



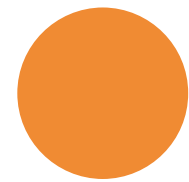
# SFPL Racial Equity Action Plan

Racial Equity Committee

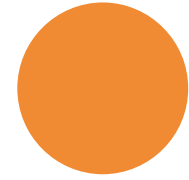
- Alejandro Gallegos & Shawna Sherman

Library Commission

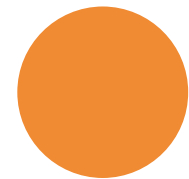
November 19, 2020



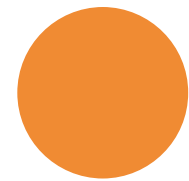
[Ordinance No. 188-19](#) passed July 2019,  
forming the Office of Racial Equity ([ORE](#))



Advocate for successful policies that provide  
tangible and immediate gains for historically  
oppressed people



Convene a coalition to build a racial  
equity movement



Daylight disparities and monitor progress  
towards collective liberation



Phase 1: Racial Equity Action Plan (REAP)  
[Framework](#) provided June 2020



Complete Phase 1 Plan by December 31, 2020



Phase 2: Sometime in 2021

# ORE/REAP Background

# REAP Phase 1

1

Hiring and Recruitment

2

Retention, Promotion, and Protection

3

Discipline and Separation

4

Diverse and Equitable Leadership and Management

5

Mobility and Professional Development

6

Organizational Culture of Inclusion and Belonging

7

Boards and Commissions

# Teams Involved

- Racial Equity Committee
- Library Human Resources
- Research, Strategy & Analytics
- Community Programs & Partnerships
- Access Services
- Finance Office
- Library Administration

# Next Steps

- Present plan to Library Commission
- Review plan with ORE
- Finalize and Submit

Ongoing Work