



Strategy FY 24-25

The Power of Libraries to Make a Better World

Our Vision

How we see the future, what we want the future to look like...

A welcoming and evolving community where all people connect, grow, and belong.

Our Purpose

Why we exist – our mission in this world...

We are a **Community Connector**, using our resources and partnerships to educate, enrich, and inspire the lives of all people.

Our Commitment to Equity

The Library is an active agent of change in the world...

We advance diversity, inclusion, and belonging for our staff, customers, partners, and the whole community to create an equitable Library and society. We are committed to using our resources and partnerships to improve the lives of people of every race, ethnicity, culture, faith, age, sexual orientation, ability, socio-economic status, and gender.

Our Values

What we believe in, what motivates us...

What we value	How we express it	Why this is important
Kindness	<ul style="list-style-type: none"> Treat everyone with respect and empathy. Speak with clarity and sincerity. Serve in ways sensitive to the spectrum of needs. Foster a workplace of teamwork and collaboration. 	People feel valued.
Curiosity	<ul style="list-style-type: none"> See the joy of the possible in every interaction. Create settings for discovery in ways that meet people where they are. Question what we “know.” 	People are free to explore.
Belonging	<ul style="list-style-type: none"> Celebrate the diversity of staff, customers, partners, volunteers, donors, and all whose lives we touch. Foster a community that is safe for people to present their authentic selves. Work to create equity in all our services and partnerships. 	We are truly open to all.

Our Goals

Where we focus our work and our expected outcomes...

Service Focus	Investments (Time, Staff, Funds)	Desired Outcomes
Accessible Collections	Re-energized Traditional Collections Expanded Digital Resources Library of Things	The Library responds to people's needs and voices
Within Our Walls	Enriching Library Experiences Community-focused Programming Enhanced Technology Connections	
Beyond Our Walls	Kindergarten Readiness Outreach Learning our Communities	The Library meets people where they are
Building for Community	Relationship Building Community Hub Building Fostering Healthy and Accessible Buildings	The Library supports a dynamic, resilient community
Workplace Belonging and Empowerment	Competitive Compensation Implementing an Equity Framework Recruiting for Diversity Celebrating Success Intentional Collaborative Culture Developing Leadership in Everyone	The Library is a rewarding and supportive place to work
Growing the Profession	Adaptive and Responsive Service Models Dynamic Professional Development Influencing ALA, MLA, and the Profession	The Library endures as an indispensable community asset

Effective July 1, 2023 through June 30, 2025