



CITY OF GLENDALE, CALIFORNIA REPORT TO THE CITY COUNCIL

AGENDA ITEM

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 add two new 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 \$100,000 from the California State Library, Library Services and Technology Act (LSTA) grant program and \$100,000 in matching funds to be appropriated from the Library Mitigation Fee Fund.

COUNCIL ACTION

Item Type: Consent Calendar

Approved for August 9, 2022 **calendar**

EXECUTIVE SUMMARY

The Public Librarian Diversity Residency Program will allow Glendale Library, Arts & Culture to create two Residency positions for post-graduate Black, Indigenous, and/or People of Color (BIPOC) librarians. The Public Librarian Diversity Residency will provide first professional job experiences that prepare BIPOC Residents for long term career success as public librarians.

The \$100,000 award will be used to fund one unclassified Librarian position and \$100,000 in matching funds for a second Librarian position will be drawn from the Library Mitigation Fee Fund.

COUNCIL PRIORITIES

Housing: The Public Librarian Diversity Residency Program will increase Library workforce which will help assist community members with a variety of needs, including directing them to available social services and housing resources.

RECOMMENDATION

Glendale Library, Arts & Culture recommends that the City Council approve (1) a Motion accepting grant funds in the amount of \$100,000 from the California State Library to enable the department to add two new unclassified Librarian positions under its Public Librarian Diversity Residency Program, and (2) a Resolution appropriating funds for the Public Librarian Diversity Residency Program.

BACKGROUND

Glendale Library, Arts & Culture and the library profession as a whole struggle to recruit and retain non-White librarians. Additionally, attrition rates for BIPOC librarians is greater than the overall attrition rate for the profession (Diversity Counts, ALA, 2007). To counter this trend, Glendale Library, Arts & Culture 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.

Glendale Library, Arts & Culture’s mission is: “We Rise2 Meet Our Communities Challenges.” The Public Librarian Diversity Residency program aligns with multiple aspects of the Glendale Library, Arts & Culture 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 antiracist organization. Glendale Library, Arts & Culture has been a leader in the City in this regard and the Public Librarian Diversity Residency program would continue to further this work.

ANALYSIS

The Public Librarian Diversity Residency is based on a successful model developed in academic libraries. It will consist of two (2) residency Librarian positions, which will be supported by mentoring, training, and professional development opportunities.

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 will use as a model.

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

- A Residency Coordinator managing the program,
- A Residency Steering Committee giving input on program design and improvements and serving as resources to the Residents,
- 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 staff will engage 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 FY22-23 will conclude with the creation of a "lessons learned" document that can be shared with other public libraries.

Budget Adjustments

Library, Arts & Culture

The Library, Arts & Culture Department is requesting the approval of two new unclassified positions: Librarian. As a result, the impact to the salaried position head count is two positions. The two new Librarians would assist patrons in every aspect of utilizing the library as well as collection management, event programming, financial transactions and other duties as assigned.

The table below summarizes the salaried FTE count:

	Adopted FY 2022-23	Proposed FY 2022-23
All Funds	48.00	50.00
General Fund	48.00	48.00

STAKEHOLDERS/OUTREACH

The Public Librarian Diversity Residency program will provide early professional job experiences that prepare Black, Indigenous, and/or People of Color Librarians for long term career success in public librarianship. This program will help Glendale Library, Arts & Culture to make progress on the goals of Inclusion Diversity Equity and Access (IDEA) which will help us to better serve the community.

Glendale Library, Arts & Culture is partnering 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 will also review the Public Librarian Diversity Residency program design and give program feedback, 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. The iSchool plans to offer as-needed support to Residents as well and provided input and review on the grant.

FISCAL IMPACT

The Public Librarian Diversity Residency program will cost \$200,000 which was not included as a part of the FY 2022-23 approved budget. Therefore, staff is requesting for an appropriation of \$100,000 from Federal Grant Revenue and \$100,000 in matching funds from Library Mitigation Fee Fund. The fully loaded annual cost (salaries and benefits) of the two unclassified Librarian positions in the amount of \$200,000, was not included as a part of the FY2022-23 adopted budget. The appropriation requests are outlined below:

Requesting Appropriation			
Amount	From (Account String)	To (Account String)	Funding Source
\$100,000	GL: 31240-2750-LAC-0020-P0000 PL: LAC00861AG	GL: 41100-2750-LAC-0020-P0000 PL: LAC00861AG	Federal Grant Revenue
\$100,000	GL: 43110-4070-LAC-0020-P0000 PL: LAC00635AN	GL: 41100-4070-LAC-0020-P0000 PL: LAC00635AN	Library Mitigation Fee Fund

ENVIRONMENTAL REVIEW (CEQA/NEPA)

Because no possibility exists that the activity in question (adding 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: The City Council may adopt:

- A Motion accepting California State Library grant funds to enable Glendale Library, Arts & Culture to add two new unclassified Librarian positions under its 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.
- A Resolution appropriating \$100,000 from the California State Library, Library Services and Technology Act (LSTA) grant program with \$100,000 in matching funds to be appropriated from the Library Mitigation fee fund.

Alternative 2: The City Council may decline to adopt a Motion and Resolution of Appropriation and, thus, forfeit the grant funding.

Alternative 3: The City Council may consider any other alternative not proposed by staff.

ADMINISTRATIVE ACTION

Prepared by:

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Approved by:

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

EXHIBITS/ATTACHMENTS

None