



Glendale Library, Arts and Culture
Glendale Arts and Culture Commission

PREPARED BY:

*The Aspire Group
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INTRODUCTION

This plan provides a roadmap for ongoing development and implementation of efforts related to inclusion, diversity, equality, and anti-racism for the City of Glendale Library, Arts and Culture Department and Arts and Culture Commission.

In each section are key activities and selected approaches. This is a living document that will be updated to capture definitive decisions and plans as the work is implemented.



This plan utilizes the acronym IDEA to talk about:

- I** = Inclusion
- D** = Diversity
- E** = Equity
- A** = Anti-racism

1. IDEA STATEMENT

The City of Glendale Library, Arts and Culture Department delivers exceptional customer service through precision and execution and innovative leadership.

Equity Statement

Background

In September 2020, the Glendale City Council voted unanimously to adopt a resolution recognizing Glendale’s racist history, including acknowledging that Glendale was a “Sundown Town,” apologizing for the pain caused in the past, and vowing to move forward in an actively anti-racist, inclusive direction. The resolution in part called for the City of Glendale to “continue to examine the historical role that racism has played in Glendale” and to “review and revise its policies, procedures, ordinance, values, goals and missions through an anti-racism lens to foster an unbiased and inclusive environment that is free of discrimination and harassment toward any person or group.” As a part of this work, the City of Glendale became a member of the Government Alliance on Race & Equity, which has developed resources outlining *Why Government?*, *Why Lead with Race?*, and *Why Working for Racial Equity Benefits Everyone*.

Glendale Library, Arts & Culture (GLAC) and the Glendale Arts and Culture Commission (ACC) acknowledge our collective cultural humility and on-going desire to actively educate ourselves on how to navigate complex culturally sensitive situations. In February 2021, the ACC directed Staff to work with a Diversity, Equity and Inclusion Consultant (The Aspire Group) to develop an I.D.E.A. (Inclusion. Diversity. Equity. Anti-Racism.) Statement in an effort to align with the priorities outlined in the resolution and to guide future work.

Statement

GLAC and ACC believe that all people have the right to:

- Participate freely in the arts and the cultural life of the community
- Equitably access information, lifelong learning and public library spaces and resources
- Celebrate and engage in meaningful and relevant library, arts and cultural experiences
- Have equitable access to information, opportunities for lifelong learning, and public spaces
- Participate freely in the cultural life of the community
- Engage in the creation of new knowledge, art and culture

GLAC acknowledges that each member of the community should have access to information and cultural experiences which reflect and nurture individual identities and foster belonging in the community. Libraries, arts and culture are foundational to quality of life, and support vibrant and resilient communities. Libraries have the power to enhance inclusion, diversity, equity, and antiracism, and contribute to positive outcomes across civic life by providing access to information, knowledge, and arts and cultural experiences. The right to participate freely in the cultural life of the community is

recognized as a basic human right. GLAC and ACC strive to understand and value both our individual differences and commonalities.

GLAC's definition of diversity includes all ways in which people differ, including but not limited to race, ethnicity, socioeconomic status, education, age, gender, gender identity, gender expression, sexual orientation, ability, geography, citizenship status, religion, language, physical appearance, and the intersection of these various identities.

We commit to ensuring cultural and information inclusion, diversity, equity and antiracism in all GLAC and ACC policies and practices. To implement the principles of this statement, GLAC and the ACC will:

- Ensure the equitable use of outreach and engagement resources to intentionally support and serve diverse populations. For GLAC, this will inform staffing, policies, partnerships and programs. For ACC, this will inform funding, decision-making, leadership, and resource allocation.
- Actively seek out opportunities to acknowledge the past exclusion of groups who have experienced prejudice, and actively work to change perceptions and encourage participation from groups who have experienced prejudice in the past.
- Reflect on and take action to address and correct any implicit biases and prioritize ongoing learning and growth to foster our values.
- Endeavor to create an environment of care and support for our community, families, staff and partners that is inclusive, diverse, equitable, diverse, and antiracist on every level.
- Make systemic change that removes barriers to accessing all GLAC and ACC offerings and provide programs, services and collections that meet the needs of our diverse community.
- Provide equity and access through systemic change that will remove barriers, thus improving access, equity, inclusion empowerment and representation in the development and distribution of arts and resources to diverse communities and individuals.
- Remain accountable through continued evaluation and expansion of inclusion, diversity, equity, and antiracism practices and procedures in order to be part of the solution and by making public the results of cultural equity audits.
- Provide ongoing training and support for all GLAC staff and ACC Commissioners in developing cultural competencies and the knowledge, skills and abilities to support inclusion, diversity, equity and antiracism efforts.

Endeavor to create an environment of care and support for our community, staff and partners that is inclusive, diverse, equitable and antiracist on every level.

GLAC is committed to addressing disparities by creating an organizational fabric that values equity and the inclusion of diverse cultures and ideas by implementing through policies, practices and providing accessible library, arts & cultural programming for residents and visitors. As these commitments to equity continue to evolve, GLAC and ACC invite the community to join our journey of learning, experimentation, tolerance, growth, and positive cultural change. GLAC and ACC pledge to listen and evolve accordingly in harmony with the principles outlined in this statement.

For more information, please visit eglendalelac.org. For additional information about Glendale Library, Arts & Culture's Cultural Equity Statement, please contact Jennifer Fukutomi-Jones, Principal Arts & Culture Administrator, at 818-937-7808 or jfjones@glendaleca.gov.

Abbreviated Equity Statement

Recognizing that the equity statement has multiple audiences, an abbreviated statement was also developed for uses as appropriate:

Background

In September 2020, the Glendale City Council voted unanimously to adopt a resolution recognizing Glendale's racist history, including acknowledging that Glendale was a "Sundown Town," apologizing for the pain caused in the past, and vowing to move forward in an actively anti-racist, inclusive direction. The resolution in part called for the City of Glendale to "continue to examine the historical role that racism has played in Glendale" and to "review and revise its policies, procedures, ordinance, values, goals and missions through an anti-racism lens to foster an unbiased and inclusive environment that is free of discrimination and harassment toward any person or group." Glendale Library, Arts & Culture (GLAC) and the Glendale Arts and Culture Commission (ACC) acknowledge our collective cultural humility and on-going desire to actively educate ourselves on how to navigate complex culturally sensitive situations and have developed the following I.D.E.A. (Inclusion. Diversity. Equity. Anti-Racism.) Statement in an effort to align with the priorities outlined in the resolution and to guide future work.

Statement

GLAC and ACC believe that all people have the right to participate freely in the arts and the cultural life of the community, and to equitably access information, lifelong learning and public library spaces and resources.

GLAC's definition of diversity includes all ways in which people differ, including but not limited to, race, ethnicity, socioeconomic status, education, age, gender, gender identity, gender expression, sexual orientation, ability, geography, citizenship status, religion, language, physical appearance, and the intersection of these identities.

We commit to ensuring inclusion, diversity, equity, and antiracism in all GLAC and ACC policies and practices. To implement the principles of this statement, GLAC and the ACC will:

- Ensure the equitable use of resources to intentionally support and serve diverse populations. This will inform funding, decision-making, leadership, staffing, resource allocation, policies, partnerships, and programs.
- Seek out opportunities to acknowledge the past exclusion of groups who have experienced prejudice, and actively work to encourage participation from marginalized groups.
- Make systemic change that removes barriers to accessing all GLAC and ACC offerings and provide programs, services and collections that meet the needs of our diverse community.
- Remain accountable through continued evaluation of inclusion, diversity, equity, and antiracism efforts and by making the results of evaluations publicly accessible.
- Provide ongoing training and support for all GLAC staff in developing cultural competencies and the knowledge, skills, and abilities to support inclusion, diversity, equity, and antiracism efforts.

- Endeavor to create an environment of care and support for our community, staff and partners that is inclusive, diverse, equitable and antiracist on every level.

As these commitments evolve, GLAC and ACC invite the community to join our journey of learning, experimentation, tolerance, growth, and positive change. GLAC and ACC pledge to listen and change accordingly in alignment with the principles outlined in this statement.

For more information, please visit eglendalelac.org. For additional information about Glendale Library, Arts & Culture’s Cultural Equity Statement, please contact Jennifer Fukutomi-Jones, Principal Arts & Culture Administrator, jfjones@glendaleca.gov or 818-937-7808.

IDEA STRATEGIC IMPERATIVES

Considering the findings of the assessment of past efforts conducted by The Aspire Group, the following imperatives were named:

- 1** Maintain a skilled and diverse workforce
- 2** GLAC is a place for public conversation and learning on IDEA
- 3** Library, Arts & Culture resources are equitably available to all

2. GOALS & OBJECTIVES

The Aspire Group facilitated a series of working sessions with GLAC Managers wherein they reached consensus on the following goals:

- Strategic Imperative - Skilled and Diverse Workforce
 - Goals
 - Public Librarian Diversity Residency (PLDR) Program
 - Create Residency Steering Committee to assist with developing the design and processes of PLDR program.
 - Develop training module for all managers based on Diversity Residency Toolkit.
 - Recruitment
 - ACC will work with City Council to recommend that the ACC should be a diverse body of appointed officials that reflect the community of Glendale.
 - GLAC will work with City Human Resources Department to develop recruitment objectives and practices that more closely align with IDEA Framework.
 - See the City of Multnomah example
 - Training and development for staff – identifying skillsets
 - Evaluate annually the impact of IDEA training efforts (YMCA, Be the Change, etc.) through a staff assessment survey to ascertain developing levels of understanding and knowledge.
 - Develop list of core competencies and related staff training modules that must be completed by all existing and newly hired staff.
 - Example: Using Aspire and YWCA content include topics relevant to the goals we are working together to achieve. Include relevant terms and definitions and understandings of how those apply to the work we do.
 - Facilitate staff conversations at existing department/site meetings during remainder of 2022. Focus 2023 All Staff Day on related dialogue and exercise to integrate IDEA framework more fully into the library’s work culture and operations.
 - Example: Re-starting small, regular group conversation through the daily huddle; expand on these with small department group check-ins and monthly coffee talks open to all staff. By creating an environment of comfortability in smaller group talks, prepare

staff for more focused conversations on our work with IDEA. Create safe, inclusive and welcoming format for the team with prepared questions so that everyone is aware of the topics being discussed, the intention is for all to feel that they have a seat at this table.

- Strategic Imperative - Place for public conversation and learning on IDEA
 - Goals
 - Public conversation | GLAC resources are equitably available for all.
 - Develop staff capacity to facilitate discussion on IDEA topics and identify facilitators who can support community conversations on IDEA topics
 - Example: As IDEA topics arise in the community, be able to offer an opportunity for learning and discussion.
 - Learning: Be the Change & other programming
 - Continue Be the Change and other programs that build collective understanding of systemic racism, elevate the voices and stories of Black, Indigenous and People of Color (BIPOC), and inspire our community to be the change through lectures, exhibits, and programming
 - Example: Evaluate what to keep, what to stop and what to start in regard to **Be the Change** programming
 - Example: Engage community groups more deeply and sooner in program planning so that programs reflect what the community most wants to see.
 - Focus Calls for Artists on relevant issues rather than focusing on racial, ethnic, cultural identity.
 - Example: Establish a Call for Artists to address Women’s Rights due to the overturning of Roe v. Wade.
 - Representations of diversity to support learning
 - Articulate the intent to ensure that collections, programs, services, facilities and art accurately represent and are accessible to diverse communities
 - Example: Are dance and music programs representative of diverse communities?
 - Example: Are collections up-to-date and include works by “own voices” authors?
 - Example: Are our Calls-for-Artists actively engaging BIPOC and LGBTQIA+ communities?
 - Assessment
 - Establish review criteria (for Calls for Artists) that is transparent and includes I.D.E.A. metric that lifts up BIPOC and LGBTQIA+ voices.

- Establish data collection standards and procedures for documentation and data analysis to ensure effective evaluation of progress and impact of programs.
 - Examples: establishing surveys (online and paper/in-person) for programs to accurately assess demographics, needs, etc. Specifically, to track growth progress of program over the course of 2-3 years.
 - Examples: establishing a staff survey to accurately assess demographics, needs. etc. Specifically to track growth over the course of 2-3 years.
- Policy Review
 - Review, update and streamline departmental policies and process documentation to achieve consistent implementation, and ensure policies and processes are creating equitable outcomes.
 - Example: Administrative Policy Manual, Interior/Exterior Rules of Behavior
- ACC - digital divide issues
 - Bridging generational communication gaps.
 - Example: host workshops on how to apply for artist opportunities/how to navigate online application portals.
 - Examples: surveys to assess generational communication gap via in-person/paper surveys and online/digital surveys for all programs including Adult and Teens Services (ATS), Children's, ACC Programs, Brand performances/exhibits.
 - Example: establish a strategic plan with Public Relations Firm to proactively bridge the generational communication gap over the course of 2-3 years.

NOTE:

More specific implementation details will be further defined during GLAC's annual planning process. At that time the GLAC Managers will determine the sequence of activities, timelines for completion of major efforts, resource needs and capacity alignment.