



STRATEGIC PRIORITIES 2021-2024

YR1 Q1 REPORT

EQUITY



OBJECTIVE 1

Create a plan to attract, recruit, and retain, and advance staff that are representative of our diverse community.

1. Drafted a Compensation Philosophy to be reviewed by the Policy Committee
2. Revised the Security Guard Job Description to focus on equity, inclusion, and restorative practices
3. Began posting job openings to the BIPOC Library Workers Listserv and to a social media group for LGBTQIA+library workers

OBJECTIVE 3

Ensure that public programming is reflective of the diverse needs, desires, and interests of our community.

1. Began prioritizing BIPOC presenters for the fall programming lineup.
2. Staff joined a networking group focusing on Spanish language programming and services.
3. YA staff developed program kits so that young adults who are unable to visit the library can participate in programming from home.

OBJECTIVE 4

Ensure that policies and enforcement practices are equitable.

1. PS staff are updating library card procedures to allow patrons to use their "True Name" within their library record.

OBJECTIVE 5

Make our building and services more accessible to people with disabilities.

1. Began offering many adult programs using a hybrid format that allows patrons who are unable to leave home and/or patrons with disabilities to attend programs.
2. YS staff began ASL training courses.

SUSTAINABILITY



OBJECTIVE 1

Commit to using only recyclable and/or compostable products for programming and staff activities.

1. Created a shopping list in our Amazon account that contains approved products for general library use including disposables & cleaning supplies.
2. Switched to recycled and responsibly produced paper towels and toilet tissue beginning 6/24/2021.
3. YS began asking presenters to prioritize eco-friendly supplies when partnering with the Library.

OBJECTIVE 2

Eliminate wasteful internal practices and minimize unnecessary consumption.

1. Met with Andy Dogan and Michelle Kelly to begin the planning of our outside spaces and emphasized the importance of sustainable design in the project, including eliminating the need for use of the irrigation system, the possibility of permeable pavers, and the reuse as much of the existing vegetation as possible.

COMMUNICATION & MARKETING



OBJECTIVE 2

Reintroduce our community to our current services and invite them to rediscover their local library.

1. Director initiated a regular meeting with local community organizational leaders to ensure an ongoing communication channel exists between organizations so that cross promotion, collaboration, and partnerships can happen.

PARTNERSHIPS & ENGAGEMENT



OBJECTIVE 1

Utilize targeted marketing to send direct communication to target populations.

1. Community Engagement Manager began researching targeted marketing tools by attending a webinar on the Savannah product from Orange Boy.

OBJECTIVE 2

Expand access to and awareness of digital literacy resources.

1. The Library's Gadget Collection was launched on July 5th
2. The 1:1 Tech Consultations program was expanded to 3 sessions per week and is available both in person and virtually.
3. A new program called "Introduction to the Gadget Collection" will be offered starting this Summer.