

BECAUSE

DISRUPTION SPARKS INNOVATION



Strategic Plan



SPEAK UP



Speak up for diversity and inclusion.

To realize this goal, we must:

- Amplify the voices of those who have been underrepresented.
- Ensure our spaces are truly barrier-free.
- Celebrate diversity in all that we do.
- Capture community memory to reflect our diversity and our Indigenous past, present and future.





Open up opportunities to strengthen connection and engagement with our community.

To realize this goal, we must:

- Enrich existing connections by exploring untapped opportunities for collaboration.
- Spark new relationships between organizations and changemakers in our community.
- Empower staff, board and allies to act as ambassadors in all we do.
- Be the trusted source for community-wide information, reaching people where they are, enticing and engaging users and non-users.



OPEN UP

BUILD UP



Build up our reputation as a trusted community asset.

To realize this goal, we must:

- Combat fake news with factual information and stimulate critical inquiry.
- Support and encourage the democratic process.
- Establish our virtual and physical spaces as venues for idea exchange and dialogue.
- Embrace our role as an open, warm, welcoming space for all.





RAISE UP



Raise up the Library's identity as an innovative hub.

To realize this goal, we must:

- Push beyond our comfort zone to meet our community's ever evolving needs.
- Forge into the future by continuously integrating new ideas and creative solutions.
- Challenge staff to embrace novelty and thrive with change.
- Inspire transformation within our community and our industry.



LIGHT UP



Light up pathways to personal and professional growth.

To realize this goal, we must:

- Ignite curiosity, stimulate the imagination and evoke joy through opportunities to express, create, discover and connect.
- Instill a love of lifelong learning and discovery.
- Champion all forms of literacy.
- Empower the community with tools, skills, opportunities and human connections.



UNITY · **ADVOCATING** FOR INCLUSION · **EMPOWERING** COMMUNITY
IGNITING CURIOSITY · **DRIVING** TRANSFORMATION · **FOSTERING**
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