



# BECOMING INCLUSIVE COMMUNITY HUBS:

## INTERNAL EDI WORK FOR PUBLIC LIBRARIES



### CHALLENGE STATEMENT

How do libraries position themselves as community hubs (partnerships)?

### THE PROJECT

We focused on public libraries that actively serve Black, Indigenous, People of Color (BIPOC) communities. We looked for libraries that have established partnerships with organizations in order to create inclusive community hubs.

### THE RESEARCH

We conducted interviews with eight California librarians and two out-of-state librarians. These libraries were selected by the authors based on size, demographics, location, and services to BIPOC communities.

### THE RESULTS

Based on interview feedback, we learned that it is crucial for libraries to examine their internal Equity, Diversity, and Inclusion (EDI) structures before bringing the primary focus to outside partnerships.

There were four major themes that emerged:

- Staff Support
- Partnerships
- Education for Librarians
- Trust and Transparency

These challenges must be addressed by all libraries in order to effectively serve their BIPOC communities.

### ACTION ITEMS AND RECOMMENDATIONS

Based on the results, the authors curated considerations and possible action items to improve BIPOC services in libraries:

#### ACTION ITEMS FOR PUBLIC LIBRARIES

- Evaluate your community's demographics and your library's current partnerships, programs and services.
- Recognize, support, and mentor BIPOC staff.
- Incorporate an EDI framework into your library's Strategic Plan.
- Form an EDI committee to enact the framework and focus on outreach.

#### ACTION ITEMS FOR THE CA STATE LIBRARY

- Create a prominent landing page devoted to EDI initiatives on the California Library Association and California State Library websites.
- Host an EDI Leadership Series for library staff to share their EDI work, resources and challenges.
- Create more opportunities for public libraries to offer paid mentorships and internships.

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