

Diversity, Equity, and Inclusion at the Free Library of Philadelphia

A quarterly report from **Leslie M. Walker**, Interim Director of the Free Library



Staff Development

Education Assistance Committee established (FLP Foundation) to support career development opportunities for Free Library staff who do not have post-secondary degrees. Two members of the Free Library staff serve on this committee.

New career pathways and ladders developed by Human Resources in collaboration with OHR (e.g. creating multiple tracks for Library Assistant advancement).

Staff participated in self-directed trainings.

Executive Staff received a four-part Inclusive Leadership Training, presented by DiverseForce.

DiverseForce Consultancy

Cultural Assessment completed. The full report is forthcoming with key details to be shared with City Council.

DEI Officer Appointed

The interview committee included board members as well as staff members who were selected using a rubric to ensure equitable representation across union membership, job class position, age, race, and gender.



Dr. Guy A. Sims appointed the Free Library's first full-time Chief Diversity Inclusion Officer, effective December 14.

Transparency and Communications

Established weekly communication email sent to all staff featuring critical information and updates from across the system.

Embarked on a listening tour with plans to visit every library in the system.

Began joining regular staff meetings to further listen and learn.

Diversity and Inclusion Steering Committee Accomplishments

Subcommittee established to develop Employee Resource Groups; LGBTQ+ Employee Resource Group met in October.

Staff Web portal for DISC's work under development.

Recommended changes and updates to the Trustees' 2017 Plan shared with DEI Committee to inform their work.

Black Lives Matter statement created and shared with staff.

Two staff members appointed to sit on Trustees' DEI Committee.

