



## CITY OF GLENDALE, CALIFORNIA REPORT TO THE CITY COUNCIL

### AGENDA ITEM

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Report: Acceptance of grant funds for Public Librarian Diversity Residency Program from the California State Library.

1. Motion accepting \$100,000 in Library Services and Technology Act (LSTA) grant program funds from the California State Library to enable Glendale Library, Arts & Culture (GLAC) to continue to fund two unclassified Librarian positions under GLAC's Public Librarian Diversity Residency Program and authorizing the City Manager or a designee to execute all agreements, amendments, certifications, and documents necessary to accept and implement the funding.
2. Resolution appropriating \$28,619 in matching funds from the Library Fund and \$100,000 from the California State Library Services and Technology Act (LSTA) grant program funds.

### COUNCIL ACTION

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**Item Type:** Consent Calendar

**Approved for** January 9, 2024 **calendar**

### EXECUTIVE SUMMARY

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The Public Librarian Diversity Residency Program allows Glendale Library, Arts & Culture to partially fund unclassified Residency positions for new post-graduate Black, Indigenous, and/or People of Color (BIPOC) librarians for an anticipated three-year cycle. Last year (year one), GLAC received a matching grant from the California State Library (CSL) to fund two positions. This year (year 2) we are receiving a similar grant to continue funding these two positions. The Public Librarian Diversity Residency provides first professional job experiences that prepare BIPOC Residents for long term career success as public librarians.

The \$100,000 award and \$131,237 in non-General Fund matching funds will be used to continue to fund two existing unclassified Librarian positions. The matching funds will be drawn from the Library Fund. The total cost for two unclassified librarians as part of this program for this year will be \$231,237, of which the grant will contribute \$100,000.

## **RECOMMENDATION**

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That the City Council approve, Motion accepting \$100,000 in Library Services and Technology Act (LSTA) grant program funds from the California State Library to enable Glendale Library, Arts & Culture (GLAC) to continue to fund two unclassified Librarian positions under GLAC's Public Librarian Diversity Residency Program, and authorizing the City Manager to execute all agreements, amendments, certifications, and documents necessary to accept and implement the funding, and Resolution appropriating \$28,619 in matching funds from the Library Fund and \$100,000 from the California State Library Services and Technology Act (LSTA) grant program funds.

## **BACKGROUND**

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GLAC and the library profession as a whole struggle to recruit and retain non-White librarians. Additionally, attrition rates for BIPOC librarians are greater than the overall attrition rate for the profession (Diversity Counts, ALA, 2007). To counter this trend, GLAC have developed a Public Librarian Diversity Residency program. It will rely on the Association of College & Research Libraries Diversity Residency Toolkit, which was created by BIPOC librarians with experience in diversity-focused residencies. The Toolkit recommends a "resident centered framework" that makes the resident the primary audience and benefactor of the program; therefore, our primary goal is to provide first librarian-level job experiences that support and prepare BIPOC Residents for long term success as public librarians. This goal will ensure that equity, diversity, inclusion and belonging guide planning, implementation, and evaluation of the program.

GLAC's mission is: "We Rise<sup>2</sup> Meet Our Communities Challenges." The Public Librarian Diversity Residency program aligns with multiple aspects of the GLAC's Strategic Plan:

- Remember & Reflect: "Reflect our community's diversity"
- Inform & Inspire: "Nurture staff to be proud library ambassadors" and "Provide meaningful and quality training for staff"
- Sustain & Support: "Create a learning organization"
- Empower & Engage: "Be champions of social justice and anti-racism"

The City of Glendale passed a Sundown Town Resolution in 2020, acknowledging and apologizing for Glendale's racist past, and pledging to work towards an anti-racist future. The resolution solidified the City's aspiration to become an anti-racist organization. Glendale Library, Arts & Culture has worked to become a leader in the City in this regard and the Public Librarian Diversity Residency program would continue to further this work.

City Council approved funding for year one of this grant on August 9, 2022 which allowed us to fund two new unclassified Librarian positions. GLAC has been awarded funding for year two to continue partially funding these unclassified Librarians added in FY22-23.

## **ANALYSIS**

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The Public Librarian Diversity Residency is based on a successful model developed in academic libraries. This cohort consists of two residency Librarian positions, which will

be supported by mentoring, training, and professional development opportunities for a three-year cohort program.

The Public Librarian Diversity Residency will build on the lessons learned in academic diversity residency programs and focus on engaging and retaining BIPOC librarians in public librarianship. The Residency Interest Group of the Association of College and Research Libraries developed a Diversity Residency Toolkit that GLAC uses as a model.

The Public Librarian Diversity Residency has a robust support system for Residents, including:

- A Residency Coordinator managing the program,
- Direct Supervisors co-creating Resident's goals and managing work, and
- Mentors providing individual support on an on-going basis.

To ensure buy-in and to enable any manager to serve as a mentor or supervisor, all management have engaged in training on mentoring, managing BIPOC staff, understanding microaggressions and managing conflict in the workplace. This training plan is based on the Diversity Residency Toolkit Pre-Residency Checklist for Institutions. The Steering Committee will administer and analyze surveys for Residents, Supervisors and Mentors that will drive constant program improvement. Residents will have responsibilities that align with the current GLAC Librarian job description. Residents will receive additional opportunities and funding for training and conference attendance. The Public Librarian Diversity Residency in FY23-24 will conclude with the creation of a "lessons learned" document that can be shared with other public libraries.

## **STAKEHOLDERS/OUTREACH**

Glendale Library, Arts & Culture had partnered with the San Jose State University School of Information (iSchool) in order to promote the program to BIPOC graduating students and recent graduates who may be interested in the Residency. The iSchool has reviewed the Public Librarian Diversity Residency program design and given feedback on the program, which is a valuable contribution since they know in detail what knowledge, skills and abilities their graduates have, and where development and support will be needed.

## **FISCAL IMPACT**

Public Librarian Diversity Residency program will fund two unclassified Librarian positions that will cost \$231,237, of which \$102,618 was approved as a part of the FY 2023-24 approved budget. Therefore, staff is requesting for an appropriation of \$28,619 from the Library Fund and \$100,000 from Federal Grant Revenue. The existing appropriation as well as the appropriation requests are outlined below:

<b>Existing Appropriation</b>		
<b>Amount</b>	<b>Account String</b>	<b>Funding Source</b>
\$102,618	GL: 41100-2750-LAC-0020-P0000 PL: 51594	Library Fund

Requesting Appropriation			
Amount	From (Account String)	To (Account String)	Funding Source
\$28,619	GL: 24210-2750-LAC-0000-P0000	GL: 41100-2750-LAC-0020-P0000 PL: 51594	Library Fund
\$100,000	GL: 31240-2750-LAC-0020-P0000-PL: LAC01028AG	GL: 41100-2750-LAC-0020-P0000-PL: LAC01028AG	Federal Grant Revenue

## **ENVIRONMENTAL REVIEW (CEQA/NEPA)**

Because no possibility exists that the activity in question (supporting two residency Librarian positions under the Public Librarian Diversity Residency Program) may have a significant effect on the environment, the activity is not subject to CEQA review under the common sense exemption set forth in 14 Cal. Code Regs. § 15061(b)(3).

## **CAMPAIGN DISCLOSURE**

This item is exempt from campaign disclosure requirements.

## **ALTERNATIVES**

Alternative 1: Decline to adopt a Motion and Resolution of Appropriation and, thus, forfeit the grant funding.

Alternative 2: The City Council may consider any other alternative not proposed by staff.

## **ADMINISTRATIVE ACTION**

### **Prepared by:**

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Michael Hahn, Principal Library, Arts & Culture Administrator

### **Approved by:**

Roubik R. Golanian, P.E., City Manager

## **EXHIBITS/ATTACHMENTS**