

# Race & Social Justice at The Seattle Public Library

**SEATTLE CITY COUNCIL • WEDNESDAY, APRIL 18, 2018**  
CIVIC DEVELOPMENT, PUBLIC ASSETS & NATIVE COMMUNITIES COMMITTEE

# RSJI Report: Overview

- Library RSJI Change Team and 2017 Work Plan Summary
- Presentation of Four Equity Analyses conducted in 2017, including 2 work plan toolkits and 2 equity analysis reports
- Highlights of key RSJI projects, programs, services, or initiatives
- Opportunities and lessons learned and preview of the 2018 year ahead



# RSJI Change Team & 2017 Work Plan

- The revitalized Library Change Team is entering its third year.
  - 2015:
    - Reviewed and evaluated best practices in other departments
    - Trained all 700 staff members on core RSJI training
    - Several key workgroups received Implicit Bias training
  - 2016:
    - Established an 18-member cross-departmental, cross-classification Change Team, including frontline staff from 27 locations
    - Developed the Library's first RSJI Work Plan
  - 2017:
    - Held first team retreat for planning, prioritizing and team building
    - Completed equity analysis on Seattle Reads and our website redesign work plan items
    - In process of an equity analysis on Diversity Policy/Procedure, Recruitment and Selection, and Staff Engagement work plan items



# Equity Analysis: Seattle Reads

- A flagship program: first “one city, one book” program
- **GOAL:** Increase access, participation and benefit to communities of color
  - Angela Flournoy’s “The Turner House”
  - Overall attendance up 55 percent
  - Two-thirds of participants had never participated in Seattle Reads
  - 20 percent of participants had never attended a Library program
  - Developed a baseline of data the program previously lacked
  - Hired a community consultant to offer best practices for outreach
  - Held community events at Langston Performing Arts Center and Rainier Beach High School.
  - Commissioned Northwest Tap Connection
  - Partnered with the African-American Writers Alliance
  - Books distributed using an equity model instead of an equality model



# Equity Analysis: Website Redesign

- First redesign in 15 years – funded by the Levy
- **GOAL:** Ensure all Seattle communities are informed and represented in an inclusive outreach and engagement plan
  - RSJI Change Team offered a multi-tiered recommendation plan
  - Inclusive: Multi-language support, in-person outreach
  - Transparency: Process documented publicly



# Equity Analysis: Mobile Services

- Bookmobile in service for 25 years
- **GOAL:** Ensure Mobile Services are distributed to those most in need.
  - In 2013: tightened eligibility criteria
  - In 2016: began more thorough data collection
  - In 2017: analyzed data, redistributed services
  - Bookmobile was not serving those most in need
  - Redistributed service to serve more low-income children of color



# Equity Analysis: Community Listening



- Two-year look at new initiative -- analysis completed in 2017
- **GOAL:** Develop relevant, community-based programs and services informed by intentional, ongoing community listening.
  - New, ongoing approach – not a one-off initiative
  - Every region of the city represented
  - Priority audiences:
    - low income families
    - people experiencing homelessness
    - Immigrants and refugees
    - families of color
    - small business owners
    - seniors
  - Public Services staff working with Community Engagement staff
  - Findings directly inform program development

# More equity-focused Library work

- Outreach with Wi-Fi HotSpots
- Criminal Justice programming series
- Somali children's alphabet book
- Representative Reads Collection Development
- Partnership to provide easier Library access to former inmates
- Equity-focused public programs and services
  - Applying for a Job with a Conviction History class
  - English classes
  - Free afterschool meals
  - Citizenship classes
  - Art classes for people experiencing homelessness or other trauma
  - Adult Education Tutoring
  - Teen drop-in programs
  - El Club Latino book club
  - Chinese for Beginners
  - Talk Time Conversation Practice
  - Housing Voucher Application Help
  - Library 2 Business
  - Additional Friday hours at University, South Park, Highpoint and International District/Chinatown continued from 2016



# WMBE Purchasing & Consulting



	2017 Targets	2017 Results
<b>Purchasing</b>	14% (\$1,300,000)	12% (\$1,368,591)
<b>Consulting</b>	12% (\$78,000)	6% (\$36,096)

	2018 Targets
<b>Purchasing</b>	14% (\$1.39M)
<b>Consulting</b>	12% (\$60,000)

# Looking ahead in 2018

- Challenges and Lessons Learned
- Developed first Change Team budget
- Staff Engagement at All Staff Day: RSJI-aligned trainings and discussions
- Starting a 3-year analysis of Summer of Learning
- Recruitment and Selection recommendations
- Diversity Policy and Procedure revisions
- Equitable restroom policy
- Library Programs and Services Assessment public survey (in 8 languages)



# Employment recruitment and retention

The Library is working to build our recruitment strategy around the following underutilized job groups

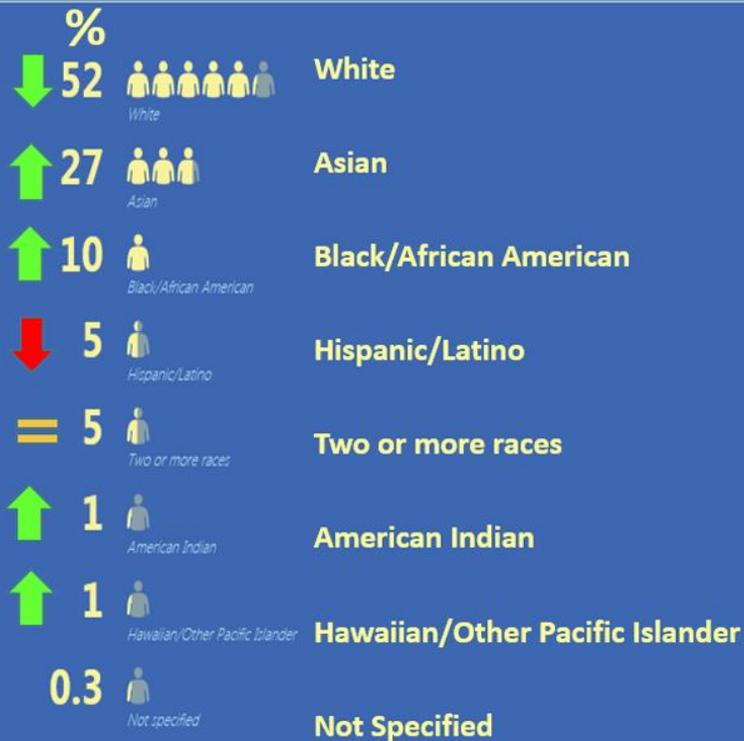


SPL Underutilized Job Group	Placement Goals
Office and Clerical	Hispanic, American Indian and female
Paraprofessionals	2 or more races and female
Professionals	Asian
Protective Services	Female
Service Maintenance	Hispanic and female
Technicians	Female

# Race distribution: SPL & City of Seattle



## SPL RACE DISTRIBUTION IN JANUARY 2018



## RACE DISTRIBUTION IN SEATTLE: 2010



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**Thank you.**