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# CALENDAR YEAR 2022 EQUITY IMPACT PLAN

## ANNUAL REPORT

### BACKGROUND INFORMATION

Department Name: Fairfax County Public Library

Equity Lead(s): Kevin Osborne

Date: 11/1/22

### EQUITY IMPACT PLAN REPORT

*Review your department's Equity Impact Plan for CY 2022 at [Equity Impact Plans | Topics \(fairfaxcounty.gov\)](#). Using that plan, add each goal below and describe: 1) what was done to make progress toward the goal, 2) with whom (partners), and 3) how work toward this goal was measured/evaluated and the results. If you have data for the performance measures in your CY 2022 Equity Impact Plan, report them. Add more goals as needed.*

**Goal 1:** Increase diversity in FCPL's management and leadership positions (continued from 2020 EIP)

Goal 1 Progress:

- 1a: Mentor current staff for management and leadership positions. Several internal staff were mentored into promotions.
- 1b. Encourage staff to obtain MLS, including accommodations in work schedules. Staff are routinely encourages to pursue the required mastes degree.
- 1c. Publicize available scholarship funds. The Library foundation gave several scholarship and held an award ceremony.

**Goal 2:** Improve diversity in FCPL's collection to better mirror the diversity in Fairfax County and the City of Fairfax (continued from 2020 EIP)

Goal 2 Progress:

- 2a. Continue building tools to evaluate the diversity of FCPL's material collection. Gale, Ebsco, and staff routinely assess the collections diversity of materials and creators. Acquisition of Kanopy provided a huge number of films from all over the world in several languages.
- 2b. Conduct audits of FCPL's collection, section by section. Collections staff are working through audits of collections. Baselines are determined and being worked toward through discards of old material and targeted acquisitions of new items.
- 2c. Purchase quality materials to fill identified deficiencies, as available. Additional funds were routed to the collection and spent with an eye to diversity. A massive purchase was made in the ebook collection which provided instant expansion in access to diverse authors.

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**Goal 3:** Implement the Library Board of Trustees' decision to eliminate overdue fines (continued from 2020 EIP)

Goal 3 Progress:

- 3a. Implement recommendations of current FCPL Fine-Free Implementation work group. The library has gone fine free, which mean late fees are no longer charged. This removes the disparate impact of fees on customers with fewer resources. This has been implemented system wide. Items are being returned at an increase rate from previous year. This process has brough customers and missing items back into the library.

**Goal 4:** 4. Increase systemwide celebrations of cultural and heritage months

Goal 4 Progress:

4a. Create selection strategy for 2022 systemwide cultural and heritage celebrations. The DAIP committee and other FCPL staff created and implemented a selection strategy.

4b. Select 2022 systemwide cultural and heritage celebrations. The DAIP committee and other FCPL staff created and selected several celebrations to program around, make displays, and invite experts to present.

4c. Publicize process and selections to branch staff. The Marketing team promoted these events in the online calendar, on the website, in social media, with physical posters and handouts.

4d. Promote selected cultural and heritage celebrations at individual branches. Individual branch events are promoted with in house posters and social media posting.

4e. Market systemwide cultural and heritage celebrations to community. Events are marketed in the online calendar, on the website, in social media, with physical posters and handouts.

*Was other equity-related work completed in addition to the goals above? If so, please describe.*