Racial Equity Action Plan Progress Report

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

**Public Facing Staff**

Total Staff: 714.0

Bilingual Certified: 242.0

**Certified staff per branch district**

- Main-CPP-CTS: 98
- SOUTHWEST: 38
- NORTHEAST: 31
- SOUTHEAST: 30
- CENTRAL: 26
- NORTHWEST: 19

**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**

- **3602**
  - Total Staff: 230.0
  - Bilingual Certified: 55.0 (23.9%)

- **3610**
  - Total Staff: 86.0
  - Bilingual Certified: 52.0 (60.5%)

- **3616**
  - Total Staff: 66.0
  - Bilingual Certified: 34.0 (51.5%)

- **3618**
  - Total Staff: 46.0
  - Bilingual Certified: 22.0 (47.8%)

- **3630**
  - Total Staff: 204.0
  - Bilingual Certified: 50.0 (24.5%)

- **3632**
  - Total Staff: 59.0
  - Bilingual Certified: 18.0 (30.5%)

- **3634**
  - Total Staff: 16.0
  - Bilingual Certified: 4.0 (24.6%)
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