



SEATTLE CITY COUNCIL

Public Assets and Homelessness Committee

Agenda

Wednesday, May 18, 2022

2:00 PM

Remote Meeting. Call 253-215-8782; Meeting ID: 586 416 9164; or
Seattle Channel online.

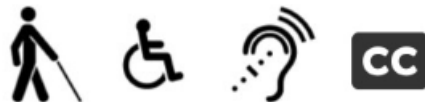
Andrew J. Lewis, Chair
Teresa Mosqueda, Vice-Chair
Lisa Herbold, Member
Debora Juarez, Member
Tammy J. Morales, Member

Chair Info: 206-684-8807; Andrew.Lewis@seattle.gov

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Council Chamber Listen Line: 206-684-8566

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206-684-8888 (TTY Relay 7-1-1), email CouncilAgenda@Seattle.gov, or visit
<http://seattle.gov/cityclerk/accommodations>.



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Committee Website:

<https://www.seattle.gov/council/committees/public-assets-and-homelessness>

This meeting also constitutes a meeting of the City Council, provided that the meeting shall be conducted as a committee meeting under the Council Rules and Procedures, and Council action shall be limited to committee business.

Pursuant to Washington State Governor's Proclamation No. 20-28.15 and Senate Concurrent Resolution 8402, this public meeting will be held remotely. Meeting participation is limited to access by the telephone number provided on the meeting agenda, and the meeting is accessible via telephone and Seattle Channel online.

Register online to speak during the Public Comment period at the 2:00 p.m. Public Assets and Homelessness Committee meeting at <http://www.seattle.gov/council/committees/public-comment>.

Online registration to speak at the Public Assets and Homelessness Committee meeting will begin two hours before the 2:00 /p.m. meeting start time, and registration will end at the conclusion of the Public Comment period during the meeting. Speakers must be registered in order to be recognized by the Chair.

Submit written comments to Councilmember Lewis at Andrew.Lewis@seattle.gov

Sign-up to provide Public Comment at the meeting at <http://www.seattle.gov/council/committees/public-comment>

Watch live streaming video of the meeting at <http://www.seattle.gov/council/watch-council-live>

Listen to the meeting by calling the Council Chamber Listen Line at 253-215-8782 Meeting ID: 586 416 9164

One Tap Mobile No. US: +12532158782,,5864169164#

Please Note: Times listed are estimated

A. Call To Order

B. Approval of the Agenda

C. Public Comment

D. Items of Business

1. Seattle Public Libraries 2021 Race and Social Justice Initiative (RSJI) Report

Supporting
Documents: [Presentation](#)

Briefing and Discussion

Presenters: Tom Fay, Director, Alex Yoon, Mahina Oshie, and Juan Rubio, Seattle Public Library

E. Adjournment



Legislation Text

File #: Inf 2059, **Version:** 1

Seattle Public Libraries 2021 Race and Social Justice Initiative (RSJI) Report

The Seattle Public Library

2021 RSJI Report

May 18, 2022

Presenting:

Tom Fay, Executive Director and Chief Librarian

Alex Yoon, Director of Administrative Services

Juan Rubio, Public Service Program Manager

Mahina Oshie, Adult Librarian, Special Collection



The Seattle Public Library is on Indigenous land.

These are the traditional unceded
territories of the Coast Salish people,
specifically the Duwamish people.

ti dʒidʒəlaɪɕ sʰalaɪ ʔal tə ʔaciɫtalbixʷ swatixʷtəd.
tiɪɫ ʔaciɫtalbixʷ swatixʷtəd xʷiʔ ləʔabʃid ʔə tə dʒixʷ
ʔaciɫtalbixʷ, ʔə tiɪɫ dxʷdəwʌbʃ

2021 RSJI Accomplishments



Reopening with an equity lens

2021 RSJI Accomplishments

Q1 '21

Curbside Expands
to 15 locations

Library Staff
eligible for
COVID-19
Vaccines

Q2 '21

3 Priority
Branches Reopen
for In-Building
Services

Broadview,
Ballard, Douglass-
Truth & Rainier
Beach Reopen

Central Library
along with 9
more Branches
Reopen

Q3 &
Q4 '21

All 17 reopened
branches return
to 100% capacity

Additional 7
branches reopen

Central Library
expands
operations to 7
Days/Week

2021 RSJI Accomplishments

- Actionable Allyship presentation
- Equity “roadmap”
- Equity training for managers
- Increased Language Access
- Language Access Pay

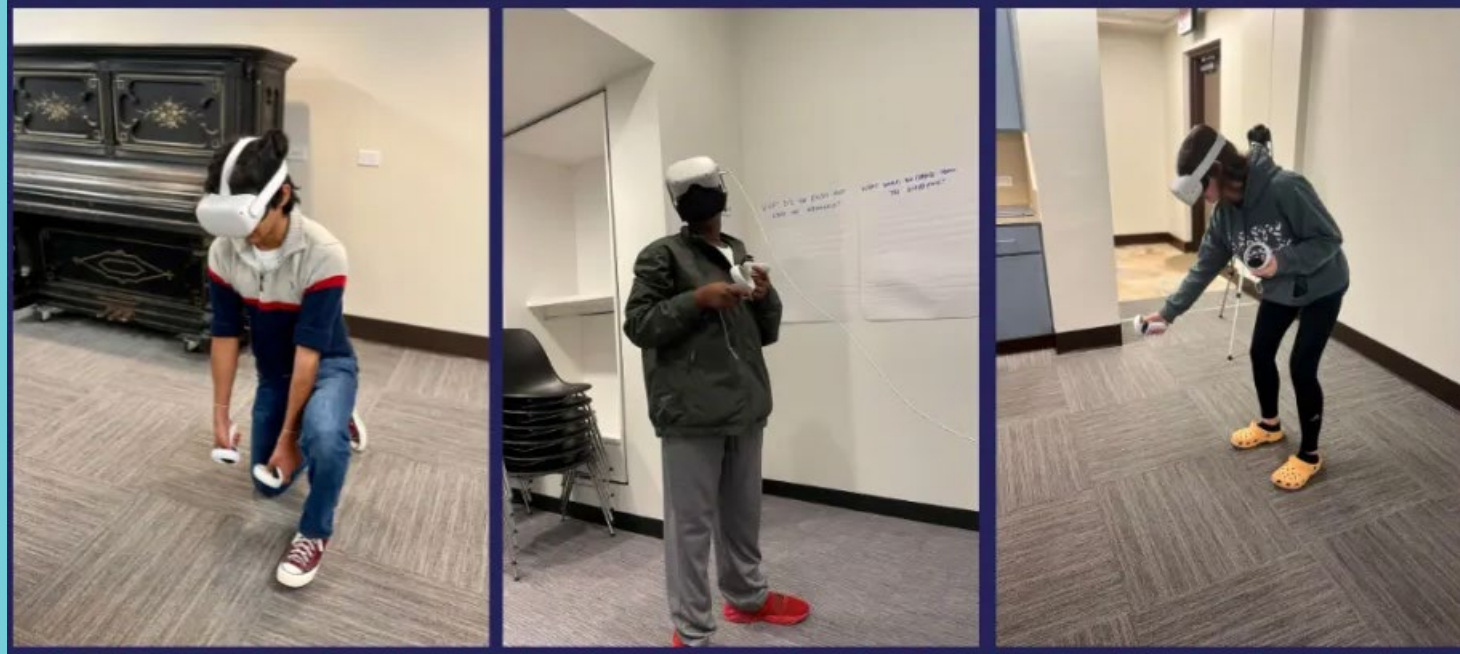
2021 RSJI Challenges

- **Community engagement:** In-person work disrupted by pandemic.
- **Capacity:** Covid-19 disrupted the Library's staffing capacity.
- **Burnout:** Many staff fatigued by compounding challenges.

2021 Library Racial Equity Toolkits

- Digital Media Learning
- RSJI Change Team Training
- BLOOM
- RSJI and Budget Development

Digital Media Learning (DML) Program



- KidsTeam 2021
- VRtality.org / Teen mental health
- Digital Art Program
- eSports for Wellbeing

Equity Learnings from DML Program

- Learn & Reflect on equity practices
- Be intentional about reaching non-dominant populations in Seattle
- Strong relationships with community partners key to successful program
- More intentional programs such as DML needed to impact the equity work

RSJI Change Team Training



Staff Survey on RSJ Knowledge to Customize Equity Learning at SPL

Equity Learnings from RSJI CT Training Survey

- A general commitment or caring about DEI.
- Disparate impacts and inequities faced by Black, Brown, and Indigenous staff
- Acquired a better understanding of our staff's interest for more training and conversation around DEI and RSJI
- As a part of long-term RSJI plan, we are looking into standing staff-led caucusing to for internal staff to foster DEI and RSJI at the Library

BLOOM Food Justice Initiative

BLOOM = Building leadership, organizing and orchard management



- Food justice and food sovereignty
- Community-led effort
- Culturally informed curriculum
- More access to green space for BIPOC communities

RSJI & Budget Development

- Budget 101 Presentation – City & Library Budget Development Timelines
- Interactive Survey to instantly see improvements on budget knowledge
- Budget implementation & monitoring where staff have direct input
- Over 200 members of the Library – staff, management & boards taken this training

Looking ahead: 2022

- Racial Equity Toolkits Training for Library senior management and leadership team
- RSJI Equity Roadmap finalized, communicated and socialized through the organization
- Return to in-person community engagement
- RETS:
 - Rules of Conduct
 - Book group program
 - “Begin With Books” program
 - Directed Fieldwork: BIPOC student librarians



Questions?