

In Pursuit of Equity

Indianapolis Public Library (IndyPL)

IN Disproportionality Committee

Tuesday, March 23, 2021

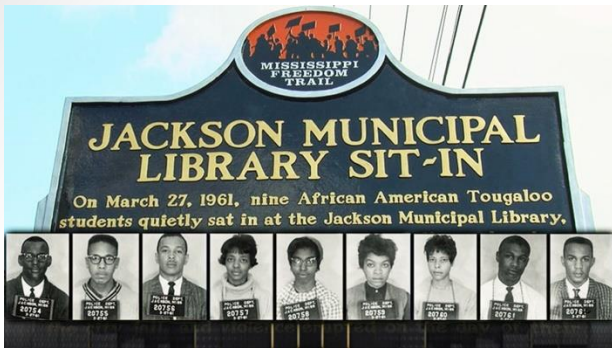


First Priority: Listening Sessions

Conducted in 2019

- Sessions at branch locations, with individuals, and with internal departments
- Approximately eighty (80) listening sessions conducted to-date
- Intentional to collect perspective of a range of staff members
- Range of themes around experiences and perceptions of equity

Why? Why? Why?



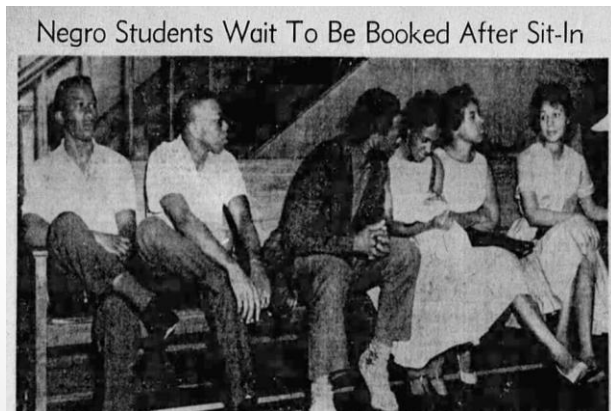
Source: WLBT



Source: WLBT



Source: MDAH/WLBT News Film



Source: American Libraries - The Greenville Eight
The sit-in that integrated the Greenville (S.C.) Library



Clippings from The Greenville News and The Piedmont, courtesy of the Greenville (S.C.) County Library System

Racial diversity

- 87 percent of librarians are white
- 73 percent of library assistants are white
- Nearly three quarters of librarians are white women



ALA Office of Research and Statistics Demographic Study Report 2017

- 37,666 current members participated
- 74% of current 2017 members participated in the survey

ALA Members by Race or Family Origin
% of members self-identifying

	2014	2017
American Indian or Alaskan Native	1.1	1.2
Asian	3.5	3.6
Black or African American	4.3	4.4
Hawaiian or Other Pacific Islander	0.3	0.2
White	87.1	86.7
Other	3.7	4.0

When asked “**How do you describe your ethnicity?**” in 2014, 3.9% responded “Hispanic or Latino.” In 2017, 4.7% responded “Hispanic or Latino.”

DIVERSITY IN CHILDREN'S BOOKS 2018

Percentage of books depicting characters from diverse backgrounds based on the 2018 publishing statistics compiled by the Cooperative Children's Book Center, School of Education, University of Wisconsin-Madison: ccbc.education.wisc.edu/books/pcstats.asp

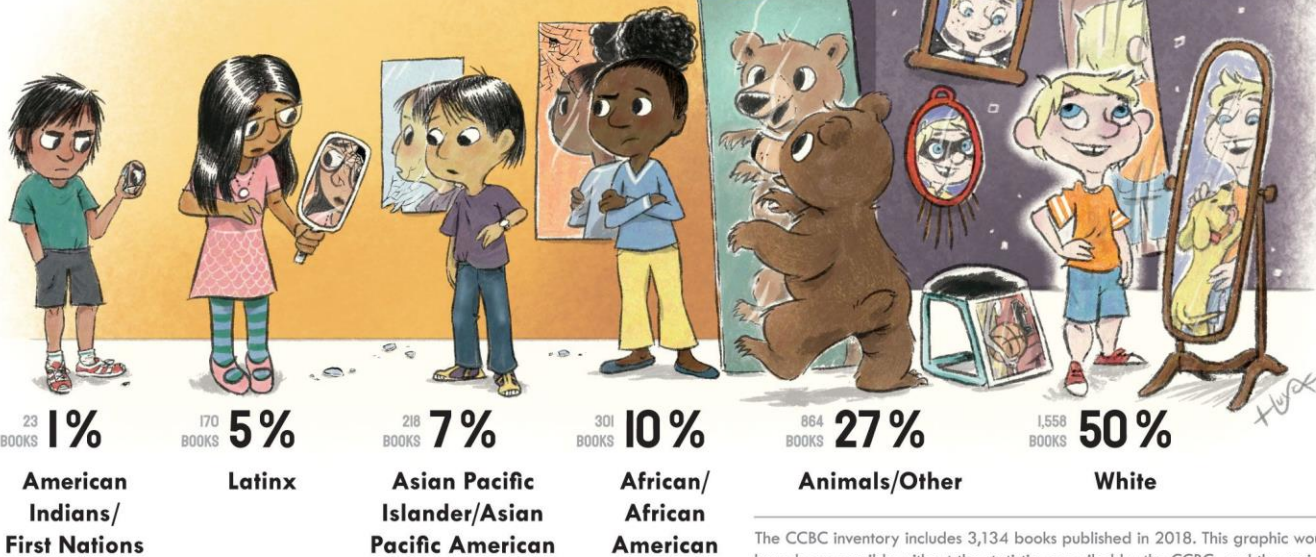
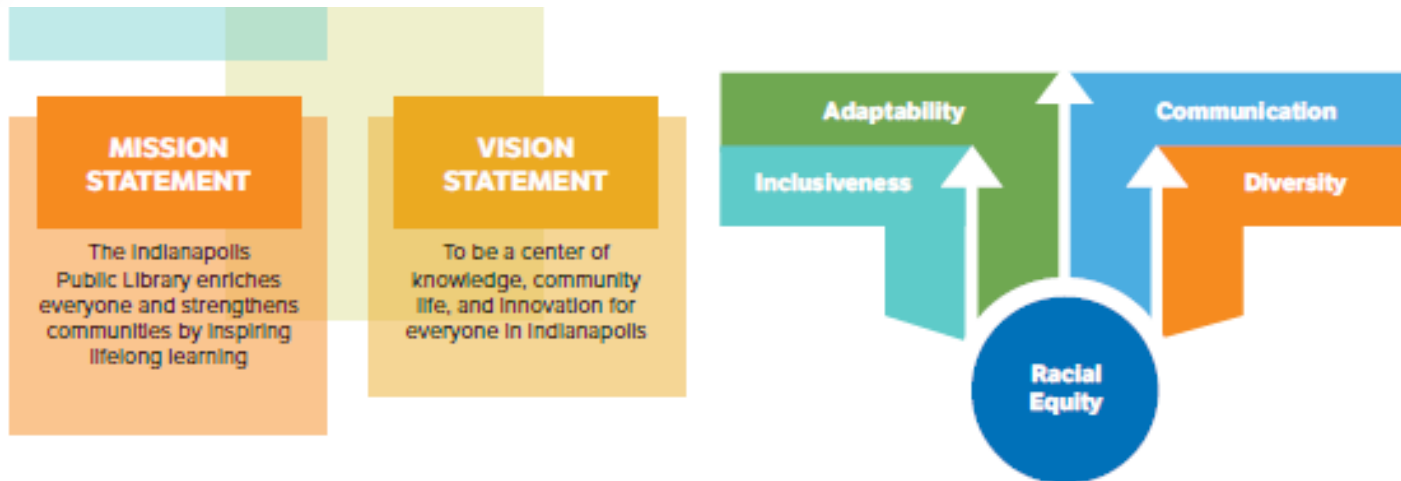


Illustration by David Huyck, in consultation with Sarah Park Dahlen
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The CCBC inventory includes 3,134 books published in 2018. This graphic would not have been possible without the statistics compiled by the CCBC, and the review and feedback we received from Edith Campbell, Molly Beth Griffin, K. T. Horning, Debbie Reese, Ebony Elizabeth Thomas, and Madeline Tyner. Many thanks.

2021-2023 Strategic Plan



Our Values

Racial Equity – *“Leading with Race by Being Race Explicit, Not Race Exclusive”*

Prioritizing the impact of race and intersectional identities that impact the lived experiences of the community and staff such that one’s identity can no longer be used as a predictor of how one fares

Adaptability – *“Ready for Progress”*

Being proactive, nimble, and innovative, with the flexibility to anticipate and respond to change quickly and positively

Communication – *“Listening and Sharing”*

Listening actively and ensuring an equitable and timely flow of information to and from patrons and colleagues that is clear, consistent, honest, open, and respectful

Diversity – *“Embracing Uniqueness”*

Recognizing and valuing all the ways in which people differ, both seen and unseen, while embracing all the characteristics that make one individual or group different from or the same as another

Inclusiveness – *“Acknowledging and Addressing Biases”*

Fostering an environment, collection, and services where everyone is treated fairly and where all are valued



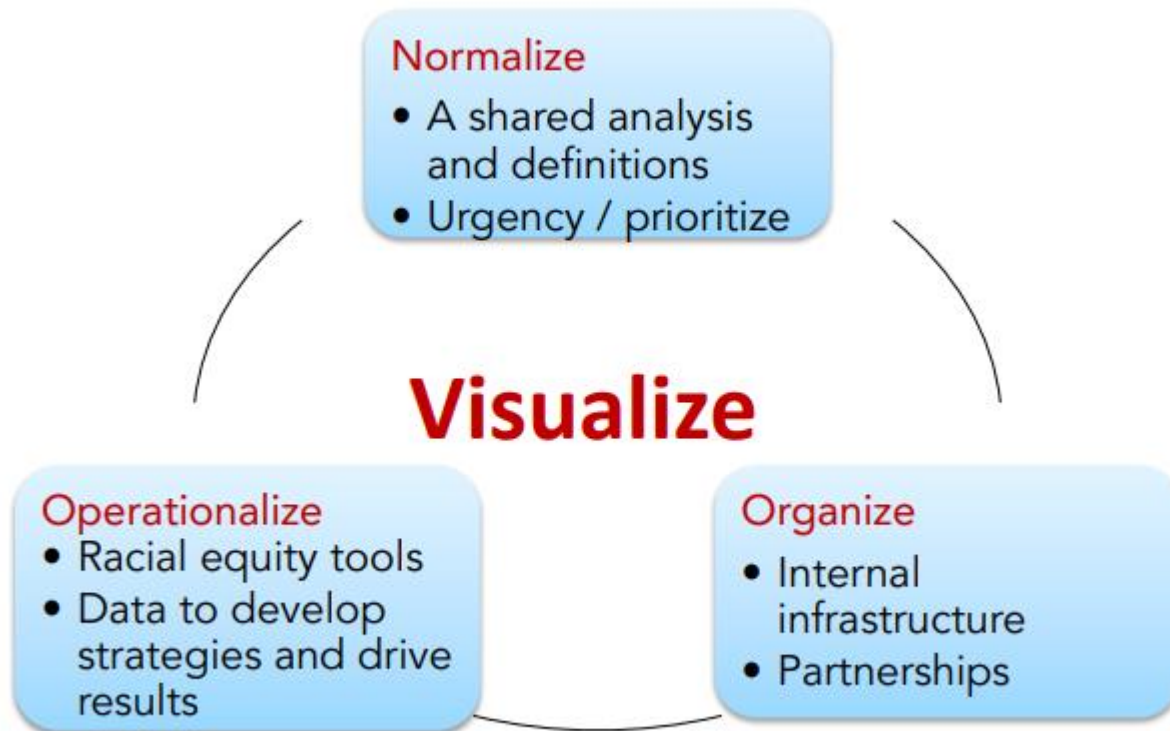
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Government Alliance on Race & Equity (GARE) Theory for Change



Government Alliance on Race & Equity (GARE)

- **2019 City-County Council Leadership Workshop**
December 11, 2019
GARE Advancing Race and Equity: The Role of Government
- **2020 City-County Council Special Resolution**
Adopted February 24, 2020
A public commitment to addressing the historical inequities of race, place and identity throughout our City-County government
- **GARE Steering Committee Working Group**
Select City Agency and Municipal Corporation leaders focused on developing a strategy to address racial and social disparities and to promote equity in Indianapolis
- **Municipal Budget Presentations**
September 24, 2020
IAA Budgeting for Equity
- **2021 Collective Membership**
 - HOW TO JOIN: Complete membership form online: (Become a Member)

<https://www.racialequityalliance.org/members/join/>

When Leading with Race, we are...

Race *explicit*, not *exclusive*

Always bringing an “*intersectional*” analysis

Race *and*...

-gender
-religious affiliation
-disability status
-income

Supplier Diversity

- Participated in Disparity Study with City of Indianapolis
- Adopted internal supplier diversity policy
- Adopted business utilization goals
- Enhanced engagement and outreach
- Monthly reporting to Office of Minority and Women Business Development (OMWBD)
- Subcontractor (tier-2) reporting
- Dashboard tool for tracking utilization



Training & Development

- Racial Equity Institute (REI) training module
 - Racial equity institute
 - Child Advocates
 - Debrief
 - History of race and libraries
 - Tinted Windows and Crooked Mirrors: A History of the Indianapolis Public Library
- Hollaback Bystander Training (quarterly)
- Implicit Bias and Micro aggression training
- HR Wellness series



Motivated to **///ACTION** 
IndyPL Equity Council



Purpose of the council

The Indianapolis Public Library (IndyPL) equity council moves to improve organizational outcomes by reflecting on library resources and services through an intersectional equity lens – prioritizing the following:

- Partnerships, community engagement, programs, and services
- Mentorship, training and development
- Attraction, recruitment, and retention in hiring

We intend to do this by identifying and eliminating barriers that hinder the library's ability to service the unique needs and interests of its communities (internal and external) using a combination of innovative and best-practice strategies.

The council believes in the potential of the library to impact community positively, create lifelong learners, and become a catalyst for change. We will work collectively through shared power and through the formation and execution of creative ideas that keep IndyPL representative, responsive, and relevant – for every individual.



The Work Ahead

- Baseline data gathering
- Continued opportunities for training and development
- Equity council committee work
 - Goal setting
 - Communication w/ regular updates in IndyPL newsletter
- Community engagement and expanded partnerships



Equity Work is Collective Work.



QUESTIONS



The
INDIANAPOLIS PUBLIC
Library

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