



SPRING 2021

# 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

Executive staff participated in *The Leadership Imperative: Leadership Role in Advancing Diversity, Equity, and Inclusion* workshop, facilitated by Dr. Jamie Washington of the Washington Consulting Group. (Made possible by a grant from the PA Office of Commonwealth Libraries, through PA Department of Education.)

The Education Assistance Fund Working Group began accepting applications for this fall’s pilot program, which will provide financial assistance to staff earning associate and bachelor degrees.

The Library is working with the City’s Office of Human Resources to continue to expand efforts to recruit diverse candidates for librarian positions through outreach to the American Library Association’s (ALA) Job Fair and JobList; ALA interest group listservs including the Black Caucus, Rainbow Roundtable, and REFORMA (National Association to Promote Library and Information Services to Latinos and the Spanish Speaking); the National Conference of African American Librarians; the Library’s website, blog, and social media channels; other City agencies’ social networks; and job boards at all universities offering a Master’s Degree in Library or Information Science.

## Transparency and Communications

Launched the search for the new President & Director of the Library with a key requirement for the position being significant experience with building community around DEI efforts and issues.

## Diversity and Inclusion Steering Committee Accomplishments

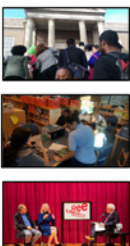
Committee composed of staff, Board members, Friends, and representatives of other City departments

Presented a position statement recommending all staff be required to complete the City’s Diversity Training Module.

Rainbow Connection Employee Resource Group continued to advance the concerns of members of LGBTQ+ staff and community with relevant materials and resources. The group recently welcomed State Representative Brian K. Sims and State Representative Malcolm Kenyatta as special speakers.

## Chief Diversity and Inclusion Officer Portfolio

Presented Pathway to Progress: Strategic DEI Priorities and Action Plan to staff.



### Pathway to Progress

Strategic DEI Priorities & Action Plan

DR. GUY A. SIMS  
CHIEF DIVERSITY AND INCLUSION OFFICER  
MARCH 24, 2021

## New Board Chair Appointed



**Sade Olanipekun-Lewis** became the chair of the Free Library’s Board of Trustees on June 9, 2021. Her leadership tenure will include a strong focus on the Library’s DEI work.