

# Sun Prairie Public Library

## Diversity, Equity and Inclusion

### 2023 Report



In 2023, the DEI Advisory Committee moved from advising the Library Board to advising library staff. The Committee meets with staff every other month to provide perspective and advice on ways to advance our commitment to diversity, equity, and inclusion internally and externally.

#### Activities and Accomplishments

- Reviewed and updated the Racial Literacy Plan with advice from the committee so it better reflects our 2023-2025 Strategic Plan and service goals.
- Reviewed translation widget on the library's website.
- Advised on affinity programming connections.
  - Created a spreadsheet of possible individual and organizational connections. The work of the committee led us to The Hmong Institute (THI).
  - Staff consulted with THI and took part in staff cultural development and assisted in developing and hosting a community program. We look forward to an ongoing relationship with The Hmong Institute.
  - The library continued affinity programming efforts with the Latiné/Hispanic Community.
- Participated in City Equity Audit
  - Committee members participated in focus group discussions as part of the process.
- Assistance with Welcome Booklet
  - Advice from the committee includes revisions so that the general public can better understand resources and services.
  - The Welcome Booklet will be available in English, Spanish, and Hmong.
- Assisted with DEI recruitment application and meeting guidelines.
  - This fall we welcomed three new members: Teran Peterson, Pat Kershner, and Vernard Johnson.
- Met with Ali Trevino-Murphy, Beyond the Page Manager and Tracy Herold, Dane County Library Service Director to learn more about Banned Books, Banned Book Week Con and County-wide public library events, including the panel discussion kick-off at SPPL.
  - Mark Schwingle and Krystal Johnson hosted SPPL's Banned Book roundtable discussion as part of this week-long series.

- Provided input on the following policies:
  - Circulation
  - Confidentiality
  - Discussion Rooms
  - Epidemic Health Emergency
  - Social Media
  - Inclement Weather
  - Conduct
  - Proctoring
  - Reference Services
  - Bulletin Board
  - Meeting Rooms
  - Request for Reconsideration form

## Looking Ahead to 2024

In 2024, we look forward to continued input from the committee on:

- Black and African American Affinity Programming
- Policies
- DEI Advisory Committee recruitment
- Community events and outreach
- Expansion and renovation plans

## DEI Advisory Committee Members

Krystal Johnson, Vernard Johnson, Pat Kershner, Brianna Larson,  
Teran Peterson, Lucila Polo, Mark Schwingle, Chandu Vemuri, Leah Wilson

## Sun Prairie Public Library Board of Trustees

Rex Owens, Mary Bell, Mark Chin, April Brazier, Krystal Johnson, Emily Lindsey,  
Sandy Pittelli, Steve Stocker, Rohit Vaidya, Suhani Pandey (Student Trustee)

## Sun Prairie Public Library Director

Svetha Hetzler