



DGPL HIGH-LEVEL STRATEGIC PLAN

Mission

Welcoming all to discover, grow, play, and learn

Vision

The heart of a diverse community providing inspiring ideas, community connections, and empowering opportunities

Values

Inclusive and Welcoming Environment: We celebrate our individual uniqueness and create spaces where everyone is valued, represented, and included

Community Engagement: We listen and respond to the changing needs of our community

Equitable Access: We remove barriers and enable access for all

Intellectual Freedom: We provide a variety of programs, services, and materials so community members can customize their own library experience

Lifelong Learning: We are always learning and encourage our community to be curious and continue to learn throughout all stages of life

Integrity: We advocate for and uphold ethical library practices and responsible financial stewardship



STRATEGIC FOCUS

Programs and Services

Goals:

- Offer increasingly innovative, relevant, and engaging programs and services library-wide
- Focus on drawing in more teens and tweens to become regular users of the library
- Create opportunities for our community to engage in lifelong learning about equity, diversity, and inclusion (EDI), and anti-hate

Overall Outcomes:

- Additional community members are engaged with the library, especially tweens and teens
- Library programming builds community awareness and capacity in anti-prejudice, anti-racism, and anti-hate

Turn Outward

Goals:

- Expand outreach, partnerships, and opportunities that go beyond our physical building with an emphasis on services to areas most underserved and those in need
- Create lasting and mutually beneficial relationships with other entities that share our values
- Support the Downers Grove community in developing a common and shared language and understanding of EDI and anti-hate
- Demonstrate that, as a public library, DGPL advocates for and welcomes all historically, intentionally, and traditionally marginalized people groups (HITMPGs) in Downers Grove, the Midwest region, and the library profession in the expansion of EDI practices

Overall Outcomes:

- The library is an accessible, visible, and active partner in all corners of the community

Access

Goals:

- Improve access to resources, services, and spaces to ensure everyone, especially those with mobility limitations, neurodivergence, or lack of experience with libraries, feels welcome and comfortable utilizing the library

Overall Outcomes:

- All community members can safely, comfortably, and equitably access and utilize the building and library services

Turn Inward

Goals:

- Increase the overall well-being and diversity of the DGPL team, empowering them to confidently respond to the current and future needs of our community
- Increase staff and Board of Library Trustees (Trustees) awareness of why DGPL is doing anti-prejudice, anti-racism, and anti-hate work and its connection to EDI and the library's mission and values
- Employ policies and procedures that ensure an equitable work environment
- Promote library work as a career path for HITMPGs by offering resources for career exploration, professional growth and development, and job opportunities for those without a Master's in Library Science degree

Overall Outcomes:

- An engaged and supported staff that reflects our community and is better positioned to provide responsive library services
- Staff and Trustees have continuous opportunities for anti-prejudice, anti-racist, and anti-hate professional development to cultivate a welcoming, accepting, and inclusive workplace where all staff are treated with dignity and respect

