

# Fort St. James Public Library



## Strategic Plan

2022 - 2027

## Why a Strategic Plan?

Strategic planning is the process used by groups, governments, organizations, and businesses to:

- Develop a blueprint for action and change over an identified period of time
- Develop strategies to enhance or improve services
- To assess current status and define where they want to be in an identified period of time
- To identify ways to meet and evaluate current and future goals

Strategic planning can be seen as a process for determining where an organization is going over a set period. This puts in place the goals, processes and desired outcomes, along with the method to evaluate whether the goals have been achieved.

This document is the result of this planning process. It is an organic and living document meant to be used, to assist the organization in meeting goals and embracing new opportunities as they arise. This document is rooted in the strengths and beliefs of the library and its community, and the people the library serves.

### MISSION

Our mission is to provide a welcoming safe space, free access to a wide variety of information, materials, technology, and services, and support a lifelong love of learning for all.

### VISION

Our vision is to be a creative centre and community gathering space where all are supported and encouraged to enhance their personal, educational and professional lives. We commit to continual growth and celebration of diversity, equity and inclusivity.

## Four Strategies

### 1) ADVANCING TRUTH AND RECONCILIATION

- a) **GOAL:** Nurturing relationships with the Dakelh people and learning from the Dakelh culture.

**ACTIONS:**

- To grow and strengthen First Nations partnership with Nak'azdli, Yekooche, Binche, Tl'azt'en (Middle River First Nation and Tachie), and Takla Lake First Nations.
- To encourage the responsibility of staff and Board members for self-education.

**b) GOAL:** Indigenizing and decolonizing the library.

**ACTIONS:**

- Hire a consultant to help with reflecting the Dakelh culture. Following consultation and recommendations:
  - Increase physical presence through decoration (e.g., clan flags, drums, signage in both languages for Dakelh and English).
  - Explore opportunities for Dakelh programming.
- To continue to purchase Indigenous materials to enhance all collections.
- Regular displays of Indigenous collection.
- To be a source of knowledge on colonization and decolonization through the collection, displays, conversation, speakers, writers, and local expertise.
- To promote awareness of Truth and Reconciliation, Missing and Murdered Indigenous Women and Girls, and the United Nations Declaration on the Rights of Indigenous Peoples.
- To ensure professional development opportunities regarding the history of colonization, and to support and encourage the decolonization of ourselves and our spaces.

## 2) PROMOTING SUSTAINABILITY

**a) GOAL:** Promoting awareness and providing accurate information on the impacts of climate change on libraries and their communities, and delivering on environmental best practices.

**ACTIONS:**

- The library will maintain their membership in the Stuart Lake Recycling Co-op.
- To explore and strengthen ways to dispose of waste in an environmentally-safe and responsible manner.
- To focus on sustainability in purchases and ensure that what we are buying is Canadian-made and local whenever possible.
- To examine how the library reduces, reuses, and recycles materials, and disposes of electronics.
- To be a source of information on sustainability through the collection, displays, conversation, speakers, writer, and local expertise.

### 3) PROVIDING EQUITABLE ACCESS FOR ALL

a) **GOAL:** Introducing, updating, and maintaining technological equipment and resources for the library.

**ACTIONS:**

- To continue to maintain and improve the library website and social media accounts.
- To increase staff and patron digital literacy and access.
- To provide patrons with access to online learning opportunities through the library.
- To maintain assessment of wifi connectivity.

### 4) INCREASING COMMUNITY ENGAGEMENT

a) **GOAL:** Enhancing library spaces to improve patron experience.

**ACTIONS:**

- To improve accessibility in accordance with new legislation.
- To improve safety (e.g., gender neutral washrooms, remove carpet).
- To improve visibility (e.g., mural on outside wall).

b) **GOAL:** Enhancing services.

**ACTIONS:**

- To increase programs.
- To engage in community outreach, especially to those who cannot come to the library (e.g., advertising, marketing, presence at community events, home delivery, reading to those in need).

c) **GOAL:** Continuing to improve the library's relationship with the District of Fort St. James.

**ACTIONS:**

- To evaluate service agreement.
- To be up to date on District's strategic plan.
- To ensure transparency in all aspects of operation.
- To elicit feedback from the District.
- To continue to report regularly to the District and participate in meetings.

## **ACCOUNTABILITY AND MONITORING**

Are we there yet?

This plan will be reviewed by Board and staff members on an ongoing basis. The plan will be an agenda item at all regular Board meetings. The Library Director reports both monthly and annually to the Board and District. Along with Committee and Chair reports, these will help track the implementation of the Strategic Plan.

*Fort St. James Public Library Strategic Plan passed by a vote of the Board of Fort St. James Public Library on May 17, 2022.*