

# 2019 STRATEGIC PLAN

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# 2019 STRATEGIC PLAN

## INCLUSIVITY

Arapahoe Libraries will strive to be an inclusive and welcoming environment for patrons by featuring services and staff that reflect our community's diverse background and interests. In 2019, all staff will participate in an inclusivity training and Arapahoe Libraries will continue to work with the Equity Project, LLC to identify opportunities for inclusivity growth and improvement. The Inclusivity Guild, a committee made up of Arapahoe Libraries staff, will identify objectives and work with management to develop action plans for how to reach desired outcomes.

## COMMUNITY ENGAGEMENT AND LISTENING

Arapahoe Libraries will engage in a collaboration plan with the community to ensure that we are providing relevant services and resources for our community. In 2019, Arapahoe Libraries will host and participate in community conversations with both library users and non-users to determine how we can positively enhance and serve our unique communities. Arapahoe Libraries also will partner with organizations and businesses to identify opportunities for collaboration and communication to enrich the communities we serve. The community engagement efforts completed in 2019 will contribute to the 2020 Strategic Plan.

## SPACE

Arapahoe Libraries will adapt library space to optimize use for community gatherings, collaboration and creation, while maintaining the functionality to effectively feature our collection and offer spaces to study and read. Each library's space will be assessed to determine an optimal ratio of space dedicated to the collection relative to the other types of gathering spaces available for the unique communities each library serves.

## CHAMPION FOR LIFELONG LEARNING

Arapahoe Libraries will be a champion for lifelong learning by featuring updated books, technology and research materials to enrich our community. We will work with parents and caregivers to ensure young children are ready for school by providing literacy-based programs. To understand and adapt to the unique and evolving needs of our teens, staff will collaborate with this group to ensure that we offer valuable services and programs. Arapahoe Libraries will maintain resources for our aging population and offer home visits for our patrons who may not be able to visit the library. We will partner with local business leaders, entrepreneurs and library patrons who work remotely to learn how library services can enhance their professional needs. Arapahoe Libraries will explore innovative opportunities to provide lifelong educational opportunities for our patrons.