. The center opened to the public in March of 2020. The reading room includes children's books, an early learning computer and early learning toys for young children. Staff from the San Pablo Library provide regular storytimes and an ESL Kids Conversation Club every Thursday. Library staff also participate in outreach events in the community, and every child and teen who is enrolled in the summer recreation camp at Shields-Reid participates in the library's Summer Reading Program. Additionally, the Library has received grant funding to install RemoteLockers™ at the North Richmond Senior Center so residents can go online to place holds on library materials and have them delivered to the Senior Center.

Narcan
Library staff have been trained by Contra Costa County Health Services to administer Narcan to visitors of the library that may be experiencing an opioid overdose. Each library branch has a supply of Narcan to administer in the event of an emergency.

Equity, Diversity and Inclusion Initiatives

The Library presents a wide range public programs and events that reflect the diversity of the county from bilingual storytimes to programs on Women's Suffrage, Asian American Pacific Islander Month, Black History Month, BIPOC Mental Health Month and LGBTQ+ issues. The Library includes diverse titles in all booklists highlighted on its website. Each month, a different booklist is featured as well as blog posts celebrating Pride, Asian American Pacific Islander Month, Black Lives Matter, and racial equity in general.

Collections That Reflect the Community

The community expects library collections that represent their needs and interests. The library will be conducting a diversity audit of the entire collection of 1.5 million items. Collections will be assessed for representation of the county's diverse communities as well as being inclusive of a wide variety of points of view and experiences. Results will be used to update the Library's Collection Development Plan, the guiding document for collection selection across the Library.

Increasing Equity in Collections

The Library has increased equity among its collections by weighting the collection budget using National School Lunch Program data. Previously, the annual allocations for library collections were based on annual checkouts of materials and city population. The impact was that wealthier communities had larger, newer collections because the hours a library is open, the larger number of items will be checked out. This meant that libraries with fewer hours had outdated and heavily used collections. The communities benefiting from this project include Antioch, Bay Point, Concord, Oakley, Pittsburg, and San Pablo.

Lite Reads

Coming to the Library in the fall of 2021, Lite Reads is a collection of titles curated specifically for new adult readers. The books use simple vocabulary and have short chapters while maintaining high interest and relevant storylines for adults. The Lite Collection is featured regionally throughout the county, is available to all and easily browsable. The Lite Reads collection will make the libraries inviting to PSC students and will expand the in-house collections at each PSC location. This collection will also hold appeal for English language learners.

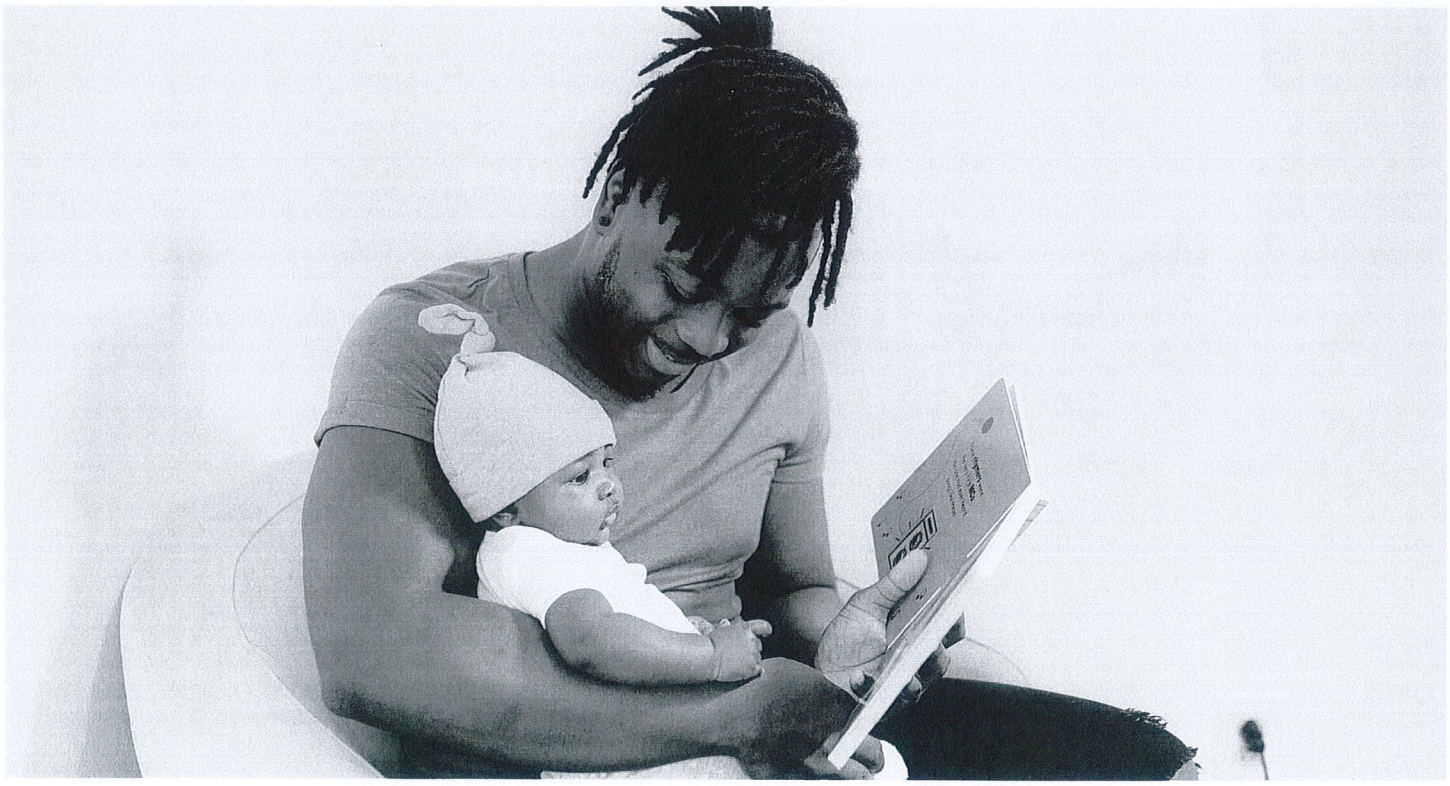
Equity, Diversity and Inclusion Initiatives

International Languages

The Library's International language collection offers material for adults, young adults, and children in formats that include books, periodicals, and audio-visual materials. The library is currently focusing on expanding Spanish and Chinese collections to better meet the growing demand county-wide. The library also supports Farsi, Russian and Tagalog in specific locations. Additionally, the Library's eBook offerings include both Spanish and Chinese titles.

Racial Equity Training for Staff

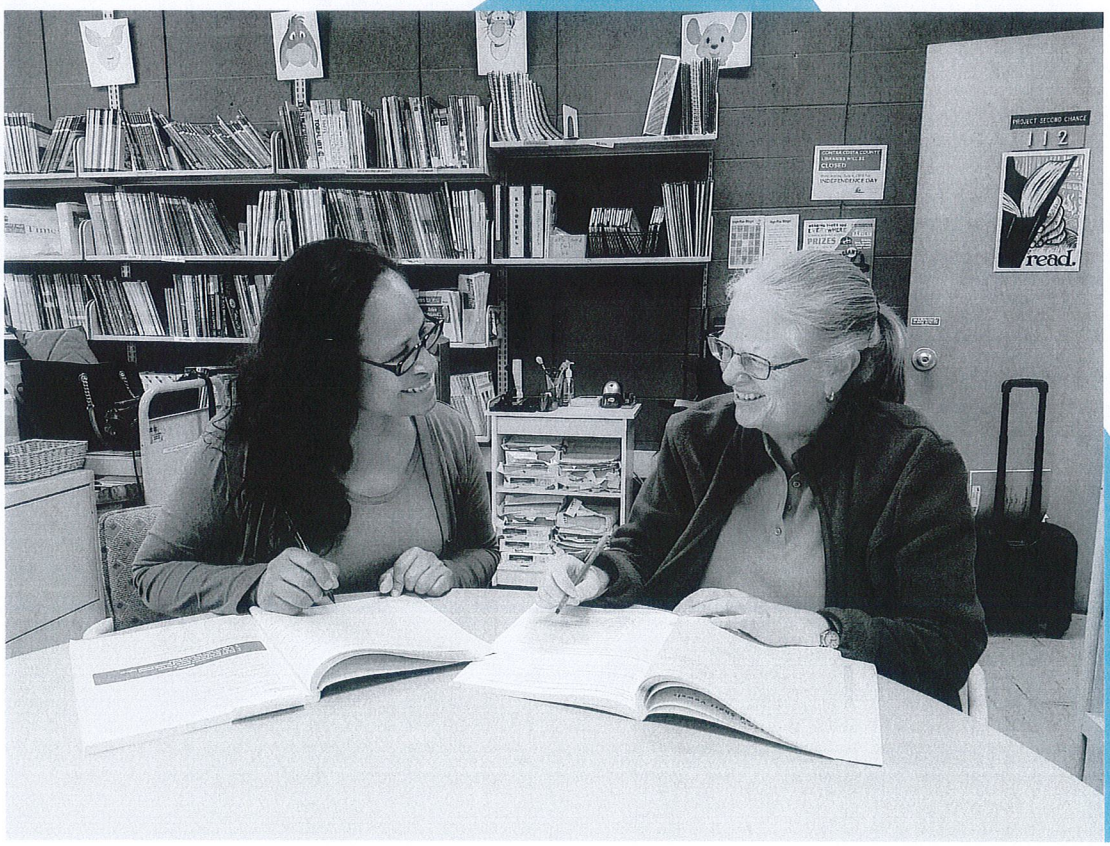
In October of 2020, Contra Costa County Library began a 2-year training initiative to provide racial equity training for all staff with Lori Watson, Ed.D., of Race-Work, LLC. The training initiative was spearheaded and suggested by the Library's EDI Committee. Dr. Watson was chosen for her experience and dedication to racial equity and diversity, and in leading conversations that may be uncomfortable in matters of equity and inclusion. The initiative included listening sessions between Dr. Watson and Library Leadership, Library Leadership and the EDI Committee (facilitated by Dr. Watson), and the EDI Committee and Dr. Watson. Thus far, approximately 165 staff have taken the training. This training is an important step in furthering the Library's goal of equitable access for all and in supporting Contra Costa County's upcoming efforts in implementing fundamental and foundational shifts in how it delivers public service.



PARTNERSHIPS

The Library shares and supports many of the same goals as several local community based organizations (CBOs) and other county departments. Library staff partner closely with a wide variety of CBOs in order to introduce their clients to the Library and its resources, and to aid our partners in expanding their reach and impact. The Library prioritizes partnering with CBOs who focus on and address equity issues in our communities. In addition to the early literacy partners listed above, the Library has active partnerships with the following groups:

- County Elections Department
- County Employment and Human Services
- County Health Department
- County Health Housing and Homelessness
- ARC Inroads, RES Success and other programs for adults with developmental disabilities
- All local schools and school districts
- Stand Together Contra Costa
- Adult Education Departments at all three Community Colleges Districts in Contra Costa – Los Medanos, Diablo Valley, Contra Costa
- Local Senior Centers
- Monument Crisis Center
- Rainbow Center
- United Way Volunteer Income Tax Assistance
- AARP (free tax preparation)



RECOMMENDATION

Measure X funding has the unprecedented potential to transform the county's libraries and the services they provide to the public. If adequately funded, the Library is uniquely positioned to have a deep and far-reaching effect on addressing the disparities in our communities that lead to poorer life outcomes for residents in impacted communities. By increasing open hours, the Library can meet the goals of improved access to safety-net resources and increased early childhood education. Contra Costa County Libraries are trusted and much-loved institutions uniquely positioned to improve and enhance the lives of the county's most vulnerable residents. With libraries in almost every city and community in the county, combined with the vast number of partnerships that have been fostered over the years, Measure X funding allocated to the Library would have an exponentially beneficial impact for Contra Costa County residents.



