

Fairfax County Public Library (FCPL) CY 2022 Equity Impact Plan



Leadership Sponsor: Jessica Hudson, Library Director

Equity Lead(s): Kevin Osborne, Deputy Library Director

Departmental Equity Guiding Statement: The Fairfax County Public Library (FCPL) demonstrates its commitment to racial and social equity by building community and promoting literacies for all through programming, community spaces, technologies, and collections of educational and recreational resources; and making all policy decisions within an equity framework.

Context: In the recent past public libraries across the US have worked to promote equity in many ways, including: reviewing policies through an equity lens to reduce barriers to service and better serve traditionally marginalized communities, eliminating overdue fines to reduce barriers to services, auditing fiction collections to improve representation of traditionally marginalized communities, and recruiting and hiring staff who mirror the communities served. As part of the larger public library community, FCPL has modified its policies and launched new initiatives to increase equity.

Throughout 2020, FCPL held virtual racial justice programs for the public and FCPL staff. Past celebrations of cultural and heritage months in FCPL have been branch decisions. In late 2020, a staff-led Diversity and Inclusion in Programming work group identified celebrations of traditionally marginalized communities that would be celebrated throughout FCPL in 2021: Black History, Asian American and Pacific Islander, Pride, and Hispanic American months. FCPL received some complaints about Pride displays as well as significant complaints about a drag storytime that was presented in partnership with the McLean Community Center during Pride month.

In September 2021, the Fairfax County Library Board of Trustees voted to eliminate overdue fines on most library materials. This decision, which will be implemented in January 2022, is expected to have a significant equity impact by encouraging people who had stopped using FCPL for fear of accruing fines to return to FCPL.

Long-term Outcome(s):

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| <input checked="" type="checkbox"/> Cultural and Recreational Opportunities | <input type="checkbox"/> Health |
| <input type="checkbox"/> Economic Opportunity | <input type="checkbox"/> Housing and Neighborhood Livability |
| <input checked="" type="checkbox"/> Efficient and Effective Government | <input checked="" type="checkbox"/> Lifelong Education and Learning |
| <input type="checkbox"/> Empowerment and Support for Residents Facing Vulnerability | <input type="checkbox"/> Mobility and Transportation |
| <input type="checkbox"/> Environment | <input type="checkbox"/> Safety and Security |

System-Level Infrastructure:

FCPL may require help from the Department of Management and Budget to minimize the financial impact of elimination of overdue fines on the County's annual budget as well as the Office of Public Affairs to amplify FCPL's messaging. FCPL may also require help from the Department of Procurement and Material Management to work with small vendors/publishers to increase collection diversity.

FCPL CALENDAR YEAR 2022 EQUITY IMPACT PLAN

Goals	One Fairfax Area of Focus	Actions	Stakeholders	Timeline	Resources and Supports	Responsible Parties	Performance Measures
1. Increase diversity in FCPL's management and leadership positions (continued from 2020 EIP)	3, 16, 17	1a. Mentor current staff for management and leadership positions.	FCPL frontline staff, FCPL managers, FCPL's Organizational Development office	ongoing	FCPL staff and time	Branch managers	# additional staff prepared for management and leadership positions; # staff enrolled in MLS programs
		1b. Encourage staff to obtain MLS, including accommodations in work schedules.	FCPL frontline staff, FCPL managers	ongoing	FCPL staff and time	Branch managers	#scholarships received by FCPL staff # students spoken to at career fairs
		1c. Publicize available scholarship funds.	FCPLEA members, Fairfax Library Foundation (FLF) staff, FLF Board, FCPL's Organizational Development office	ongoing	FCPL and FLF staff and time	FCPL leadership, FLF Scholarship committee, FCPL's Organizational Development office	
		1d. Attend UMD, Catholic Univ., and ODU career fairs.	Library Human Resources, FCPL staff	depends on fair dates	FCPL staff and time	Library Human Resources staff	
2. Improve diversity in FCPL's collection to better mirror the diversity in Fairfax County and the City of Fairfax (continued from 2020 EIP)	18	2a. Continue building tools to evaluate the diversity of FCPL's material collection.	FCPL Collection Services staff, Ebsco and Gale staff	ongoing	FCPL, Ebsco, and Gale staff time. Money if/when Ebsco and Gale tools are available for purchase.	FCPL Collection Services staff	% BIPOC titles in Picture Book collection Baseline # diverse books in measured collection areas
		2b. Conduct audits of FCPL's collection, section by section.	FCPL Collection Services staff, FCPL staff, Ebsco and Gale staff	when reliable tools are available	FCPL staff and time, Ebsco and Gale tools	FCPL Collection Services staff	Baseline % diverse books in measured collection areas

		2c. Purchase quality materials to fill identified deficiencies, as available.	FCPL Collection Services staff	ongoing	FCPL staff time and collection money; access to Ebsco and Gale tools	FCPL Collection Services staff	
		2d. Continue to review selection criteria for implicit biases and correct as needed.	FCPL Collection Services staff	ongoing	FCPL staff and time	FCPL Collection Services staff	
3. Implement the Library Board of Trustees' decision to eliminate overdue fines (continued from 2020 EIP)	1, 5	3a. Implement recommendations of current FCPL Fine-Free Implementation work group.	FCPL staff, DMB staff, OPA staff	01/2022 – 07/2022	FCPL staff and time	Jessica Hudson	# people able to continue/return to using library services because overdue fines/the possibility of overdue fines no longer serve as a barrier #circulation increases #new library accounts
4. Increase systemwide celebrations of cultural and heritage months	8	4a. Create selection strategy for 2022 systemwide cultural and heritage celebrations.	DAIP committee, FCPL staff	10/2021 – 12/2021	FCPL staff and time	DAIP committee	# systemwide cultural and heritage celebrations
		4b. Select 2022 systemwide cultural and heritage celebrations.	DAIP committee	10/2021 – 12/2021	FCPL staff and time	DAIP committee	
		4c. Publicize process and selections to branch staff.	DAIP committee	10/2021 – 12/2021	FCPL staff and time	DAIP committee	
		4d. Promote selected cultural and heritage celebrations at individual branches.	FCPL branch staff	as selected events occur in 2022	FCPL staff, time, and collection	branch display committee staff	
		4e. Market systemwide cultural and heritage celebrations to community.	FCPL branch and Marketing staff	as selected events occur in 2022	FCPL staff and time	FCPL branch and Marketing staff	

Director's Signature:

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