

**VISION:** To become a catalyst of equitable work in our community and, to become a model of equitable work in our field

**ACHIEVE:** We want to achieve social justice, inclusion, diversity, equity and access (J-IDEA) at the David & Joyce Milne Public Library

**IDEALS:** In order to achieve the above, we believe J-IDEA should be found in our policy development & implementation, representation & diversity in collections, training & awareness, community engagement, program development, recruitment, onboarding, & retention

**GOALS:** To achieve our vision, some of our ongoing goals include: **(1)** Regular review and development of library policies through a J-IDEA lens, **(2)** Recognizing cultural heritage months through library collections, **(3)** Year-round highlighting of diverse and inclusive content / materials, **(4)** ESL materials available to patrons both in print and digital, **(5)** Regular staff training on J-IDEA topics – microaggressions, bias, disability, accessibility, etc., **(6)** Increased community outreach, **(7)** Hire more people of color for programming, staff, volunteers, internships, **(8)** Home delivery service, **(9)** Community discussion groups, **(10)** Sensory space, **(11)** Hearing loop, **(12)** Closed captioning, **(13)** Wheelchair accessibility, **(14)** Room signage, **(15)** Equitable career advancement and training for staff

**STRATEGY:** Our method to complete these goals are: **(1)** Begin reviewing and developing policies through a J-IDEA and equitable lens, **(2)** Continue reflecting and providing materials that resonate with and represent all patrons, **(3)** Provide regular training for staff on J-IDEA topics to build a culturally competent workforce, **(4)** Expand engagement to diverse community groups to understand their needs and ensure library services are inclusive, diverse, and accessible, **(5)** Expand programming to celebrate diversity, educate the community about social justice and equity issues, and promote inclusivity, **(6)** Ensure the library resources, materials, and space are accessible to patrons regardless of socio-economic status, language proficiency, physical abilities, and/or other barriers, **(7)** Continue and Expand comprehensive DEI strategies through staff/trustees/Friend/volunteer/intern recruitment and initiatives that support growth and advancement for all

## EVALUATION & IMPROVEMENT:

We will evaluate the work the committee and library is doing as a whole, and improve through: **(1)** J-IDEA Committee 3 month review of goals outlined – J-IDEA 3 month report available to staff and community members, **(2)** New initiatives and programming piloted by the J-IDEA Committee, **(3)** Continuous analysis of library practices, services, and collections to identify possible “new” barriers, **(4)** Community input on J-IDEA and library initiatives – Surveys, Suggestions, Conversations / Focus Groups