



San Mateo  
County  
Libraries

# Open for Exploration™



[smcl.org/joinus](https://smcl.org/joinus)

**2.1M**  
Library Visitors



**86%**  
Customer Satisfaction



**12,237**  
Programs and Events



**3.7M**  
Items Circulated

## Who We Are

At San Mateo County Libraries, one simple tagline embodies everything we do—Open for Exploration. It speaks to our role in enriching the community, supporting unparalleled access to information and ideas, celebrating open-mindedness and life-long learning, and providing a welcoming atmosphere for all.

If you step foot inside one of our libraries, you might see and hear something that surprises you: perhaps the gentle buzz of a 3D printer; an “ooh and aah” from a senior patron looking through a Virtual Reality headset for the first time; or a child eagerly enjoying their first ever sensory storytime.

We’re a family of 12 community libraries, from Brisbane to East Palo Alto, with offerings as diverse as the communities we serve. Each year, we circulate more than 3.7 million items and nearly 2.1 million people visit us. We’re a four-star library system that ranks sixth in the state of California and 33rd in the nation.

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**“I love how accepting and flexible staff and management are to new ideas and trying new practices. I like that our library system continues to open access rather than restrict it. Finally, we work in some of the most beautiful libraries in the country.”**

Staff Member





## Join Our Team

We are a library of firsts. We were first in California to drop Dewey and to circulate Wi-Fi hotspots in order to bridge the digital divide. We were one of the first libraries in the Bay Area to go fine free, ensuring that all members of our community have equitable access to library services.

We've also been named one of the top 10 innovators by the Urban Libraries Council in recognition of our innovative approach towards employee performance acceleration.

Over the years, we have worked to increase the diversity of our staff, which allows us to better reflect and serve our communities. More than 60% of our staff identify as a race other than white and 35% of permanent staff are bilingual. We're proud to foster an inclusive workplace where diversity and differences are valued and leveraged to achieve our goals.

Want to join a library of firsts and ignite growth through transformative experiences? Visit [smcl.org/joinus](http://smcl.org/joinus) for more information.

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**"Today's public libraries are bold and pioneering community leaders that play many roles, from educational institutions to technology centers and entrepreneurial hubs. I congratulate San Mateo County Libraries for illustrating a persistent commitment to realizing a groundbreaking initiative that has transformed their community."**

Susan Benton, Urban Libraries Council President and CEO

### What Sets Us Apart?

- ▶ A work culture based on an iterative, tinkering, growth-mindset approach
- ▶ Robustly-funded training and conference opportunities for all staff
- ▶ Competitive pay, great benefits and one of the best-funded pension systems in the state
- ▶ Dynamic, fun work environments and work-life balance

**93%**

**Staff Feel Valued and Appreciated**

**95%**

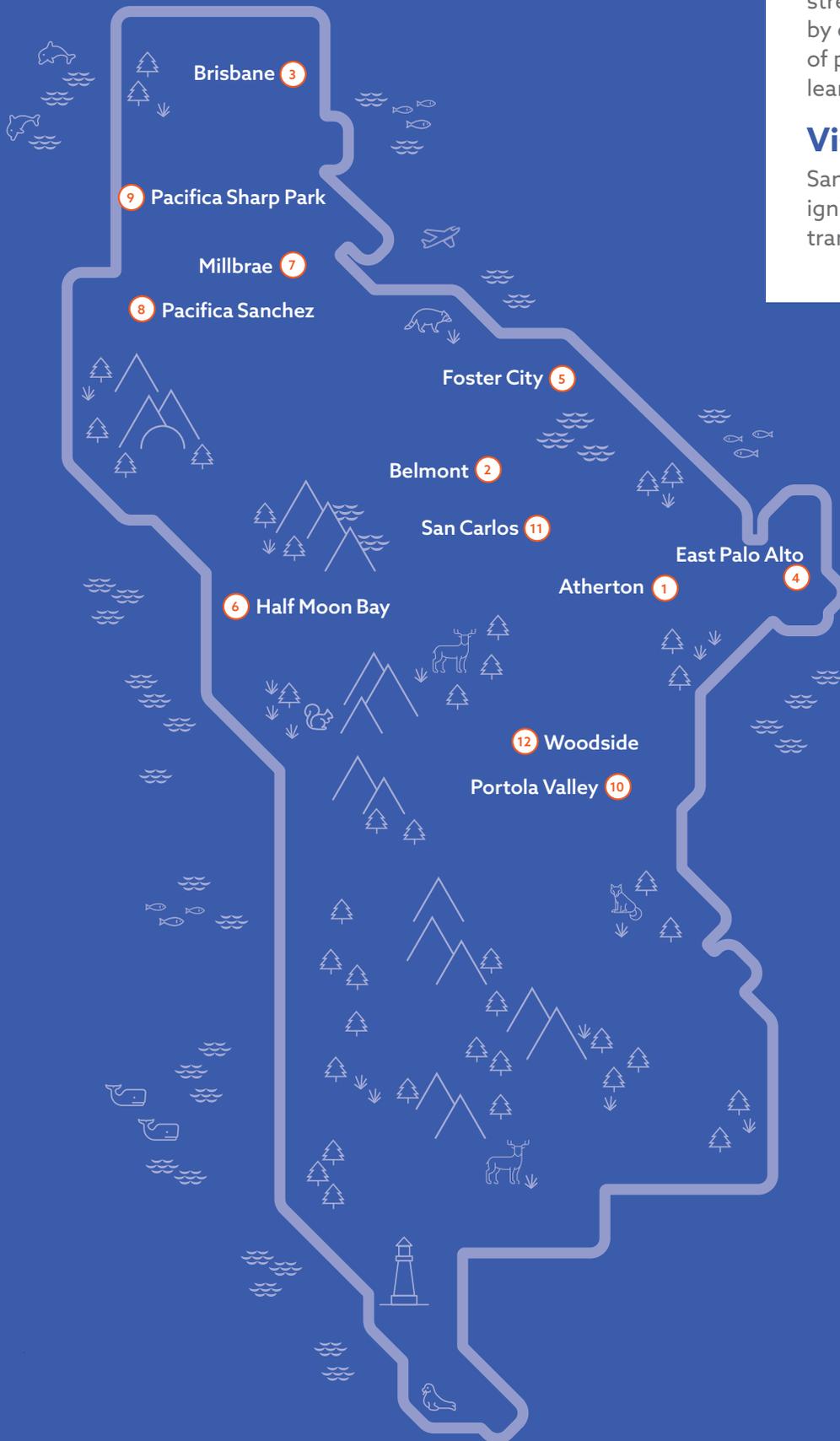
**Staff Believe They are Doing Important Work**

## Mission

San Mateo County Libraries strengthen our community by creating an inclusive sense of place and environment for learning.

## Vision

San Mateo County Libraries ignite growth through transformative experiences.



SMCLibraries