



Racial Equity Action Plan Progress Report

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San Francisco Library Commission





*San Francisco
Public Library*

FY23-24: What is a racial equity practice that you have learned or implemented in the last year?

- Hiring and Recruitment
- Diverse and Equitable Leadership and Management
- Organizational Culture of Inclusion and Belonging



Hiring and Recruitment

Goal: The Library aims to diversify its workforce through targeted outreach, building and leveraging partnerships, and developing pipelines to Library careers.

- **Steps taken:**

The Library created a working group comprised of subject matter experts, to (1) Identify Recruitment Outlets and Outreach Opportunities (2) Recommend Actions to Develop and Leverage Partnerships (new and existing), and (3) Develop Pipelines to Library Careers. The working group is currently convening and discussing recommendations





Diverse and Equitable Leadership:

Goal: Expanded DEI Activity in PPAR

- Library HR and REC collaborated to develop a new requirement for each manager (and employee) to complete a DEI learning opportunity to include in their annual PPAR
- DEI offerings: Cross Cultural Communications, Managing Implicit Bias: Creating Awareness and Building Inclusion Training, Workplace Bullying

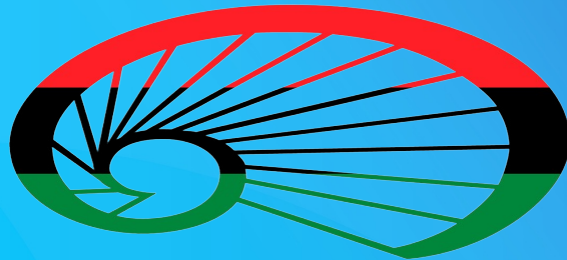


Organizational Culture of Inclusion and Belonging

Goal: Growth of library Affinity Groups

Steps taken:

- To advance equity work, three affinity groups (BIPOC, SFPL Black Staff, & LGBTQIA+) were established to have their own safe spaces to discuss issues of identity, oppression, action, and change. These spaces also create support and community and share common experiences and ideas for healing.



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FY24-25: What is a racial equity practice that is a priority for you to learn or implement this upcoming year?

San Francisco Public Library

Vision 2030



Vision

A democratic, equitable and vibrant San Francisco for everyone

Mission

Connect our diverse communities to learning, opportunities and each other

Values

Well-being • Community • Equity • Collaboration • Exploration

Strategic Priorities



Literacy Champion

Cultivate the critical understanding necessary for meaningful participation in society through immersive and varied learning activities.



Cultural Amplifier

Facilitate cultural experiences that celebrate and deepen understanding of the diverse communities of San Francisco.



Community Catalyzer

Foster experiences both within and beyond the Library that create and strengthen social connections.



Thoughtful Navigator

Serve as a caring and knowledgeable gateway, helping people find and use library, community and city resources to realize their goals.



Resource Provider

Offer experiences, guidance and resources that support basic needs, encourage personal growth and enrich life in San Francisco.



Read Our New Strategic Plan
on.sfpl.org/strategicplan



San Francisco Public Library



Bilingual Pay Premium - Public Services Staff

Source: SFPL Human Resources - data pulled for FY24

Use the filter to view stats for specific language. This filter will apply changes to district count, language count, and the number (orange bar) for bilingual certified staff in the graph below.

Position with Special Condition (Language Skills)

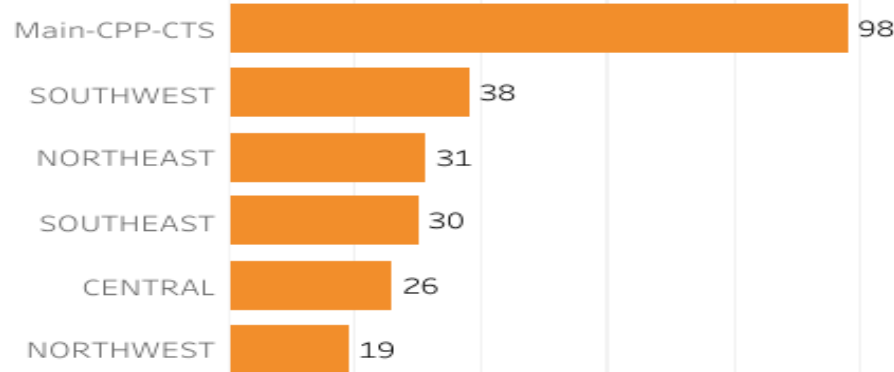
All

Public Facing Staff

Total Staff 714.0

Bilingual Certified 242.0

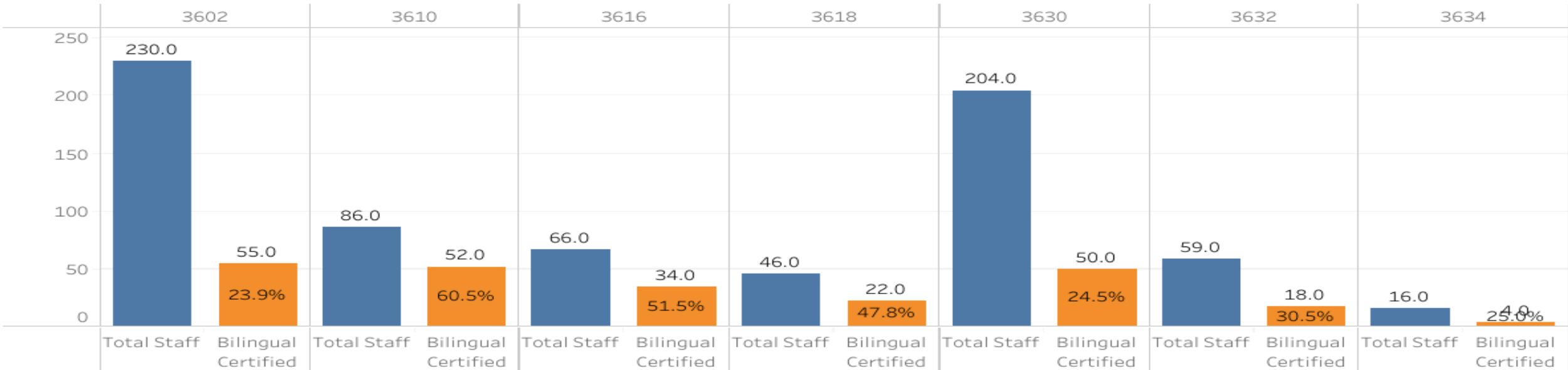
Certified staff per branch district



by Language

Cantonese	117
Spanish	74
Mandarin	18
Vietnamese	12
Filipino/Tagalog	5
Japanese	5
Mandarin & Cantonese	4
Russian	4
ASL	3

Breakdown of Public Services Staff





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Next Steps

- Leverage language skills of staff and Affinity Centers to deepen community engagement
- Continue supporting Citywide initiatives such as SF Fellows Program
- Support Opportunities for All Summer HBCU cohort





Thank you for your continued
support and encouragement