



INNISFIL PUBLIC
LIBRARY BOARD

Our Impact 2019-2022



Introduction

2019-2022

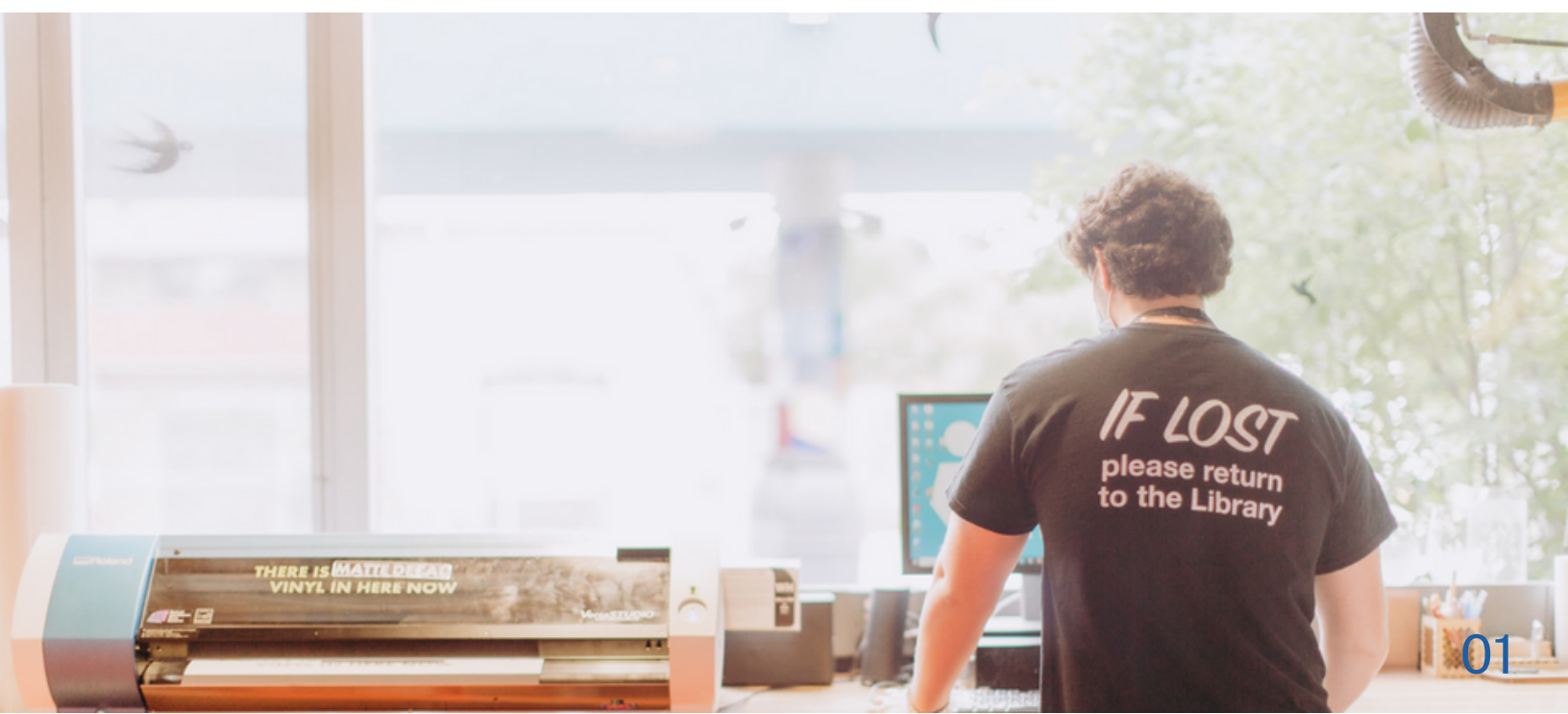
A Legacy of Resilience and Adaptability

The Innisfil Public Library Board is extremely proud of the work and accomplishments of its 2019-2022 term.

While navigating the largest global crisis of a generation, it was an exceptional time to serve Innisfil residents. As the doors of Innisfil ideaLAB & Library closed in the face of the COVID-19 pandemic, Library staff found new ways to continue serving our communities. During this time, the Board set new strategic goals and directions, and adopted a facilities master plan that will see the Innisfil ideaLAB & Library grow alongside Innisfil's projected growth to 80,000 residents by 2051.

Above all, we continue to re-imagine the way ideaLAB & Library serves our diverse and growing communities and how we deliver services and experiences that not only meet community needs, but inspire transformation.

The Library Board has supported the development of policies and worked alongside the Library Staff to grow the Library into an innovative and essential asset to the Innisfil community.



Setting New Strategic Directions

Because Disruption Sparks Innovation

The updated **Strategic Plan** outlines five pillars of growth. This plan gives the Library the direction needed to continue innovative programming and services that have become synonymous with the Library, while providing guidance for growth according to the community needs. Significantly, this new plan prioritizes equity, diversity, inclusion and accessibility initiatives. These pillars will guide and shape our growth into the future.

Because disruption sparks innovation we will:

- **Speak up** for diversity and inclusion.
- **Open up** opportunities to strengthen connection and engagement with our community.
- **Build up** our reputation as a trusted community asset.
- **Raise up** the Library's identity as an innovative hub.
- **Light up** pathways to personal and professional growth.

Growing ahead of the curve

Town of Innisfil's forecasted population growth will bring significant advantages, and the resulting strategies for economic and social development will undoubtedly create change. This projected population growth presents a key opportunity to create shared spaces that support social, cultural and recreational needs. Innisfil will be far more diverse in the future and will likely have a younger than average adult population with more children. Typically, these demographics are heavy users of Library facilities and services.

The Library Facilities Master Plan suggests recommendations for all existing and future branches, and have been determined based on public consultation, trends review, benchmarking, and many working sessions with the Library Board, staff, Town of Innisfil stakeholders.

The Province projects a population of
86,850
by 2051

Key Accomplishments

1

Commitment to reconciliation with First Nations, Inuit and Metis.

Working with Indigenous community leaders, we developed and adopted a land acknowledgement statement that was subsequently adopted by the Town of Innisfil. This statement was a first step in our journey of reconciliation with the Indigenous community. The Library Board created a Truth & Reconciliation committee to ensure that our Library is continually working towards reconciliation by following the Calls to Action as laid out in the Truth & Reconciliation Commission report.

3

Commitment to Equity, Diversity, Inclusion & Accessibility

We adopted the Library's first Equity, Diversity, Inclusion and Accessibility policy. This policy makes explicit the Library's commitment to fostering, cultivating, and preserving a culture of inclusion, diversity, equity, and accessibility. It provides a framework within which to implement and measure the success of these commitments. The Library is committed to the elimination of barriers, including all forms of discrimination and to develop an environment and atmosphere that promotes accessibility, equity and inclusion. It is an important first step in driving organizational change.

2

We are Fine Free!

Adoption of the Fine Free Policy is a historic change for the Library and community. Research has proven that fines don't result in faster return rates, they can damage the relationship and trust with our community, and interfere with the lives and success of our most vulnerable. The removal of overdue fines reflects the values of the Library as an organization and its mandate to support literacy and lifelong learning for everyone. Library Board and Staff are committed to an ongoing process to examine and eliminate barriers in order to ensure all Innisfil residents have equitable access to services.



Key Accomplishments

4

Adaptability and Resiliency in the Midst of Crisis.

The last two years of the Board's term were anything but normal due to the COVID-19 pandemic. In response, the Board and Staff were nimble and quickly adapted existing programming and services as well as creating new ones. The Board was supportive of staff and adopted new policies and procedures as changing regulations required. Policy changes demonstrated the Board's commitment to the mental and physical well-being of staff. Healthy staff are best positioned to serve the needs of Innisfil residents. COVID-19 was a catalyst for innovative thinking.

5

Assessing Community Needs with a collaborative and focused approach.

Spurred forward by the COVID-19 pandemic, the Library, in partnership with the Town of Innisfil, conducted a community needs assessment project that saw large scale consultation with the community, community organizations and social services. This assessment identified five pillars of concern and over 60 recommended actions that would help Innisfil residents cope with and recover from the ongoing strains of the global crisis. We were able to quickly adjust program and service offerings to address the issues identified by our community. They include increasing services to isolated seniors, producing PPE, sharing knowledge, and creating safe experiences to address mental health, isolation and boredom of Innisfil residents.



New Challenges, New Opportunities

You can expect that your term as Innisfil Public Library Board members will bring some truly rewarding and fulfilling community experiences.

The future Board should focus on the following challenges and opportunities:

- Further developing the Board members' advocacy role;
- Navigating the impact of the Simcoe County Library Cooperative dissolution;
- Ensuring that Board composition and priorities are a reflection of the diversity of Innisfil's community;
- Taking steps to securing the future of Library service in Innisfil as outlined in the facilities master plan.

GOALS	ACTIONS
Advocacy: Community Starts with Us	<ul style="list-style-type: none"> • Prioritize community partnerships and relationships • Represent the Library at events, provide the Board with resources to perform community outreach • Educate elected officials on the value of Library services
Commitment to Equity	<ul style="list-style-type: none"> • Continue with T&R Committee to prioritize the Calls to Action • Seek relationships, partnerships and guidance from Indigenous and racialized community members • Continue participating in community needs assessments
Leading the Library through County-wide Changes	<ul style="list-style-type: none"> • Continue to be a leader in the County; develop networking opportunities with other boards • Seek relationships with other libraries • Establish a Board fundraising committee
Smart Growth: Enacting the Master Plan	<ul style="list-style-type: none"> • Advocate to elected officials and key community stakeholders for Library services • Listen to community needs and be responsive

A Bright Future, a Path for Changemakers

Advice from the 2019-2022 outgoing Board.

Take advantage of any and all professional development opportunities. You'll add to your own knowledge and increase your worth to the Board.

Sue Bennett

The Board needs people interested in working on special committees that support social justice, equity and inclusiveness in our community and become role models for other library systems.

Monica Goodfellow

The staff is amazing. They have first hand knowledge and experience. Listen to them, hear their concerns and suggestions and support them.

Wendy Van Straten



Advocate for, and sing the Library's praises, at every opportunity. We are essential and a lifeline for many. No where else can you find free and equitable access to educational and technological resources for all.

Rhonda Flanagan

You are now part of an incredible movement. Enjoy the ride and watch as you become an engineer of change to those in your community.

Kenneth Fowler

Your term on the Board will involve working as a team with other Board members and Library staff to make decisions that will have a lasting impact in our community.

Anne Smith

As a Board member remember the importance of being an advocate for the Library and its mission by keeping Council informed of Library activities with regular updates.

Donna Orsatti



Bring your life experiences to the Board, be sure you understand your roles and responsibilities as outline by the Public Library Act and practices of the ideaLAB.

Barb Baguley



Pay attention to details. Little things make big things happen.

Raj Grover

The Innisfil Public
Library Board
supports community,
impacts lives and
makes change.

Acknowledgements

2019-2022 Innisfil Public Library Board

Anne Smith, Board Chair
Wendy Van Straten, Vice-Chair
Councillor Donna Orsatti, Council Representative
Councillor Kenneth Fowler, Council Representative
Barb Baguley, Board Trustee
Sue Bennett, Board Trustee
Rhonda Flanagan, Board Trustee
Monica Goodfellow, Board Trustee
Raj Grover, Board Trustee

With thanks to the Board Legacy Committee.

Innisfil ideaLAB & Library

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