



106 Washington Avenue, Oshkosh, Wisconsin 54901-4985

## MEMORANDUM

**DATE:** April 20, 2022  
**TO:** Oshkosh Public Library Board of Trustees  
**FROM:** Jeff Gilderson-Duwe, Library Director  
**RE:** Diversity, Equity, and Inclusion (DEI) Metrics

### **Background:**

The City of Oshkosh has identified a set of metrics to track progress on making the City's services and operations reflect a wider diversity of backgrounds; provide more equitable opportunities for receiving city services and for participating in the city's workforce; and include a broader spectrum of voices and viewpoints in designing and delivering city services.

The Oshkosh City Manager shared the DEI metrics with the Oshkosh Common Council at its April 12, 2022 meeting. A number of metrics were designed for the departments recognized as the City's "Culture and Recreation Departments," including the Oshkosh Public Library. The City intends to begin gathering and reporting these metrics in the months to come.

### **The Metrics:**

The following suggested DEI metrics are submitted to the Library Board for consideration:

1. People of Color – Measure % of Permanent Employees of Color in the workforce
2. Gender - Measure % of Permanent Employee by Gender in the workforce
3. Accessibility - Public Access to City Facilities – measured by progress on the City ADA Facilities plan
4. Diversity Marketing Materials - Ensure representation of different racial/ethnic backgrounds, genders and abilities in newly created marketing materials, City webpages and social media by comparing visuals to City of Oshkosh demographics
5. Cultural Awareness – Measure enrichment/education programs held annually specifically highlighting diverse cultures and individuals
6. New Collections, Services and Programs – Conduct Diversity, Equity and Inclusion exercise as part of the planning process for two new collections, services or programs.
7. Recruitment – Measure % of minimally qualified applicants by race, ethnicity and gender.

### **Recommendation:**

It is the Library Director's recommendation that the Library Board approve collection and reporting of these metrics to the City in order to be in alignment with the broader City effort to track and report progress on efforts to increase diversity, equity, and inclusion in its services and operations.

*"A Library in Every Life"*