

Specific Equity, Diversity and Inclusion (EDI) Efforts for the Milwaukee Public Library

Function	Description
Environment	<ul style="list-style-type: none"> • Staff completed an Inclusive Services Assessment in 2019/20- recommendations forwarded for Board endorsement prior to implementation-covers several areas from facilities, to policies, staffing, board make-up, etc. Examples of recommendations are near-term items such as creating a community engagement advisory board and long-term items such as developing an EDI action plan facilitated by a consultant with EDI experience • Facilities designed with awareness around cultural relevance for each community, and to be welcoming to all including differently-abled persons • Since 2017, staff, especially managers, attend YWCA anti-racism series • Service Philosophy training for all staff developed in 2019 for implementation in 2020 focuses on engagement and relationship building including anti-racism training. Delayed due to COVID, will begin implementation before end of 2020
Community Engagement	<ul style="list-style-type: none"> • Staff received training in 2019 for Restorative Practices work including hosting Community Wisdom Circles targeting teens at Center St, Atkinson, and M.L. King • Listen MKE (“Nothing About Us Without Us”) – in 2020, a collaboration between the Journal Sentinel, WUWM, MPL, and now PBS along with other community partners to create a space for discussion and listening on Milwaukee’s north side • New branch developments include a process for community input and the most recent RFP for architects to design the new M.L. King branch required bidders to outline how they will approach the community engagement process with culturally diverse audiences • Participation at events targeting those who are often left behind, such as the “Home-to-Stay Resource Fairs in 2019 for persons re-



<p>Community Engagement (cont.)</p>	<p>entering the community after incarceration, as well as regular visits in 2018/19 to work with youth at the Vel R. Phillips Juvenile Justice Center</p> <ul style="list-style-type: none">Library Loud Rap Battle and Wrestling events each targeted Black and Brown communities for participation and attendance to raise awareness of Library services and resources
<p>Programs, Services, Collections</p> <p>- Education & Student Achievement</p>	<ul style="list-style-type: none">Beginning in 2020 staff training to provide free notary services at branches in low-income areasDiversity Committee formed in 2017 to ensure MPL is a welcoming workplace for a diverse workforce and supports and promotes culturally relevant programs and makes recommendations for staff trainingAdult Programs & Events Librarian leads grant-funded and system-wide projects that enhance culturally relevant program offerings— 2019 was the 1st Bi-lingual Deaf Story SlamYouth Services librarians received training to enhance skills in selection and collection development to build culturally sensitive collections that better reflect communities they servePrograms tied to Strategic Plan and target audiences, including communities of colorTeen Connected Learning program based in Makerspaces provides opportunities for youth from Black and Brown communities which enhance educational experiences and develop job-readiness skills in the arts, tech and industryLibraryNOW partnerships with schools ensuring access to digital resources and library instruction for all students prioritized MPS and now targeting non-MPS schools in 532-04, 05,06, 12, and 15

<p>- Work Force Development (MPL recruits for diversity)</p>	<ul style="list-style-type: none"> • Teen Connected Learning - provides 8 paid internships for youth, 88% diverse • Teen Advisory Board (TAB) - pays a stipend to each of 13 youth, 84% diverse • Makerspace Facilitators - pays 5 team members, 80% diverse • Teacher in the Library - pays 13 teachers, 38% diverse • Summer Reading Outreach Team - pays 12 workers, 25% diverse • Census mini-grant – pays 4 mural artists, 100% diverse
<p>Digital Inclusion</p>	<ul style="list-style-type: none"> • Hot Spots made available at Mill Road, Mitchell Street, Washington Park and M.L. King branches before expanding to all locations • Grants pending for the purchase of additional Hot Spots • Wi-fi available 24/7 city-wide • Computers and Internet access – fine forgiveness to ensure access
<p>Economic Development</p>	<ul style="list-style-type: none"> • New branch developments result in award-winning libraries that can serve as catalytic projects in communities where investment is needed • Jobs labs, computer classes, technology to help people • Online classes (Gale Certificates)
<p>Policy & Enforcement</p>	<ul style="list-style-type: none"> • Beginning in 2019, policies reviewed with an equity lens, such as the DPI Inclusive Services Assessment for libraries – revised as needed to address unintended barriers, discrimination, etc. • Staff established relationship with OVP staff to help library staff work with repeat offenders using restorative practices rather than traditional punitive methods of enforcement • Community Circles; worked with restorative practices consultants and trained staff in 2019