

# Equity, Inclusion, and Anti- Racism Coordination at SPPL

Presentation by Coral Gessner (she, her)  
Equity, Inclusion, and Anti-Racism Coordinator

# Background

- Position created in 2021
- Leads system-wide strategy and initiatives to advance equity, inclusion and anti-racism
- Joined SPPL in April, 2023
  - Part of Library Senior Leadership Team.
  - Member of City Equity Core Team
  - Co-chair of Library Equity Change Team



My first day with the Library!

# From the Balcony

## The foundations of the role

- What is the role? What is it not?
- Building infrastructure, processes, and consistent practices.

*What can we put in place now that will help sustain the work in the future?*

# Pillars that Guide the Work

**Deepen and increase the impact of our equity, inclusion, and anti-racism behaviors and practices**

**Library Equity Change Team - advancing the work and cultivating capacity**

**Building community and new initiatives**

**Deepen and increase the impact of our equity, inclusion, and anti-racism behaviors and practices.**

### **Library Foundations in Racial Equity Trainings**

- Shared Power in Supervision (Management)
- Four Essential Things to Know About Racism (All Staff)
- Understanding and Interrupting Bias (All Staff)

### **Focused, team-level, learning sessions**

- Marcom team, DEI Sessions

***"Shared Power in Supervision has helped us build a common language about equitable management and leadership, building a foundation for continued learning and power sharing at SPPL."***

The screenshot displays a digital learning interface for 'Freedom Lifted'. The main content area is titled 'Discussion: Shared Decision-Making' and features 'Part 1' with the question 'How are you thinking about shared decision-making?'. Below the question is a call-to-action button that says 'SHARE YOUR RESPONSES IN THE DISCUSSION FORUM'. A sidebar on the right, titled 'Taking action', contains a question: 'What's a decision you're planning to share in some way after the training session? What are your first 2 - 3 steps?'. This sidebar shows a post by 'Mia Henry' (INSTRUCTOR) from 19 days ago with a 'REPLY' button. Below this, it indicates '3 Replies' and shows a partial reply from a user with initials 'AA' from 9 days ago, which reads: 'As we were planning for Staff Day, I shared the decision making of what we would accomplish as a branch during our morning sessions, and reviewed feedback from earlier in the year'. The interface also includes a video player at the bottom with '1/1' slides, 'MARK INCOMPLETE', 'CONTINUE' buttons, and a '0:00 / 0:00' timer.

Shared Power in Supervision "digital binder" learning course.

# Library Equity Change Team - advancing the work and cultivating capacity

## Library Equity Change Team

- Chosen/Preferred Names
- Community Competencies
- Trans Day of Visibility Art Activity

***"I feel like the library could do more to be a welcoming and supportive place for our Native American neighbors - some of that work rests in library staff learning more about the community so we can be responsive, relevant, and helpful."***



Library Staff Participating in the Native American Community Training. November 2025

# Building community and new initiatives

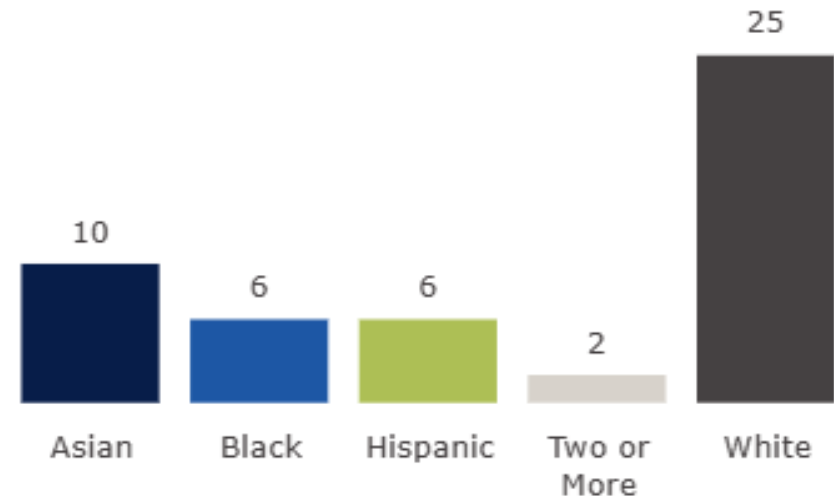
## Managers of Color Cohort

- Started in September 2024
- Bi-monthly, two hour, meetings
- 10 regular participants

## Staff Wellbeing Initiative

- 2025, Phase I, Engagement Team
- 2026, Phase II, Design Team
- Implementation Fall 2026

Ethnicity of Library Management



*"I've really valued having a safe and intentional space to step away from the day-to-day grind and engage with other managers of color. It's been meaningful to slow down and reflect on topics—like identity, power, and leadership—that we often don't have the time or space to deeply explore in our regular work."*





Thank you! Questions?



