2021-2023 Strategic Plan

Kent District Library

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.



Equity, Diversity and Inclusion

2021-2023 BUSINESS GOALS

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

2021 INITIATIVES

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.



Engagement and Service

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

Develop a systematic process for identifying patrons' unmet and emerging needs by March 2021 with surveys completed by September 2021.



Sustainability

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

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