



San Francisco Public Library

SAN FRANCISCO PUBLIC LIBRARY COMMISSION

Minutes of the Regular Meeting of JUNE 15, 2023

The San Francisco Public Library Commission held a regular meeting on JUNE 15, 2023, virtually and at the Koret Auditorium, Main Library.

The regular meeting of the San Francisco Library Commission was called to order at 4:30 PM.

Commissioners Present: Huang, Bolander, López, and Mall.

AGENDA ITEM NO. 1 GENERAL PUBLIC COMMENT

Peter Warfield, Executive Director Library Users Association, Libraryusers2004@yahoo.com, said in San Francisco we haven't heard about books or removal. To cut service off after-hours at that branch, they cut service in response to pressure, despite presumably long careful study that showed no correlation between any kind of crime and WI-FI being on or off. He said he has repeatedly mentioned the harms from social media, especially to kids.

Robert Livingston said the San Francisco Public Library has an illustrious history of protecting freedom of speech of thought. That task is never more vital or needed. He asked the Library to fight censorship and unpopular thought with you will your might, San Francisco does not burn books, San Francisco does not hush people who think differently. It defends the First Amendment of the Constitution of the United States.

Michael Vincent Conti said he does communications at the Friends of the Library and shared Friends recently had their book sale block party, and it was huge, and over 1,000 people showed up and Summer Stride is on its way, it is doing great and is an incredible program, which Friends is proud to be able to fund for every San Franciscan no matter age, demographic, everyone is a part of summer stride.

AGENDA ITEM NO. 2 APPROVAL OF MINUTES – MAY 25, 2023

Public Comment

Peter Warfield said people can ask all the questions they want the Commission may not be obligated to answer them. He said he thinks the minutes are censored and he would like what he says to be in the minutes. He said the library should not be touting Facebook and recruiting users because of its toxicity and asked for Commissioner's emails.

Commission Discussion

Motion: By Commissioner **BOLANDER** seconded by Commissioner **LOPEZ** to approve the MAY 25, 2023 Minutes.

Action: AYES 4-0 (Huang, Mall, López, and Bolander)

motion from Commissioner Bolander and second from Lopez to approve the minutes.

AGENDA ITEM NO. 3 RACIAL EXQUITY PLAN (REAP) UPDATE

Naomi Jelks, Racial Equity Manager gave an update on the Library's progress with its Racial Equity Action Plan (REAP). Jelks said May is when departments forward to the Office of Racial Equity status updates on the work the department has done and much of the Commission REAP Presentation was presented to the Office of Racial Equity. Jelks gave an overview of the successful practices implemented at the library, including highlights on the library's hiring and recruitment inclusivity statement which was included in the job announcements last year. Enhancing a culture of learning and development and improving the annual performance plan and appraisal report process (PPAR) and worked extensively with the library human resources team on this effort. The library accommodated a request from part-time library page workers to change their work schedules from 3 to 4 days per week. The shift was made possible for most of the part-time workers in the branch division, where it has been a long-standing issue. Implicit bias training is one of 13 mandatory training courses supervisors must complete depending on their supervisory classification and this course focuses on the effects of bias on decision-making, helps supervisors and managers build strategies to foster a more equitable and inclusive work environment and enables supervisors and managers to communicate more effectively and resolve conflict, professionalism, and fairness. Jelks shared the Inclusivity Statement, which demonstrates the library's commitment to building and enhancing a diverse, equitable and inclusive workplace. Jelks reported the Library made significant strides in diversifying the senior management team in the past year, of five new recruitments for Library senior management team in the past year, 80% were filled by diverse candidates and 60% witnessed a change from the incumbent being non-BIPOC to BIPOC. These recruitments diversified the demographics of Library senior management team which is 57% nonwhite and 43% white. When REAP was first published in 2020 the ratio was 63 percent white and 37 percent nonwhite. In three years, there has been an increase in nonwhite senior management from 37 to 57%.

Public Comment

Matthew Kenniston said he participates on the board of the Friends of the San Francisco Public Library. He said when we create a safe place to do hard work, share opinions and challenge assumptions, we set the stage for rich discussion that can springboard to remarkable accomplishments and Friends of the San Francisco Public Library act as stewards of donor capital to support SFPL with meaningful financial support every year and the board celebrates the hard work of library professionals to dig into equity and inclusivity initiatives that enhance care and attention in our library.

Peter Warfield said add there is a lot of unhappiness among the Pages over work schedules. He asked what the other steps are to get to racial equity provision of services to the public, according to city and county of San Francisco equity strategic plan with respect to people's ability to get on internet from

home and the library going for methods of getting at their programs and their materials through the internet and even when the library has made no efforts to advance access via the Zoom programs, which are not advertised anyplace where you would see it if you weren't on a computer

Commission Discussion

Commissioner Lopez said that the information presented shows the work that everyone has been doing and she is impressed by the effort being put in to recruiting and retaining the people for management positions.

Jelks thanked Commissioner Lopez and the Commission for the ongoing support of the Racial Equity Action Plan.

Vice President Huang said every time Jelks comes before the Commission there's more and more momentum which is great to see and reflects the effects of having someone as capable as Jelks owning the momentum and pushing it along.

AGENDA ITEM NO. 4 CITY LIBRARIAN'S REPORT

Lyn Davidson, Fisher Children's Center Manager gave an overview of the 2023 Effie Lee Morris lecture, which was held June 7, 2023, and the speaker, was Dr. Jewel Parker Rhodes, who spoke about Words of Witness and Words of Healing. The Effie Lee Morris work group led the San Francisco public library system in building strong collaborative internal partnerships, which created a vibrant racial equity focused book club, and the Library provided the books. Davidson outlined the goals that were set and met, to revitalize the lecture with a Youth focus and program focus support for BIPOC youth and families, Black, indigenous and people of color, center BIPOC authors and illustrators, build reading communities partnering with majority Black and brown public school and enhance kids' experience of reading. The Main Children's Center staff led a racial equity book club, called The Owls, at the two SFUSD partner schools. Davidson said the goal of building communities partnering with majority Black and Brown public schools and partnering with our two SFUSD schools, El Dorado elementary school and San Francisco Community school and for the first time host a virtual author talk, Parker Rhodes spoke to 300 who participated from the two schools. Davidson thanked the Friends of the San Francisco Public Library for their support in making this possible.

Kate Eppler, Digital Equity Manager gave a report on the 2023 Tech Week activities and programs. Tech Week is an annual festival of technology learning produced by almost 2 dozen community partners and coordinated by the Library with the goal to help people take their next step with technology. Through Tech Week they spread the word about all the free help that's available for technology at the library and through other digital inclusion organizations throughout the city. This year's celebration featured a special donation from tech exchange, which gave the Library 100 refurbished chrome books that participants could learn on, take home, and keep. Eppler said the Library has been doing Tech Week since 2017 and this year it ran from May 7 to 13, with about 1250 attendees throughout the week. They surveyed and got 400 surveys back, with positive ratings and most said that they learned something new about a technology tool or resource. This year AI was a big theme and there were sessions on the future of technology, sessions on positive use cases for AI and some of the struggles with AI. SPFL teamed up with the Mayor's Office of Housing and Community Development Office of Digital Equity, SF Tech Counsel others to announce the launch of Connect San Francisco, which is a campaign to help more San Franciscan's signed up for the affordable

connectivity program which is a federal program that provides \$30 a month for broadband for those that qualify for it. 124,000 households are eligible but only 28% signed up so they are working on changing that.

Public Comment

Peter Warfield said Effie Lee Morris is a terrific librarian, and person, and he wished they would have talked a little bit more about Effie Lee Morris herself and some of her contributions, like eliminating children's fines in 1978, before the library did that for adults. Publicity for the event was lacking and there is a downside to AI, and he would like to see more of that in the tech program.

Commission Discussion

Commissioner Lopez asked about the school partners and the Joy of Reading, how they are initiated, what is the background the schools participating and if the book club geared towards elementary school age children.

Davidson said the goal for this fiscal year was to create a better racial equity book club focused on promoting the value of racial equity, diversity, equity and inclusion in our communities and the way to make it as vibrant and robust book club possible that would reach a lot more kids was through a partnership with SFUSD school community because teachers already run book clubs and know how to administer a day-to-day book club. They asked SFUSD partners if anyone would like to partner with the Library to pioneer book clubs in their schools and these two schools responded. Davidson said the San Francisco Community school is a K through 8 school, so they had middle schoolers participating and because Jewell Parker Rhodes writes books with a reading level and interest level of upper elementary through middle school that was the age targeted with this program. El Dorado had 4th and 5th graders and San Francisco Community school 4th through 8th graders participating.

Commissioner Mall said as a Senior on the Commission it is fantastic what they are doing with tech programs geared towards seniors and asked if it is available during the year, or just that one week, are the classes drop in or by appointment only and how are they getting word out about program for low-income people to get less than market rate service.

Eppler said it is scheduled every Tuesday at the Main, with a full house of people attending and getting help with different types of things, phone, tablet, applies for jobs, whatever they have. Eppler said the program is aimed at drop-in and they are going to do their best to make it drop in. Eppler said the City is very interested in getting word out about the federal program for less than Market rate internet and Connect San Francisco is getting ready to roll it out, which her team will promote too with flyers and word of mouth mostly.

Vice President Huang said it is fascinating the lecture series is an institution and to now see the expansion of it is amazing and to just see that the Library continues to press forward on new formats and new ways to engage and new audiences is fantastic. Huang said tech is hard, even just the topic of learning how to take a photo and share it has been relevant since the iPhone got a camera and now are also talking about AI and robotics and every year it's going to expand and the distribution, you're dealing with is wide.

AGENDA ITEM NO. 5 ADJOURNMENT OF THE MAY 25, 2023 COMMISSION MEETING

Public Comment

Peter Warfield said the Commission should not adjourn until it insists on having a future agenda on what they would like to see on future agendas. He said he was disappointed in Pride that there is little visible when in a branch, or the Main Library and when he asked for a reading list was told there were a few bookmarks out in the new book section and that was all there was for reading lists on gay materials and with Pride Month being June.

Commission Discussion

Motion: By Commissioner **BOLANDER**, seconded by Commissioner **MALL** to adjourn the meeting.

Action: AYES 4-0 (Huang, Mall, López, and Bolander)

The meeting adjourned at 5:54 PM

Margot Shaub - Commission Affairs Analyst

To access **Commission Meeting recordings** please visit: [Library Commission Meeting Recording](#)

Explanatory documents: Copies of listed explanatory documents are available as follows: (1) from the Commission Liaison Affairs Analyst/Custodian of Records, 6th floor, Main Library; (2) in the rear of Koret Auditorium immediately prior to, and during, the meeting; and (3), to the extent possible, on the Public Library Commission webpage: sfpl.org/library-commission/public-notice/agendas. Additional materials not listed as explanatory documents on this agenda, if any, that are distributed to Library Commissioners prior to or during the meeting in connection with any agenda item will be available to the public for inspection and copying in accordance with Government Code Section 54954.1 and Sunshine Ordinance Sections 67.9, 67.28(b), and 67.28(d).