2021-2023 Strategic Plan

PURPOSE: We exist to further all people.

VISION: KDL will be an indispensable community resource for enriching lives through access to personal discovery for all.

2021-2023 Strategic Plan

Equity, Diversity and Inclusion
Align all library services, staffing makeup and partnerships to be reflective and inclusive of the diverse communities we serve.

Engagement and Service
Increase the value delivered to the community by focusing on demonstrated needs.

Sustainability
Evaluate and streamline operational, environmental and fundraising processes to ensure a sustainable library.

2021 INITIATIVES

- **Equity, Diversity and Inclusion**
  - Develop a plan to increase staff Cultural Intelligence (CQ) by first determining how to measure it, establishing a baseline, and setting a target by May 2021.
  - Beginning in May 2021, develop a diversity plan for evaluating library materials to ensure offerings are reflective of the community. To be developed by December 2021.
  - Develop a systematic process for identifying patrons’ unmet and emerging needs by March 2021 with surveys completed by September 2021.

- **Engagement and Service**
  - Develop a plan to increase Cultural Intelligence (CQ) by first determining how to measure it, establishing a baseline, and setting a target by May 2021.
  - Develop a systematic process for identifying patrons’ unmet and emerging needs by March 2021 with surveys completed by September 2021.

- **Sustainability**
  - By mid-December 2021, complete a feasibility study to establish a 501(c)(3) foundation to increase private donation funding to supplement tax support.
  - Map, improve and refine two operational processes by December 2021.

Team Goals

Individual Goals