

## City Librarian Priorities for the upcoming year 2020

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### ❖ **Census 2020.**

- The Census is our federally mandated count of every person living in the United States whether documented or undocumented. It is used for states to have their fair say in government and their fair share of government resources.
- What it will ask:
  - Number of people living in the household
  - Residence owned or rented
  - Phone number
  - For each person in the household: name, sex, age/DOB, race
- Is it safe? Is it confidential? Yes, federal law gives it one of the strongest confidentiality guarantees in the federal government with a fine of up to \$250,000 per offense
- This year the Census will be online (they are hoping for 80%), by phone, and lastly by paper. If they do hear from you by any of these means they will send an enumerator to your house.
- What's at stake? The State of California is very concerned about our count this year. These things could very well be affected by an inaccurate count:
  - Highway/transportation funding
  - Childcare programs
  - Education funding
  - Healthcare funding
  - Nutrition assistance programs
  - Business forecasting
  - Emergency prep
  - Congressional seats and redistricting
- One last thought. For each person NOT counted San Mateo County could lose up to \$10,000 in federal funding. Multiply that thousands possibly....and then for the whole state of California.

### ❖ **Staff Training.**

- Because of the current cost of living, housing shortage, demise of the middle class, and lack of many social services, the Library will continue to see an increase in patrons experiencing mental illnesses and homelessness which can leave staff feeling at loss for how to deal with issues affectively. To that end we will be providing staff with training for major experiences dealing with difficult patrons and/or situations.

### ❖ **Equity: within our workforce and for the public.**

- The Library started a Racial Equity Committee last year to look issues within our organization, both Library and to some extent within the City of Burlingame as a workforce. This is why you will notice more new programs and policies geared toward more equitable hiring practices, tuition reimbursement, professional development, as well as, looking at institutional and individual biases both implicit and overt.