

Saint Paul Public Library's systemwide equity, inclusion, and anti-racism efforts are spearheaded by the Equity, Inclusion, and Anti-racism Coordinator.

Deepening and increasing the impact of our equity, inclusion, and anti-racism behaviors and practices at the Library.

- 102 library staff engaged in two learning opportunities to increase knowledge and strengthen library customer service with gender-expansive and Native American patrons.
- Strengthened representation of Native American authors, illustrators, and stories in library collections by adding 280 items during Native American Heritage Month - prioritizing purchasing from local Native-owned vendors.
- Strengthened library policies and practices by implementing chosen/preferred names in patron accounts. Held trainings and developed FAQs, talking points, and dialogue opportunities to foster strong library customer service skills.



Cultivating leaders and building capacity.

- Successfully onboarded four new members to the Library Equity Change Team (ECT).
- Created welcoming and joyful spaces for transgender colleagues and patrons through art events in library spaces for Trans Day of Visibility.
- Increased awareness of the ECT and our work with supporters at The Friends of the Saint Paul Public Library annual gala, Opus and Olives.

Building new initiatives and community.

- Engaged with 114 predominately African American community members at Central Honors Philando event.
- Engaged with 225 LGBTQIA+ youth, families, and allies at the Minnesota Youth Pride event.
- Implemented Managers of Color Cohort to enhance support, leadership development, and peer connections of library managers of color.

