

THE FREE LIBRARY OF PHILADELPHIA
STRATEGIC DIVERSITY, EQUITY, AND INCLUSION
PRIORITIES AND ACTION PLAN
2021

Office of Diversity, Equity, and Inclusion

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MESSAGE FROM THE CHIEF DIVERSITY AND INCLUSION OFFICER

The Free Library of Philadelphia has developed its Strategic DEI Priorities & Action Plan as a guide for advancing DEI initiatives within the organization. The FLP has adopted this plan and has made the commitment to make diversity, equity, and inclusion a strategic imperative.

Why do we need a Pathway to Progress Strategic Priorities & Action Plan? This plan will outline steps necessary to achieve our shared vision of a more diverse, equitable, and inclusive institution. A clear diversity plan, with actions and next steps, will move the library toward its aim of a more diverse workforce at all levels, full participatory inclusion, and equitable application of policies and processes. The Pathway to Progress plan represents a roadmap to advance the mission and values of the Free Library of Philadelphia by leveraging existing successful initiatives and embracing new innovative initiatives.

At the core of this strategic plan are three focus areas for the next five years: Inclusive Workplace, Effective Communication, and Sustainability. As the role of Chief Diversity and Inclusion Officer is new and the DEI Strategic Plan as well, this first year will be laser-focused on establishing benchmarks, new initiatives, workshops and training, as well as positively impacting institutional culture. Subsequent years will focus on evaluating progress, re-establishing initiatives, and ensuring the commitment from FLP leadership remains at the forefront.

As we move through the next five years, there is the expectation and commitment that the Free Library of Philadelphia will not only look different in the distribution of the diversity of its members but there will be a greater understanding and demonstration of the irrefutable benefits diversity and inclusion bring to the organization.

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VISION, DEFINITIONS, AND PLAN IMPLEMENTATION

<p>Free Library of Philadelphia</p>	<p>The Free Library of Philadelphia Foundation is committed to creating a culture where all of our employees and the communities we serve feel valued and respected. By establishing a more diverse workforce, one in which all individuals feel included, all are treated equitably, and all are given access o growth opportunities, we will maximize the potential of our employees and be a stronger organization.</p>
<p>Diversity</p>	<p>Diversity includes but is not limited to race, ethnicity, color, nationality, sex, sexual orientation, gender identity and expression, class, religion, disability, age, military status, visa status, economic status, geographic location, and language/linguistic ability. Diverse and well-reasoned ideas, approaches, and experiences are also essential elements.</p>
<p>Equity</p>	<p>Equity aims to level the playing field by providing what is needed on an individual level to make the final result for each person the same. Equity ensures everyone has access to the same treatment, opportunities, and advancement.</p>
<p>Inclusion</p>	<p>An inclusive workplace is defined as a work environment that makes every employee feel valued while also acknowledging their differences and how these differences contribute to the organization’s culture and business outcomes. An inclusive workplace is characterized by affirmative action, wherein any impact of bias/discrimination/unequal opportunity is negated.</p>
<p>Plan Implementation</p>	<p>The strategies contained in this plan will be implemented in 2021 and 2022. The FLP’s Diversity and Inclusion Steering Committee will provide insights and guidance to the plan to promote engagement on diversity and inclusion issues.</p>

PRIORITY ONE: INCLUSIVE WORKPLACE

The Library will be a place where all community members thrive and are valued

- Goal 1: Commitment to Accountability
- Goal 2: Responsive, Accountable, and Resolute Leadership
 - i. AA/EEO Review
 - ii. Reporting Procedures
 - iii. Ongoing Leadership, Management, and DEI Training
- Goal 3: Equitable access to opportunities
 - i. Recruitment and Retention
 - ii. Advanced Skills and Educational Opportunities
 - iii. Career Guidance as part of Evaluation Process
- Goal 4: Build a Culture of Social Justice and Interventions
- Goal 5: Annual Climate Checkup

PRIORITY TWO: EFFECTIVE COMMUNICATION

The Library should build greater capacity for equitable collaboration across the institution

Goal 1: Clarity of processes

Goal 2: Build interdepartmental connectedness

Goal 3: Communication trainings

PRIORITY THREE: SUSTAINABILITY

Sustainable practices are the processes and services employed to maintain the qualities that are valued and expected at the Library.

Goal 1: Review of Policies and Practices

Goal 2: Program and Initiatives reflect the tenets of DEI

Goal 3: Marketing/Branding of Institutional Messages