



San Francisco Public Library

SAN FRANCISCO PUBLIC LIBRARY COMMISSION

Minutes of the Regular Meeting of JUNE 20, 2024

The San Francisco Public Library Commission held a regular meeting **JUNE 20, 2024**, at the Koret Auditorium, Main Library and virtually on Zoom.

The SFPL Commission meeting was called to order at **4:30 PM.**

Commissioners Present: **Huang, Ono, Mall, Lomax Ghirarduzzi, Lopez and Bolander.**

AGENDA ITEM NO. 1 GENERAL PUBLIC COMMENT

Peter Warfield, Executive Director of Library Users Association Libraryusers2004@yahoo.com, PO Box 170544, San Francisco California 94117-0544, said the national Surgeon General put out an op-ed piece saying it was an emergency and action needed to be taken with respect to social media and the Library was acting as recruiters to social media.

Kate Lazarus, Board Member Friends of the San Francisco Library gave an update on Friends activities including their annual grant of \$1,080,375 to the Library, which was adopted by the Board of Supervisors on June 13th and approved by the Mayor. They are grateful for their role in supporting everything that the Library has to offer and for the generosity of all their donors that make programs like Summer Stride, Author Talks, CSI classes, and strategic planning process possible.

Matt Kenaston, Finance Committee Chair and Treasurer of the Friends of the Library said the San Francisco Public Library is amazing, and the staff are the heart of the Library. He said in the past three months, his daughter used the resources available to run a successful campaign for her school's student government and read dozens of hardcopy graphic novels, he visited the fifth-floor Page window for the first time. He said Friends enthusiastically welcomed their new Executive Director and the future is bright for Friends, and the collaborative relationship with the Library and Commission.

Carson, communications for Friends, said their favorite thing about the Library is being immersed in the stacks and around like-minded people who are dedicated to lifelong learning, and their annual Book Sale Block Party was on June 1st, in which thousands of people attended and Friends broke their sales record from last year.

AGENDA ITEM NO. 2 APPROVAL OF MINUTES – MAY 16, 2024

Public Comment

Peter Warfield said the minutes did not summarize his comments, which is what they are supposed to do and typically drain out Key elements that were the point.

Commission Discussion

Motion: Motion by Commissioner **Lomax Ghirarduzzi** seconded by Commissioner **Mall** to approve the **MAY 2024** Commission Minutes.

Action: AYES 6-0 (Huang, Ono, Lomax Ghirarduzzi, Lopez, Mall and Bolander)

AGENDA ITEM NO. 3 RACIAL EQUITY ACTION PLAN REPORT

Maria Mastrokyriakos, DEI Senior Human Resources Analyst and Naomi Jelks, Racial Equity Manager gave a progress report on the Racial Equity Action Plan.

Mastrokyriakos highlighted the accomplishments over the last fiscal year in three areas of the Racial Equity Plan: Section 1, hiring and recruitment. Section 4, diverse and equitable leadership, and Section 6 organization culture of inclusion and belonging.

Jelks shared that with the culture of inclusion and belonging they formed and sustained three Library Affinity Groups, the BIPOC Affinity Group, the Black Affinity Group and the LGBTQ plus Affinity Group and these groups work to establish safe spaces for staff to discuss issues of race, identity, oppression, and ideas for change.

Public Comment

Ruben, Union Officer, said they are very excited from the labor side, because they had their contract ratified by the membership at the end of May and asked if the Library is going to increase its applicant pool for the 3600 series.

Peter Warfield said he doesn't have anything specific, and it is good that the Library is working on these matters and on these goals. He asked about when trying to accomplish a goal, there is some baseline specific numbers, so they know what the status is, and asked about the definition of language certification, bilingual certification.

Commission Discussion

Commissioner Mall thanked staff for the presentation and asked about staff being paid a premium for speaking another language and how often the Affinity Groups met.

City Librarian Lambert said the Library labor partners bargained for their members to receive a \$60 bilingual rate premium in their MOU every two weeks, which acknowledges their cultural competency and their language to better serve the public.

Commissioner Bolander asked how the Library was doing, in this area, compared to other city departments and how HR is involved in the talent pipeline.

Jelks said one of the advantages of being in this department is dedicated staff, whose job is to implement REAP and the Strategic Plan and a Racial Equity Committee, that has helped with these efforts. The Library has a little bit more capacity in that regard.

Commissioner Lopez asked staff to elaborate on the Affinity Groups.

Jelks said the Affinity Groups are a subgroup of the Racial Equity Committee. Staff attend the affinity groups, during work hours. When each of the affinity groups have their meeting there's a prompt, something for folks to think about and have a jump off point for what they're going to discuss at the meeting, which helps utilize the time in a way that is constructive for all.

Commissioner Lomax Ghirarduzzi asked about capacity building and if HR and the Racial Equity Committee work together to develop a requirement for each employee to complete the DEI learning opportunities.

Mastrokyriakos said the classes offered are from the City Department of Human Resources and the Library promotes these opportunities with staff and has worked with other organizations to look at additional trainings.

Commissioner Ono said that she is very impressed with everything they have done so far with the racial equity practices and what they planned with the new Strategic Plan, staff is doing a lot of work.

AGENDA ITEM NO. 4 CITY LIBRARIAN'S REPORT

Julianne Randolph, Small Business Librarian, gave an overview of the events and programs offered for the 20th Annual Small Business Week, which had 28 events, 283 attendees and seven programs. The Chamber of Commerce leads the event with more than 30 community organizations, which featured in person events and programs and virtual workshops.

Maricela Leon-Barrera, Digital Equity Manager, presented Tech Week, which ran from May 11th to May 18th, hosting 44 programs with 18 committee partners. The programs were in Chinese and Spanish to ensure English second language patrons could participate, and they provided free devices for patrons who may not have a device to use to connect to the Internet and learn.

Ileana Pulu, Youth Development Coordinator, gave a preview of Summer Stride 2024, featuring Author-Illustrator Sindy Santamaria. Pulu said Summer Stride is focused on providing resources and programming when school is out of session, which contributes to young People's health, social and emotional well-being and learning. Activities and programs, for all ages, are free, safe, educational, and fun. Children who read for fun will become lifelong learners. Summer Stride started June 1st and will go through September 1st, with the goal of participants spending 20 hours reading, learning, listening, and visiting the library, using a tracker for their progress and when complete have a choice of a Tote or zipper pouch.

Public Comment

Peter Warfield said he wanted copies of the program for Tech Week and Summer Stride materials and he thought Tech Week was a slight improvement, and used to be called Tech Connect, the Unintended Consequences of Technology program with author Chris Scott was interesting.

Commission Discussion

Commissioner Ono thanked staff for the presentations and said, for the small business, the Library needs to keep more businesses in San Francisco and would like to see Tech Week demographic information.

Commissioner Lomax Ghirarduzzi said she appreciated hearing the early stats and initial community response for Summer Stride.

Vice President Huang said the CL report is one of the Commission's favorite parts of every meeting and thanked staff for their leadership in bringing such a wide range of opportunities and resources to so many groups of people in the city and County of San Francisco and beyond.

AGENDA ITEM NO. 5 ADJOURNMENT OF THE JUNE 20, 2024 COMMISSION MEETING

Public Comment

Peter Warfield said he thinks they should not adjourn until they insist that future agendas have an item, which they used to have, on items the Commission wants to see on future Commission agendas.

Commission Discussion

Motion: By Commissioner **Lopez** seconded by Commissioner **Lomax Ghirarduzzi** to adjourn the meeting.

Action: AYES 6-0 (Huang, Ono, Lomax Ghirarduzzi, Lopez, Mall and Bolander)

The meeting adjourned at 6:05 PM
Margot Shaub, Commission Affairs Analyst

To access **Commission Meeting recordings** please visit: [Library Commission Meeting Recording](https://sfpl.org/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-notices/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).