

CONTRA COSTA COUNTY LIBRARY'S
BEACON

(BELONGING, ENGAGEMENT, ACCESS,
COLLABORATION, OPPORTUNITY,
AND NAVIGATION)

- "A GUIDING LIGHT FOR INCLUSIVE
SYSTEMS*"

CONTRA COSTA COUNTY LIBRARY'S RACIAL EQUITY ACTION PLAN
2026 - 2030

*The term BEACON was developed by Iliana Choate, Program and Projects Coordinator, EHSD

BEACON OVERVIEW

- Aligned to our Strategic Plan
- Modeled on ORESJ template + other system examples
- Five-year plan (2026 - 2030)
- Developed with Staff Input
- Five Strategic Areas and Goals
 - Goals are the intended long-term outcomes the action seeks to achieve
 - Actions (15) are specific actions the Library will take to achieve the desired outcomes
- Establishes the Foundation for Deeper Work
- Acknowledges needs for more/future resources



BEACON DEVELOPMENT



- Ongoing work since 2018 w/launch of C4LC committee
- CA's Cultivating Racial Equity Initiative (CREI) - (2020 - 2022)
- Training with Dr. Watson - (2021 to present)
- Office of Racial Equity and Social Justice (ORESJ) Launched - (2023)
- Audit of Equity Efforts for ORESJ - (October 2024)
- Racial Equity Action Staff Survey - (March 2025)
- Analysis of Data (Internal & External) - (2025 - 2026)
- Centering Equity Questions: Who benefits? Who is harmed? How do we know?
- Rename -> from REAP to BEACON

SOME BEACON COMPONENTS EXPLAINED

Resources Committed

Lists staff, funding, or resources already allocated to support the action

Necessary Resources Uncommitted

Lists additional resources that may be needed but are not yet secured

Performance Measures

Quantifiable measures of how well an action is working



AREA 1 - NORMALIZING RACIAL EQUITY

GOAL: STAFF UNDERSTAND AND ARE COMMITTED TO ACHIEVING RACIAL EQUITY



Strategic Plan Goal Alignment: #2

All library users feel welcome, included, and have a sense of belonging when using library services, resources, and facilities



Action Items: (4)

- *Develop professional development strategy for racial equity for staff
- *Develop and institutionalize the use of an equity-centered decision-making matrix
- *Update employee training
- *Develop Library Values

AREA 2 - COMMUNITY ENGAGEMENT

GOAL: DEVELOPMENT OF A COMMUNITY ENGAGEMENT PLAN



Strategic Goal Alignment: #2 - All library users feel welcome, included, and have a sense of belonging when using library services, resources, and facilities



Action:

Develop a plan that centers historically marginalized, racialized, and low-literate communities, identifies priority populations, and establishes branch-level and countywide asset maps.

AREA 3 - LANGUAGE EQUITY

GOAL: INCREASE THE ENGAGEMENT OF COMMUNITY MEMBERS WHO PREFER A LANGUAGE OTHER THAN ENGLISH



Strategic Goal Alignment: #2

All library users feel welcome, included, and have a sense of belonging when using library services, resources, and facilities



Action Items: (5)

- *Establish a Language Access Committee
- *Audit branch signage & develop a multilingual signage standard
- *Conduct a language access audit of programs, collection development practices, & services
- *Establish standards for language-designated positions per branch
- *Implement Spanish Bilingual Workgroup recommendations

AREA 4 - HUMAN RESOURCES PRACTICES: HIRING, RECRUITMENT, RETENTION

GOAL: DEVELOP INCLUSIVE PRACTICES TO IDENTIFY,
ATTRACT, INVEST IN, AND RETAIN A DIVERSE
WORKFORCE



Strategic Goal Alignment: #2

All library users feel welcome, included, and have a sense of belonging when using library services, resources, and facilities.- *"Identify and implement industry-wide best practices to cultivate a diverse and inclusive workforce."*



Action Items: (4)

- *Develop and provide training for interview panelists
- *Update hiring processes to reduce bias, increase transparency, and strengthen diverse candidate pools
- *Develop a management training module on supporting diverse teams
- *Pilot the Spanish Bilingual Workgroup into a pilot Equity-in-Action staff engagement committee

AREA 5 - DEVELOP DATA INFORMED CULTURE

GOAL: INCREASE CONTRA COSTA COUNTY LIBRARY STAFF WHO CAN EFFECTIVELY USE KEY METRICS TO DEVELOP AND IMPROVE LIBRARY SERVICES



Strategic Goal Alignment: #3 The Library delivers a consistent, high-quality, and inviting experience at all points of contact.- *"Ensure staff expertise in technology and digital literacy."*



Action Items (2):

- *Develop StaffNet-based tools
- *Train staff to use data tools

STAFF INVOLVEMENT- WHAT IS YOUR ROLE?

Full staff engagement is crucial to BEACON success and ALL staff is expected to participate in implementation. We all have skill sets or expertise that can contribute to BEACON progress.



Examples include:

Integrating equity-centered decision-making matrix into program planning & evaluation in branches and across committee work plans (Area 1)

Expanding community partnerships, providing feedback and bringing expertise to task teams/work groups leading community engagement survey and language equity development (Areas 2 & 3)

NEXT STEPS:

BEACON presentation to Commission May 21, 2026

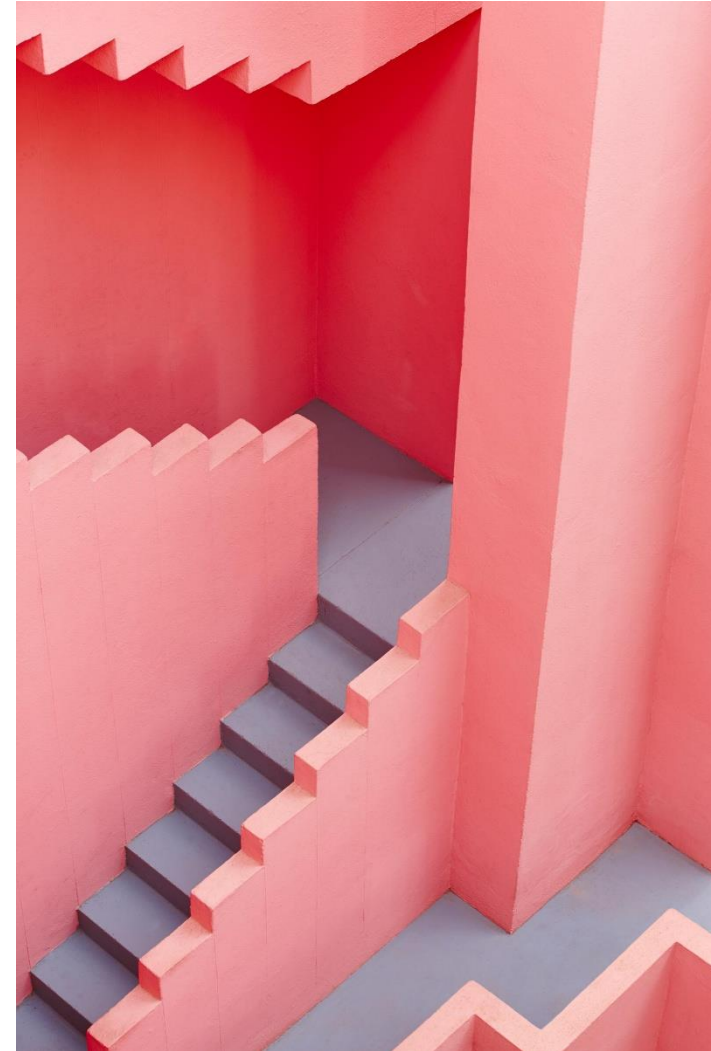
Staff Survey for final input

BEACON finalized Summer 2026

Annual Reporting

Included with Strategic Plan Annual Report

Based on specific performance measures for each BEACON Area



YOUR FEEDBACK & COMMENTS

