

2018 RSJI Report to City Council

The Seattle Public Library
JULY 17, 2019



2018 Notable Equity Work

- Board-approved RSJI policy
- LibraryLink expansion to high schools and junior high schools
- Digital equity and outreach programs with Somali community
- SPL HotSpots at city-permitted villages
- New, accessible, community-informed website
- Library Programs and Services Assessment
- Inclusive and representative community-focused programming:
 - Legendary Children, Beyond the Frame, Indigenous Artists in Residence, Youth Incarceration in API communities, cultural celebrations, and more.

Library Approaches to Equity Work



Library Approaches to Equity Work

- Lead with race
- Continuous learning and listening at all levels
- Strive for equity in access, services and programming
- Represent and invest in people of color and other prioritized audiences and communities
- Close the opportunity gap for children of color

Racial Equity Toolkits Applied to Library Work in 2018



Library Restroom Policy

- June 2017 patron incident
- Staff-driven effort to establish a restroom policy affirming gender-neutral access for all
- Change Team engaged transgender staff and community, Public Services staff and managers

Equity Goal: Learning and Listening



The Seattle Public Library

Board Policy

LIBRARY RESTROOMS	Adopted by the Library Board June 27, 2018
Owner: Executive Director and Chief Librarian	
Approved by: Kristi England, Library Board President 	

BACKGROUND

As of March 2018 The Seattle Public Library has four types of public restrooms to accommodate patron needs: multi-stall single-gender restrooms, all-gender single-occupant restrooms, multi-user family/accessible restrooms located in Children's Areas and multi-stall single-gender children's restrooms located solely in the Children's Area of the Central Library. Due to varying sizes, ages and configurations, each Library facility accommodates public restrooms differently. The Library seeks to ensure that patrons system wide can use the restroom of their choice without fear of discrimination based on their race, color, religion, creed, sex, sexual orientation, gender identities or expressions, national origin, ancestry, age, disability, marital status or veteran status. Pursuant to this principle, hereafter the Library designates all multi-user family/accessible restrooms located in Children's Areas as all-gender single-occupant restrooms with appropriate signage as noted in Chapter 14.07 of the Seattle Municipal Code.

POLICY STATEMENT

The Seattle Public Library strives to provide safe and accessible restrooms in all of its buildings for all Library patrons, including patrons of all abilities, gender identities and expressions, and family configurations. It does so in accordance with applicable restroom ordinances and related Library policies.

All Library patrons are welcome to use the multi-stall single-gender restroom that matches their gender identities or expressions. The Library recognizes that some patrons may not feel safe or comfortable using multi-stall single-gender restrooms. In buildings where an all-gender single-occupant restroom is not available, a Library staff member will provide the most convenient public option for private restroom use. Patrons do not need to disclose their gender identities or expressions, disability status, or privacy needs to receive Library staff assistance in accessing a private restroom.

All patrons have the right to use the public Library restroom of their choosing and the Library does not tolerate verbal or physical harassment in any of its facilities including restrooms.

DEFINITIONS

Multi-stall single-gender restroom: A restroom that has multiple stalls and is signed as serving a single gender. All patrons are empowered to choose for themselves which multi-stall restroom matches their gender identities or expressions.

Library Restrooms



Fresh Start Program

- One-time fine/fee forgiveness program for teens
- Over 1,100 teen patrons helped in 2018
- 71% of teens with cleared fines/fees checked out a physical or digital item
- Privately funded through Foundation: the community is excited—over 80% of donors to the program are first-time donors

Equity Goal: Equity in Access





Diversity & Inclusion

- Review and revise Diversity and Inclusion policy
- 3-year effort led by RSJI Change Team
- Results from staff survey of 525 respondents is informing the effort
- Recommendations: improve data collection, more staff training, prioritize career development, increase participation in equity work at all levels

Equity Goal: Represent and Invest in People of Color

RACIAL EQUITY SURVEY REPORT 2018



2018 Summer of Learning

- Activity book in 7 languages
- Increased youth-created content
- Allocated 78% of giveaway books to prioritized youth and families
- 24% of booked performers/programs were led by POC individuals or POC-led organizations
- 77% of marketing budget spent in BIPOC community

Equity Goal: Close the Opportunity Gap



Workforce and Contracting Equity



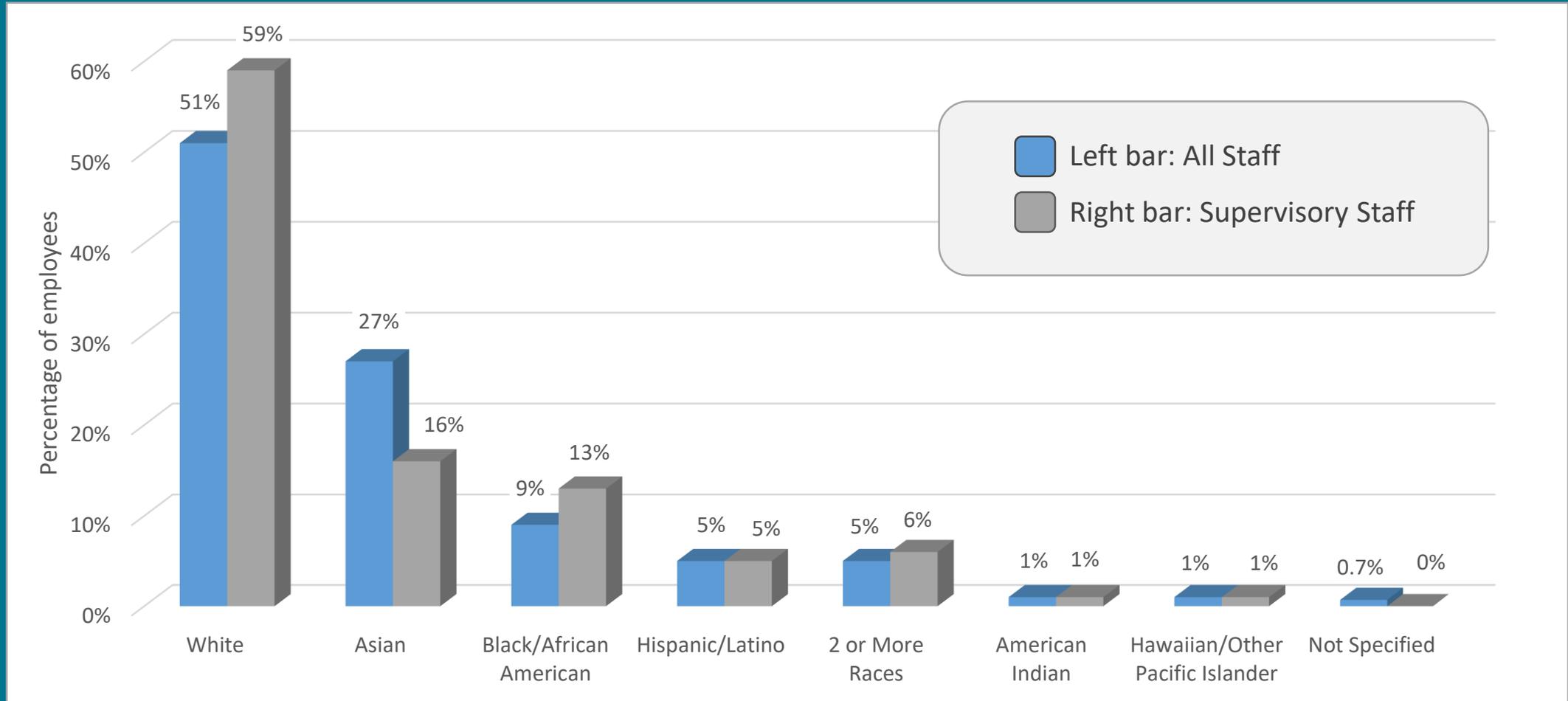
Race Distribution: City of Seattle and SPL

Seattle Census Data as of 2010	
70%	White
14%	Asian
8%	Black/African-American
7%	Hispanic/Latino
5%	2 or more races
0.8%	American Indian
0.4%	Hawaiian/Other Pacific Islander
0%	Not specified

SPL Race Distribution Dec. 2018	
51%	White
27%	Asian
9%	Black/African-American
5%	Hispanic/Latino
5%	2 or more races
1%	American Indian
1%	Hawaiian/Other Pacific Islander
0.7%	Not specified



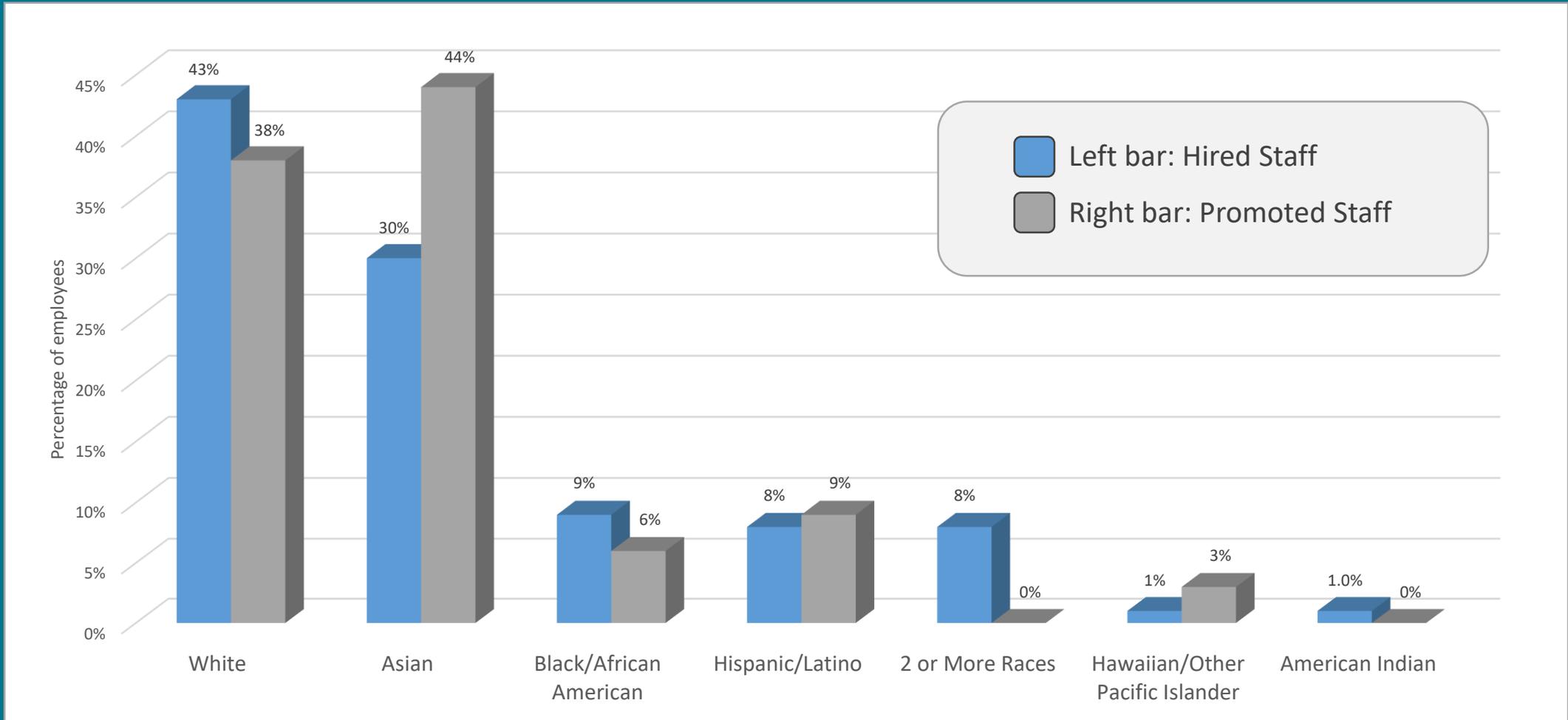
Race Distribution: All Staff & Supervisors



Total number of employees: 679 | Total number of supervisory staff: 87



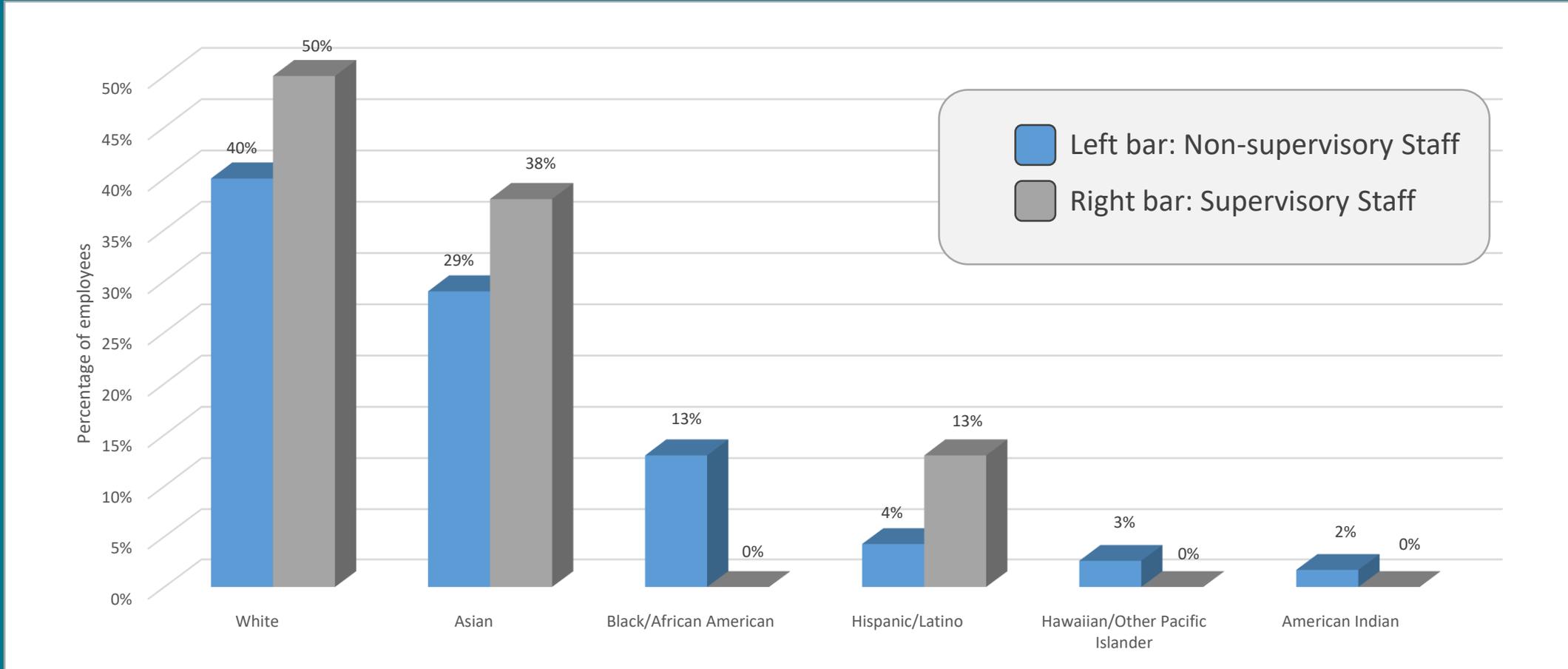
Race Distribution: Hired & Promoted Staff



Total number of hired staff: 89 | Total number of promoted staff: 64



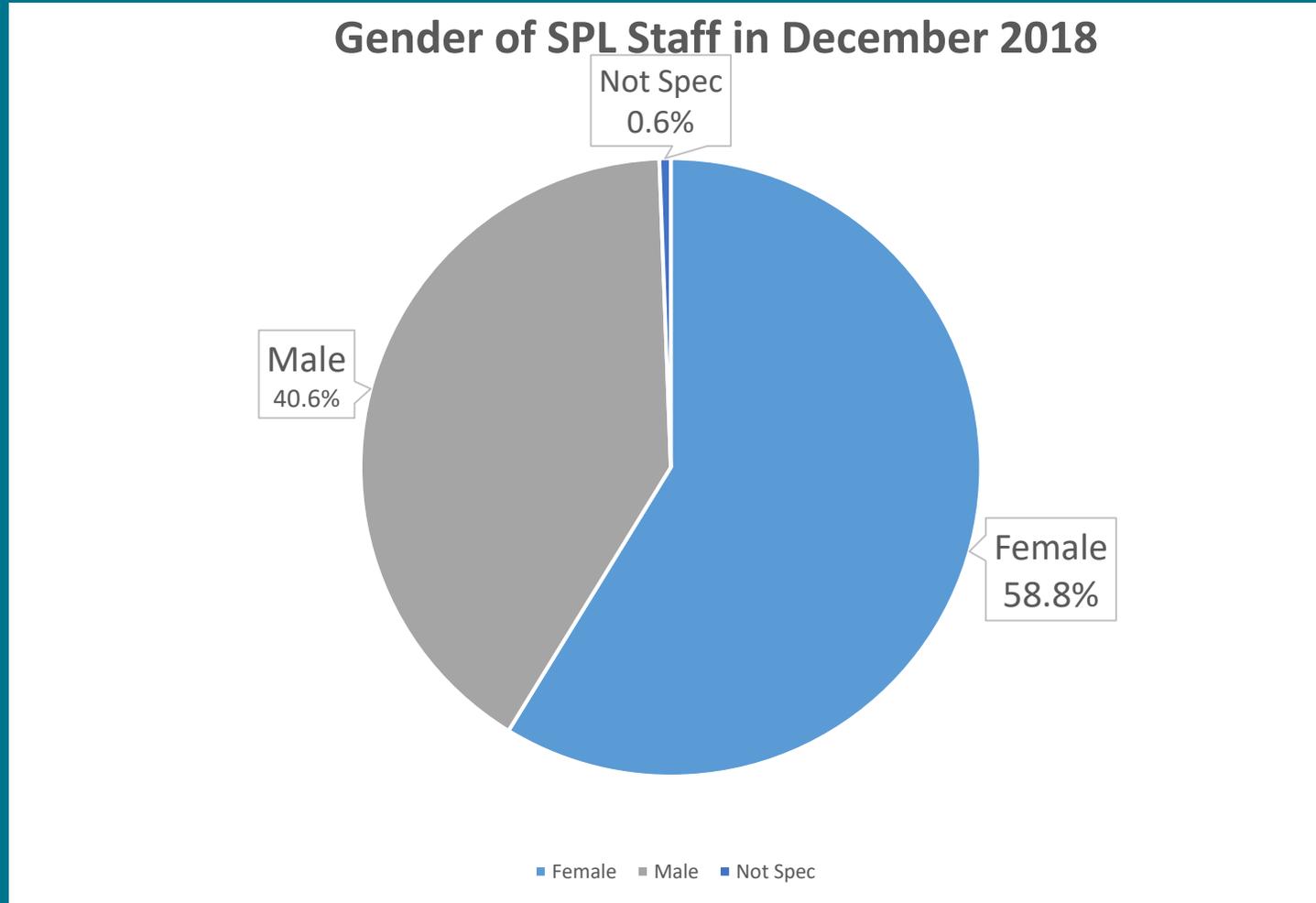
Race Distribution: Staff Turnover



Total number of separated non-supervisory staff: 117 | Total number of separated supervisory staff: 8



Gender Distribution: 2018



Total number of employees: 679



WMBE Purchasing and Consulting

	2018 Targets	2018 Results
Purchasing	12%	17%
Consulting	11%	11%

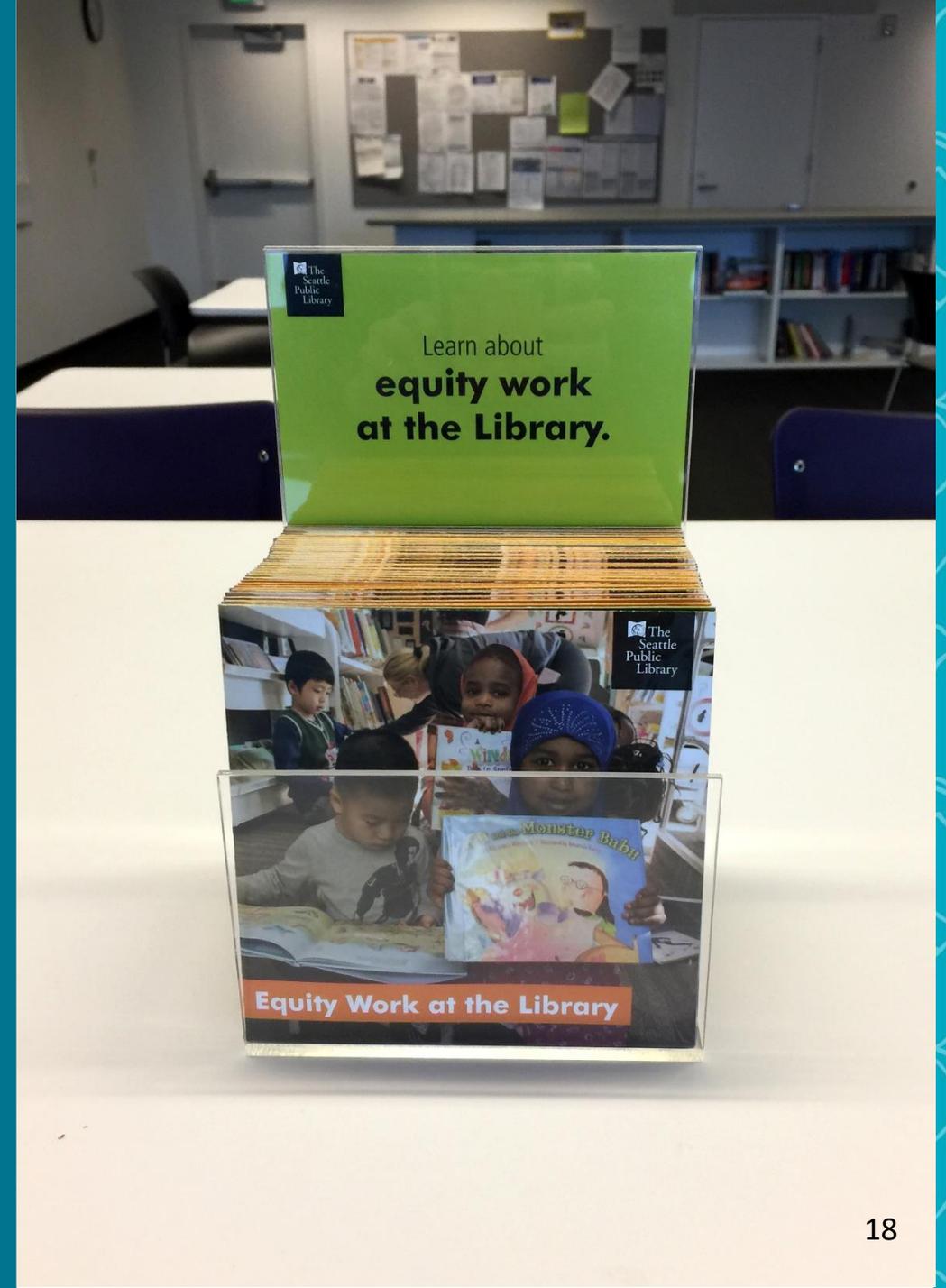
	2019 Targets
Purchasing	18%
Consulting	12%

Key Initiatives Moving Forward



Looking ahead: 2019+

- Equity Work at the Library Conference and Equity Impact Report: www.spl.org/equity
- Revised current RSJI Change Team structure
- Bystander training



Thank you!