



EQUITY IN SERVICE

CONTRA COSTA COUNTY LIBRARY

STRATEGIC PLAN

- Goal #2 in the Library's Strategic Plan is to ensure easy, equitable access to library services for all Contra Costa County residents.
- The consideration of equity is central to library operations and services.



EQUITY CATEGORIES

Race

LGBTQIA

Language and Literacy

Culture

Abilities

Economic



DIVERSITY AUDIT

- Race/Ethnicity
- LGBTQIA+
- Disabilities
- Religion
- Mental health
- Economic welfare



RACIAL EQUITY-INTERNAL

Policies, procedures and practices

Staff training

Strategic Plan

Racial Equity Action Plan



RACIAL EQUITY- EXTERNAL

- Booklists
- Cultural celebrations
- Web presence



ADULT LITERACY

- Project Second Chance primarily provides free and confidential one-on-one tutoring for adults who read or write in English below a sixth-grade level.
- In addition, PSC secured a five-year grant through the California State Library to expand adult literacy work to include adults who are working on their English conversation skills.





LANGUAGE COLLECTIONS

Spanish

Chinese

Russian

Farsi

Tagalog

NON-ENGLISH PROGRAMMING

Spanish translation for
online programs

Storytimes and other
programs:

- Spanish
- Chinese
- Filipino
- Farsi



ACCESSIBILITY COMMITTEE



Staff training

Public accessibility requests for programs

Public technology

Programming

Recommend changes in policies and practices

INSIDERS PROGRAMS

- Insiders offer people with intellectual and developmental disabilities the opportunity to develop confidence while navigating the library, experiencing library events and accessing library services and resources.



ASSISTIVE TECHNOLOGY

- Large Print Keyboard
- Trackball Mouse
- Headphones
- T-Coil Looping (Assistive Hearing Device)
- Screenreaders



LGBTQIA+

- The DeLoach and Troy LGBTQ+ Special Collection at the El Cerrito Library includes books for all ages that relate to gender identity and sexual orientation
- Annual Pride Month celebrations



FINE FREE 2019

APPROVED BY THE BOARD OF SUPERVISORS IN
DECEMBER 2018

Contra Costa County Library



FREE PRINTING & SCANNING



- In FY20-21, the Library piloted free scanning and limited, free printing at the Antioch, Bay Point, Concord, Hercules, Pittsburg, and San Pablo branches.
- After a successful pilot, the program was extended to all libraries and was approved as a permanent policy by the Board of Supervisors on March 1, 2022.



LUNCH AT THE LIBRARY

- The Lunch at the Library program provides critically needed meals to children.
- In 2022, eight library branches served 5,640 meals and gave away 2,801 food boxes.

LIBRARY FOUNDATION OF CONTRA COSTA

BRANCH DEVELOPMENT
AND CAPITAL PROJECTS

PROGRAMMING EQUITY

COLLECTION
ENHANCEMENT

