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# CALENDAR YEAR 2023 EQUITY IMPACT PLAN

## ANNUAL REPORT

### BACKGROUND INFORMATION

Department Name: Fairfax County Public Library (FCPL)

Equity Lead(s): Kevin Osborne

Date: 10/27/2023

### EQUITY IMPACT PLAN REPORT

*Review your department's Equity Impact Plan for CY 2023 at [Equity Impact Plans | Topics \(fairfaxcounty.gov\)](#). Using that plan, fill in 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 2023 Equity Impact Plan, report them. Add more goals as needed.*

#### **Goal 1: Increase diversity in FCPL's management and leadership positions (continued from 2022 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 accommodation in work schedules. Staff are routinely encouraged to pursue the required master's degree.
- 1c. Publicize available scholarship funds. The Library Foundation gave several scholarships and held an award ceremony.
- 1d. Attend UMD, Catholic Univ. and ODU career fairs.

#### **Goal 2: Improve diversity in FCPL's collection to better mirror the diversity in Fairfax County and Fairfax City (continued from 2022 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. Ongoing subscription to 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.

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- 2c. Purchase quality materials to fill identified deficiencies, as available. Funds are spent to develop the collection with an eye to diversity. We collaborated with a local Nepalese Cultural group to establish a Nepalese book collection.
- 2d. Continue to review selection criteria for implicit biases and correct as needed.

### **Goal 3: Equip facilities with the necessary infrastructure and supplies to support the needs of a diverse population.**

#### Goal 3 Progress:

- 3a. Ensure there is a diaper changing table in every public restroom. Diaper Changing tables are installed in all possible locations. Diaper Changing table in all restrooms added to the Library Design Manual for future building.
- 3b. Provide free menstrual products in all public restrooms. Free menstrual products are not yet available.
- 3c. Ensure a waste can in all public restroom stalls. Waste cans are not yet installed in all stalls.
- 3d. Provide disposable water cups in restrooms. Disposable cups are not yet available.

### **Goal 4: Administer the GARE Employee Racial Equity Survey to assess staff awareness of equity principles and initiatives within the county.**

#### Goal 4 Progress:

- 4a. Distribute the GARE survey to all staff with an explanation of the purpose. The GARE survey was administered successfully. Enough staff participated to yield informative results.
- 4b. Analyze staff responses by job class and identify areas for improvement. The Director's Leadership Team analyzed and discussed the results and their implications for future decisions. The team passed the results to the newly formed staff DEI committee to garner analysis and interpretation from the workforce.
- 4c. Implement training targeting knowledge gaps. We have not yet identified the gaps that will require additional training.

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*Describe other equity-related work completed in CY 2023 (efforts that advance racial and social equity that your department was involved in within the department or countywide) not in the department's Equity Impact Plan.*

We established a Staff DEI committee with four sub-committees. Their first task is to analyze the GARE survey results and make suggestions about next steps.

We organized a large scan REVIVE! (Opioid overdose reversal) training for interested staff. Over 90 attended and we now have REVIVE! trained staff with access to Narcan in every branch.

FCPL launched a new program for Hispanic heritage month: Inform, Enrich, Empower: Celebrate Local Latinx Leaders. An inspiring virtual panel featuring local Hispanic and Latinx community leaders shared stories of how their strength and resilience led to successful careers and positive contributions to our society.

FCPL continued our Pride month "Porch Parade" in June, where branches decorated their entryways and exteriors in celebration of LGBTQIA+ Pride. The Library was recognized alongside other Pride month event organizers at the July 25, 2023, meeting of the Board of Supervisors.