



A Tradition of Stewardship
A Commitment to Service

Agenda Date: 10/22/2019

Agenda Placement: 6J

NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

TO: Board of Supervisors

FROM: Danis Kreimeier - Director
Library

REPORT BY: Michelle Carreon, Staff Services Analyst I - 707-253-4819

SUBJECT: Acceptance of a Federal Library Services and Technology Act (LSTA) grant in the amount of \$5,000

RECOMMENDATION

Director of Library Services and Community Outreach requests authorization to accept a Federal Library Services and Technology Act (LSTA) grant in the amount of \$5,000 for the California Libraries Cultivating Racial Equity and Inclusion Initiative (CREI Initiative).

EXECUTIVE SUMMARY

Per the Board's Policy on grants, departments must obtain Board approval before accepting a grant and the funds associated with the grant award. The Library is requesting the Board's authorization to accept a California State Library grant for cost reimbursement up to \$5,000 by participating in California Libraries Cultivating Racial Equity and Inclusion Initiative (CREI) to be implemented in Fiscal Year 2019-2020.

The goal of the initiative is to catalyze a statewide network of libraries and library staff committed to racial equity and full inclusion for all to share information and deepen conversations as well as actions to grow racial equity in library service delivery and the communities that we serve.

FISCAL & STRATEGIC PLAN IMPACT

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	No
What is the revenue source?	Federal LSTA funds through the California State Library.

Is it Mandatory or Discretionary?	Discretionary
Discretionary Justification:	This project will provide educational and enrichment opportunities for library staff empowering them to be committed to racial equity and inclusion for all.
Is the general fund affected?	No
Future fiscal impact:	None. Once the program has been administered through the end of the grant period, the obligations of the grant will have been met.
Consequences if not approved:	If this action is not approved, the Library will not be able to accept the grant, or facilitate the project.
County Strategic Plan pillar addressed:	Healthy, Safe, and Welcoming Place to Live, Work, and Visit
	Strategic actions:
	5, C. Provide staff training and design operations to ensure services are delivered in an equitable, culturally competent manner.

Additional Information:

ENVIRONMENTAL IMPACT

ENVIRONMENTAL DETERMINATION: The proposed action is not a project as defined by 14 California Code of Regulations 15378 (State CEQA Guidelines) and therefore CEQA is not applicable.

BACKGROUND AND DISCUSSION

Per the Board's Policy on grants, departments must obtain Board approval before accepting a grant and the funds associated with the grant award. The Library is requesting the Board's authorization to accept a California State Library grant for cost reimbursement up to \$5,000 by participating in California Libraries Cultivating Racial Equity and Inclusion Initiative (CREI) to be implemented in Fiscal Year 2019-2020.

The CREI Initiative is meant to be an immersive process, designed specifically for government organizations to infuse a race and equity focus into organizational outcomes and service delivery through evidence-based shifts in operations, processes and policies.

Napa Library Staff will meet the CREI Initiative objectives by committing a team of two (2) to five (5) employees to participate in three two day trainings throughout the year with one follow-up meeting within six months of the training. The library will be expected to meet the following objectives through participation in CREI:

- | Renewing and building skills and expertise to promote inclusion and racial equity through library programming
- | Strengthening skills to implement community needs assessment, deepen patron-centered services delivery efforts, and engaging community stakeholders in building equity at the community level
- | Supporting diversity and inclusion in the library workplace that grows diverse and sustainable leadership at

the highest level of each library organization

- | Gaining understanding of the role of government and libraries in relation to racial equity
- | Developing skills using the Racial Analysis Equity Tool including definitions of terminology and data
- | Drafting a Racial Equity Action Plan and mentoring to organize the internal infrastructure to implement it

SUPPORTING DOCUMENTS

None

CEO Recommendation: Approve

Reviewed By: Helene Franchi