2024-26
Diversity, Equity, Inclusion & Belonging Plan
Background

Equity, Diversity, and Inclusion Needs Assessment for Evanston Public Library

Submitted September 24, 2018
Wealth of Information

- Racial Equity Task Force
- 2019 Equity Statement
- 2022 Land Acknowledgment
- 2022 Library Strategies Community Survey
- 2023 RETF Brainstorming Workshop
- Emails from Library Patrons
- Recommendations and Progress
- Community Feedback and conversations
Values

- Inclusivity & Belonging
- Lifelong Exploration
- Equitable Access
- Community Wellbeing
- Sustainability
Priority Populations

As diverse as Evanston’s demographic landscape
Exploration & Access

- Collections
- Programming
- Community Outreach
- Cultural Inclusivity
- Marketing
- Reference & Research
- Technology Access
Place & Space

- Facilities Maintenance
- Community Engagement
- Safety
- Makerspaces
- Cultural Connection
- Community Spaces
- Youth and Teen Spaces
- Customer Service Excellence
Organizational Culture & Health

- Diversity, Equity, Inclusion, & Belonging
- Data Management
- Program Evaluation
- Information Technology
- Human Resources
- Professional Development
- Environmental & Fiscal Sustainability
- Resource Development
- Partnerships
Next Steps

- Approve
- Establish
- Meet
- Implement
- Feedback
- Celebrate the wins
Questions