Ordinance No. 188-19 passed July 2019, forming the Office of Racial Equity (ORE)

Advocate for successful policies that provide tangible and immediate gains for historically oppressed people

Convene a coalition to build a racial equity movement

Daylight disparities and monitor progress towards collective liberation

Phase 1: Racial Equity Action Plan (REAP) Framework provided June 2020

Complete Phase 1 Plan by December 31, 2020

Phase 2: Sometime in 2021
Teams Involved
- Racial Equity Committee
- Library Human Resources
- Research, Strategy & Analytics
- Community Programs & Partnerships
- Access Services
- Finance Office
- Library Administration

Next Steps
- Present plan to Library Commission
- Review plan with ORE
- Finalize and Submit

Ongoing Work