

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

Presented Diversity, Equity, and Inclusion trainings for staff (conducted by DiverseForce).

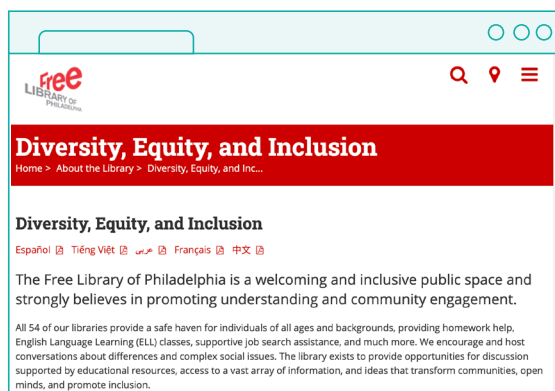
- The Free Library recognized the training did not meet expectations. Additional trainings, workshops, and other DEI-focused engagements are being coordinated by the Chief Diversity and Inclusion Officer.

Established Working Group of Free Library and Free Library Foundation employees to determine eligibility and disbursement guidelines for the Education Assistance Fund.

Announced the first three scholarship recipients for Drexel University’s Master of Library and information Science program, a requirement for Librarian positions.

Transparency and Communications

DEI page added to freelibrary.org under the About section:



DiverseForce Cultural Assessment shared with all staff.

Chief Diversity and Inclusion Officer Portfolio

Created and shared draft DEI Work Plan with Board of Trustees’ Diversity, Equity, and Inclusion Committee for review.

Following review of the aforementioned plan collaborations with staff will ensue along with further development of Library’s Strategic Plan goal of “Promote Diversity and Inclusion.”



Dr. Guy A. Sims
Free Library’s first full-time Chief Diversity Inclusion Officer

Diversity and Inclusion Steering Committee Accomplishments

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

Reviewed and provided feedback on City’s Office of Human Resources and Library’s Human Resources promotional pathways for Clerical, Library Assistant, Public Safety, and Labor & Trades positions.

Collaborating in the planning and facilitating of future conversations and activities related to Library-related DEI concerns.

