

**Remember when we asked you to contact your Council Members?
10 of them wrote back! (See below)**

TAKE THESE 3 ACTIONS (templates below):

1. Contact [Mayor Jim Kenney](#) and ask him to remove Pamela Dembe from the Board of Trustees.
2. Email these Council Members to ENCOURAGE them to sign the letter
3. Email these Council Members to THANK them for signing this letter

1. SEND THIS EMAIL to James.kenney@phila.gov:

Dear Mayor Kenney,

I am writing in support of the Concerned Black Workers of the Free Library of Philadelphia. I support the children's performers who are canceling their shows in solidarity with the workers. We recognize that they cannot provide music, art, and community from within a system that does not value the lives of Black workers and communities of color. **I hope you will take action to make the library a safe and equitable place for my children, starting by removing Pamela Dembe from the Board of Trustees.**

Thank you,
YOUR NAME AND ZIPCODE

2. Email these Council Members to ENCOURAGE them to sign the letter

Curtis.Jones.Jr@phila.gov, david.oh@phila.gov, Allan.Domb@phila.gov,
Isaiah.Thomas@phila.gov, Mark.Squilla@phila.gov, Darrell.Clarke@phila.gov ,
Brian.ONeill@phila.gov,

Dear Council Members,

I am writing in support of the Concerned Black Workers of the Free Library of Philadelphia. I applaud your ten colleagues who signed a letter of support, and I encourage you to sign on too. I support the children's performers who are canceling their shows in solidarity with the workers. We recognize that they cannot provide music, art, and community from within a system that does not value the lives of Black workers and communities of color. **I hope you will take action to make the library a safe and equitable place for my children, starting by removing Pamela Dembe from the Board of Trustees.**

Thank you,
YOUR NAME AND ZIPCODE

3. Email these Council Members to THANK them for signing this letter

Cindy.Bass@phila.gov, Kendra.Brooks@phila.gov, Katherine.Gilmore.Richardson@phila.gov,
Jamie.Gauthier@phila.gov, Derek.Green@phila.gov, bobby@bobbyhenon.com,
Kenyatta.Johnson@phila.gov, Helen.Gym@phila.gov, Cherelle.Parker@phila.gov,
Maria.Q.Sanchez@phila.gov

Dear Council Members,

Thank you for your letter of support to the Concerned Black Workers of the Free Library of Philadelphia. I support the children's performers who are canceling their shows in solidarity with the workers and I applaud you for taking action to make the library a safe and equitable place for my children. Keep it up!

Thank you,
YOUR NAME AND ZIPCODE

And for extra credit: TWEET YOUR SUPPORT FOR THE CBW

TEMPLATE TWEET: I support the Concerned Black Workers at the Free Library of Philadelphia!
@philymayor, remove Pamela Dembe from the board! @changetheflp

AND FEEL FREE TO TAG:

LIBRARY BOARD AND YOUTH DEPARTMENTS

@parkwayccd @dechertllp @PSIJ @DembePamela @sade_ola_lewis @FLPDirector
@sadeolani @chris_arlene @mustafarashed @poetsanchez @suzsimons @thebilesfiles
@melissagrimmy @philjaurigue @geoffreykent @sadeolani

Council Members

@PHLcouncil @phillymayor @Darrell_Clarke @CMMarkSquilla @CouncilmemberKJ
@CouncilmemberJG @Mr4thDistrict @BobbyHenon @MariaQSanchez @cindybassphilly
@CherelleParker9 @ONeill4NEPhilly @KendraPHL @TeamDomb @CouncilmanDerek
@CouncilwomanKGR @HelenGymAtLarge @DavidOhPhilly @CMThomasPHL

**THANK YOU FOR TAKING ACTION IN SOLIDARITY WITH THE CONCERNED BLACK
WORKERS AT THE FREE LIBRARY OF PHILADELPHIA!**

PLEASE SHARE THIS WIDELY!

BELOW IS THE LETTER FROM THE 10 COUNCIL MEMBERS WHO WROTE IN SUPPORT:



Cindy Bass
8th District Councilwoman
City of Philadelphia

**City Hall, Room 312
Philadelphia, PA 19107
(215) 686-3424/25 (215) 686-1937 (FAX)**

August 12, 2020

As members of the Philadelphia City Council, we stand with the Black employees of the Free Library of Philadelphia over the allegations of inequity and racism that have been happening on a daily basis in their workplace over the past three years. We will not tolerate nor conduct any business as usual that is combined with systemic racism.

The same team that sounded the alarm for the need for change organized as the Concerned Black Workers of the Free Library of Philadelphia. They understand that there is much more work to do within our public library system, which serves all neighborhoods in our beloved city. We continue to stand with the CBWFLP as they share their demands of the Free Library's Board of Trustees and Board of Directors. Please review each call to action:

Judge Pamela Dembe steps down as the Chair of the Board of Trustees because of her past and recent racist statements and support of Siobhan Reardon against the recommendations and concerns of staff and other stakeholders to address racism in the workplace. By remaining on the Board, Dembe further lowers staff morale and hinders a culture of healing;

Black staff must work with the Interim Library Director to address discrimination and bias at the Free Library system;

The Concerned Black Workers Group will work with the Trustees and hiring consultants to select the next director, future trustees, and others that help govern the Free Library;

The Foundation Board of Directors must begin working with our Development Office to raise funds for a continuing education fund for workers of color at the library;

The Concerned Black Workers must be a part of a plan to evaluate the current grievance policies and protections for workers of the Free Library of Philadelphia;

The Board of Trustees and Board of Directors respectively must provide five delegated seats for staff representatives from AFSCME DC33 & DC47 and the Library Foundation;

The Board of Trustees must retroactively review grievances of racism within the institution;

The Board of Trustees will work with and educate the Concerned Black Workers to create pathways for career advancement for qualified staff; and

The Boards will make a commitment to zero tolerance of racism, discrimination, and bias within its membership, including and up to the President/Director of the Free Library. Any infraction of this commitment is grounds for dismissal.

Characteristics of the next Director and President of the Free Library of Philadelphia:

The preferred candidate will be Black or African-American, and the Board and/or hiring consultants must actively seek Black/African-American candidates;

All candidates for the position of Director must have a proven track record of working with community members and staff to dismantle systemic racism in institutions, and fighting for Black and Brown workers and the community;

Must be a librarian with significant experience in customer-facing roles;

Preferred candidates will be selected from the staff of the Free Library of Philadelphia or at minimum, a resident of the City;

Must be aware of and support social movements including the fight for Black Trans Lives, understand correct pronoun usage, understand community tech, and understand issues disproportionately affecting Black communities, including health/wealth disparities, etc;

Must be invested in neighborhood libraries and focus on building infrastructure across the City;

Must have a track record of achieving necessary positive outcomes by working with donors and funders, not *for* donors and funders; and

The hiring consultant/trustees/staff representatives must actively seek out work evaluations from employees who selected candidates have supervised in their most recent professional roles.

We the members of the Philadelphia City Council sign this letter to bolster our support for the Concerned Black Workers of the Free Library of Philadelphia and call on the Free Library's Board of Trustees and Board of Directors to meet the demands of its workers. Systemic change must be a priority in our City.

Sincerely,

Handwritten signature of Cindy Bass in black ink.

Cindy Bass, Councilwoman – 8th District

Handwritten signature of Jamie R. Gauthier in black ink.

Jamie R. Gauthier, Councilwoman – 3rd District

Handwritten signature of Kendra Brooks in blue ink.

Kendra Brooks, Councilmember At-Large

Handwritten signature of Katherine Gilmore Richardson in blue ink.

Katherine Gilmore Richardson, Councilmember At-Large



Bobby Henon, Councilmember – 6th District



Cherelle L. Parker, Councilmember – 9th District



Maria Quiñones Sánchez, Councilmember – 7th District



Derek S. Green, Councilmember At-Large



Kenyatta Johnson, Councilmember – 2nd District



Helen Gym, Councilmember At-Large