



# STRATEGIC PLAN

2024 - 2027

## OUR MISSION

The Mission of the library is to promote a lifelong love of reading beyond literacy. The library allows each person to pursue their own cultural and learning goals, and to grow in understanding of their place in the community and the world. Our library does this by being a welcoming, accessible place where all members of the community can enjoy guided access to literature, knowledge and entertainment.

## VALUES

**Intellectual Freedom:** Our library should aid each individual to find whatever they wish to read or learn, even if such materials may differ from community standards.

**Community Standards:** We are committed to common standards of respect for all library staff and patrons (our Code of Conduct) and to providing high quality books, programmes, and other materials for our increasingly diverse community.

**Fiscal Responsibility:** Finances should be used efficiently and effectively to further the core mission of our library in a transparent fashion that is accountable to the community.

**Courteous, Competent Staff:** Our library staff should promote a welcoming atmosphere where all patrons are treated courteously and fairly, and assisted competently and professionally as they require.

**Accessibility:** Our library should be accessible to all community members.

## OUR VISION

Our library will be a welcoming oasis at the centre of our community, in which people embrace the importance and power of literature, entertainment and knowledge.

## STRATEGIC PRIORITIES

- 1** Create awareness and increase the promotion of the library and services provided.
- 2** Cultivate a welcoming space for all members, focused on Equity, Diversity and Inclusion.
- 3** Enhance the physical space of the library.

# SMART GOALS

Specific, Measurable, Achievable, Relevant, Time Bound

**1** Create awareness and increase the promotion of the library and services provided.

a) Create a communication plan with a focus to reach newcomers to the community.

*Target completion: Year 1*

b) Continue and expand outreach to the schools.

*Target completion: Ongoing*

c) Investigate the feasibility of a staff position dedicated to community outreach and adult programming.

*Target completion: Year 1 for potential implementation in 2025 budget.*

**2** Cultivate a welcoming space for all members, focused on Equity, Diversity and Inclusion.

a) Expand outreach to diverse community groups. Identify these groups through census, schools, and partner organizations.

*Target completion: Ongoing*

b) Celebrate the diverse cultures in our community and beyond through programming, collections, displays and education.

*Target completion: Ongoing*

c) Create a welcoming space by providing library information in multiple languages.

*Target completion: Year 1*

d) Research and provide EDI training for the Board and staff.

*Target completion: Year 1 and 2*

e) Support community mental health by providing space for support groups, creating collections on mental wellbeing, and preventative programming.

*Target completion: Ongoing*

**3** Enhance the physical space of the library

a) In consultation with the Township of Southgate, create a long-term plan for the expansion of existing facilities or moving to a new location.

*Target completion: Year 4*

b) Investigate what can be done with the existing space in the short term to accommodate evolving space needs.

*Target completion: Year 1 and 2*