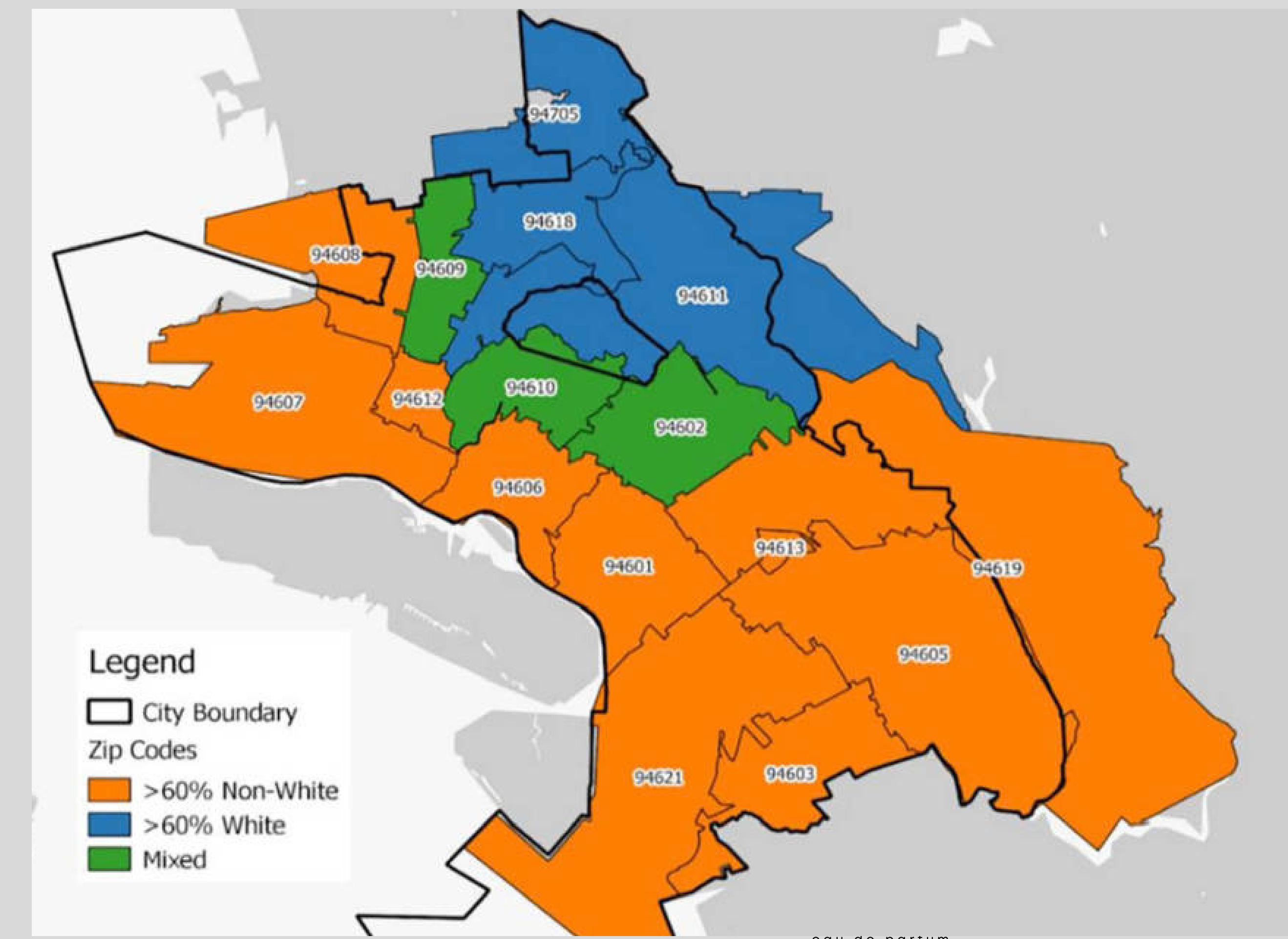


OAKLAND PUBLIC LIBRARY'S RACE & EQUITY TEAM: BUILDING CAPACITY & COMMUNITY

“ The Department is tasked with integrating, on a city-wide basis, the principle of ensuring that Oakland is a “fair and just” city, by eliminating systemic inequities caused by past and current decisions, systems of power and privilege, and policies. ”



Department
of Race &
Equity charter



Staff Survey & Takeaways

- Training
- Funding
- Hiring and staffing
- Collections
- Fines and fees

Training & Programs

- *Race: The Power of an Illusion*
- Microaggressions training
- Bystander program

Funding

- Demographic evaluation of Friends groups
- Distribution of Friends funds
- Measure D

Hiring & Staffing

- Study of employees by classification
- Examination of hiring practices
- MLIS Interest Group

Collection Development

- Training
- Funding
- Hiring and staffing
- Collections
- Fines and fees

Fines & Fees

Elimination of fines & fees for youth in 2017
 Moving towards fine & fee removal for all



Resources from this presentation:

<http://bit.ly/OPLRacialEquityResources>



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my name is

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Senior Librarian

HELLO
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