



# SFPL Racial Equity Action Plan Progress Report

Naomi Jelks  
City Librarian Office  
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San Francisco Library Commission

# Agenda

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- Today's presentation will cover the following topics:

1

Successful Equity Practices Implemented in the Past Year

2

Demographics of Library Workforce




3

SFPL Racial Equity Action Plan (REAP)  
Priorities for the Upcoming Year



# Successful Equity Practices Implemented

- REAP Sections where Equity Practices were successfully implemented in the last year:

| <b>Section 4:<br/>Diverse &amp; Equitable<br/>Leadership</b>   | <b>Section 5:<br/>Mobility &amp; Professional<br/>Development</b>   | <b>Section 6:<br/>Organizational Culture of<br/>Inclusion &amp; Belonging</b>   |
|--|---|---|
| <p data-bbox="766 711 945 748"><b>OUTCOME</b></p> <ul data-bbox="624 801 1026 1062" style="list-style-type: none"><li>Developed a hiring and recruitment inclusivity statement to include in Library job announcements and recruitment materials</li></ul>  | <p data-bbox="1307 711 1500 748"><b>OUTCOMES</b></p> <ul data-bbox="1174 779 1646 1315" style="list-style-type: none"><li>Made enhancements to the Annual Performance Plan and Appraisal Report (PPAR) process</li><li>Mandated 24 Plus training for supervisory classifications</li><li>Published employee resources pages on StaffNet containing benefits information, EAP and wellness resources, and policies</li></ul>  | <p data-bbox="1849 711 2043 748"><b>OUTCOMES</b></p> <ul data-bbox="1709 801 2198 1168" style="list-style-type: none"><li>Accommodated request from part-time Library Page workers to change their work schedules from four to three days per week</li><li>Mandated Managing Implicit Bias training for supervisory classifications</li></ul>  |

# Equity Practice Implemented: SFPL's Inclusivity Statement

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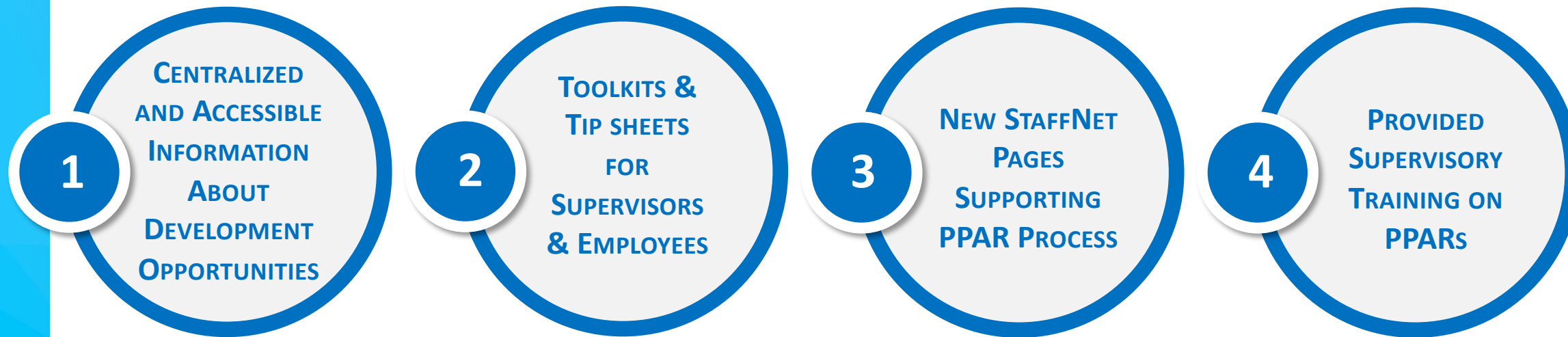
San Francisco Public Library (SFPL) is committed to building a culture and workplace that is accessible and equitable to all current and future employees, and actively cultivates a safe environment in which all people, regardless of background, identity, or ability, are welcomed. The Library fosters a diverse and inclusive community by celebrating the individuality, strengths, and talent of our staff.

The Library is invested in serving everyone and advancing racial equity for our workforce and community. SFPL actively engages in anti-racist practices, programs, and collection development in carrying out the Library's mission.



# Equity Practices Implemented: Performance Plan and Appraisal Report Process Enhancements

- Employee performance and development improvements focus on ongoing coaching, feedback, professional development needs, and opportunities for growth



# SFPL Senior Management Team Demographics

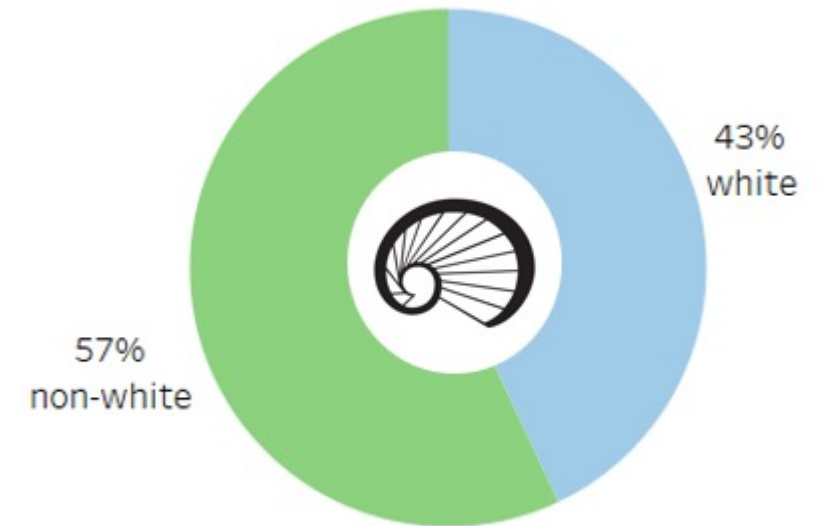
## Successful SFPL Recruitments for the Senior Management Team (Past Year)



Out of the five (5) new recruitments for the Library Senior Management Team...

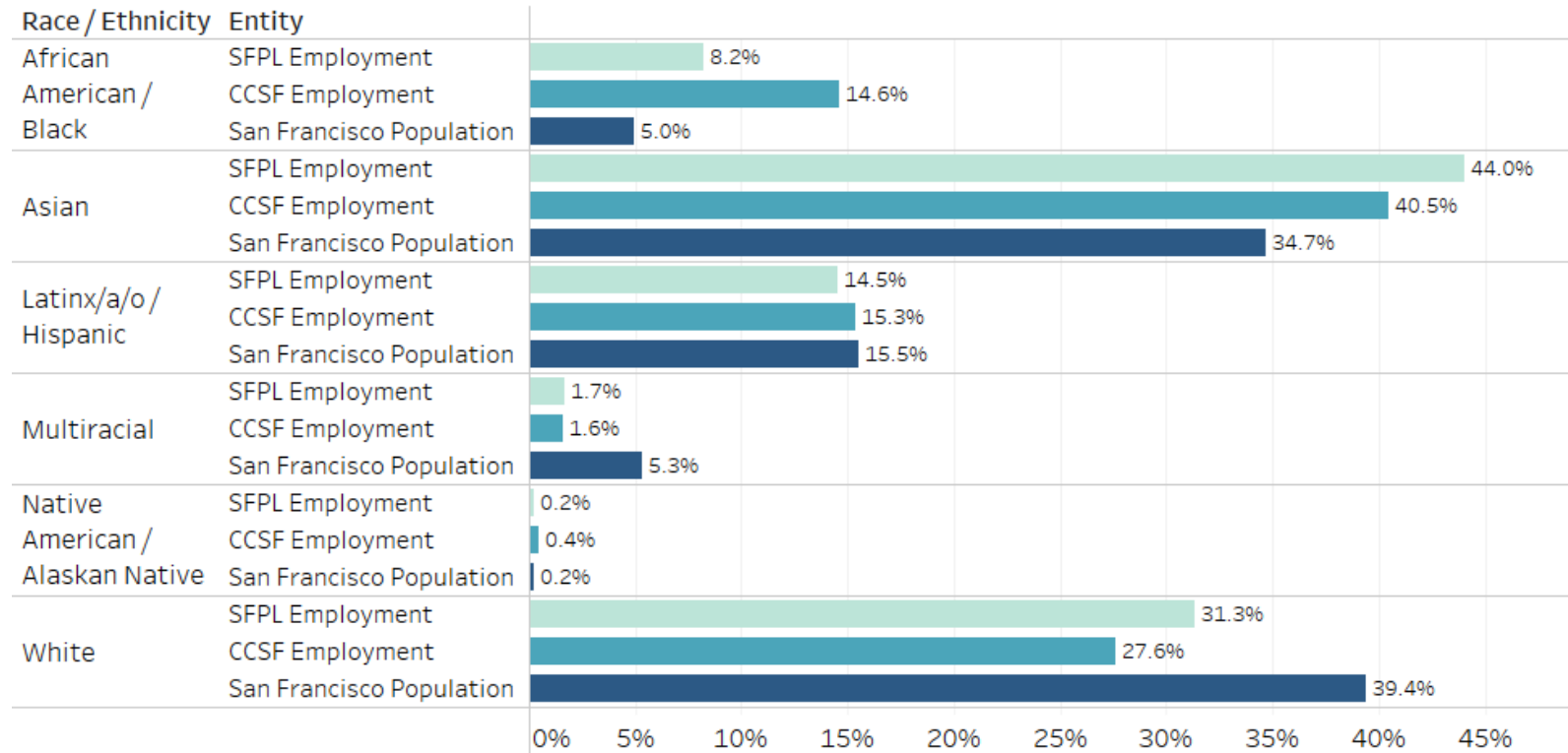
- **80%** were filled by diverse candidates
- **60%** witnessed a change from the incumbent being non-BIPOC to BIPOC

## Current SFPL Senior Management Demographics



# Demographics of Library Workforce

Comparison - SFPL Employment, CCSF Employment and San Francisco Population Demographics



**Sources:**

SFPL & CCSF employment: CCSF DHR

San Francisco demographics: US Census 2017-2021 American Community Survey (ACS) 5-Year Estimates

ACS estimates include race/ethnicity categories not captured in City data (e.g., "Other Race Alone") and folds Filipino data in to the Asian category. The City data groups Pacific Islander / Native Hawaiian individuals under Asian, so ACS's Pacific Islander / Native Hawaiian data was folded in to the Asian category.



# SFPL Racial Equity Action Plan Priorities

- Racial Equity Action Plan priorities for the upcoming year:

1

## Identify Diversity Recruitment Outlets

- Community-based organizations
- BIPOC professional networks
- Re-entry programs
- Additional outlets



*REAP Section 1.2.1(c)*

2

## Identify Training Opportunities

- Targeted for employees, supervisors/managers, and Senior Management Team
- Focused on anti-bias, diversity, equity, and inclusion



*REAP Sections 4.1.2(b) and 5.1.1(b)*







SFPL  
**RACIAL EQUITY**  
COMMITTEE

# THANK YOU

*We appreciate your continued support  
and encouragement*

