



REUSE, RECYCLE, AND RENEW!

For 2023, we are taking a good thing and making it better. For our facility, this means getting started on a few strategic projects (funding dependent):

- An **inexpensive shift** in where our **main Help Desk** sits that will radically improve our seating layout for concerts and large gatherings
- **Seismic upgrades** that will extend the life of our South Block
- **Re-envisioning** the layout and features of our **Youth and Tech floors**, and checking in with the community to see what they think
- **Seeking federal funding** to completely divest **from Natural Gas** in our building systems

As an employer it means foundational work on our commitment to Equity, Diversity, and Inclusion. It means evaluating structural changes, implementing workplace violence prevention strategies, and supporting productivity through changes to our software environment. As a library focused on patron learning, creativity, and personal growth, it means launching a new community recording studio, hosting the North Shore Authors Collection, and refreshing our ever-changing selection of brilliant and exciting public lectures, concerts, and classes.





We maintain a high standard of integrity and quality in our practices and services.

2023 GOALS

- **Facility renewal [major]: Help Desk relocation** (2023) seismic upgrade to Mezzanine (late 2023/2024 completion). Funding dependent. Plan renovation to minimize disruption to service.
- **Facility renewal:** phasing and funding plan
- **Climate Futures and Sustainable Operations**
 - Swáywi temíxw – further development: new elements, placemaking, educational signage
 - Perimeter heating – natural gas to electric
 - Strategic partnership programming (example: EV petting zoo, repair café)
 - Move to EV for library vehicle
- **Honouring Reconciliation**
 - Improve the welcoming nature of our space for Indigenous patrons
 - Community programming and collections (prep for visiting installation in 2024)
 - Create action items from UNDRIP recommendations
- **Transition staff** to new productivity/collaboration software environment
- **Create a suite of asynchronous** staff training options (Niche Academy) for the staff onboarding process
- **Refresh Business Continuity Plan**
- **Internal assessment work**
 - Workplace violence prevention assessment
 - Privacy Impact Assessments
 - Structural/organizational change: 6-month review completion

A LEARNING CULTURE

We foster the joy of learning and growth, both in our community and within our staff.

2023 GOALS

- **Update learning frameworks** to inform detailed space planning for Youth and Technology floors.
- Seek funding source for **solo conferencing spaces** (zoom booth) on Mezzanine
- **Programs/partnerships** to support economic development and workforce skills
- Second year of **'Big Ideas'** lecture series
- Host year: **North Shore Authors Collection**
- Continue to **foster the love of reading and learning** through high impact programs including major partnership events: West Coast Modern Week, North Shore Writers Festival
- Continue to **foster creativity and the love of art and music** through innovative programming, exhibits, and the launch of our community recording studio
- **Partner with West Vancouver Schools (WVS)** on Successful Early Years to Kindergarten Transitions (SE2YK), School Library Card Project, Booktopia, DPAC EDI Committee, Summer Reading Club, Reading Link Challenge, and more

COMMUNITY



Community needs are at the centre of all we do. We tailor our services and spaces to those needs.

2023 GOALS

- **External analysis of non-users/low-use** portions of our community with demographic profile (user survey planned for 2024)
- **Share and receive community feedback** on our space plan, revise as appropriate.
- **Move Help Desk** to improve concert and gathering space in main hall
- **New C&CE librarian portfolios** – foundational work (philosophy, systematization, and evaluation plan)
- **Explore the feasibility** of maintaining an in-Library community office for multiple service providers

INCLUSION



Our Library's mandate is to support all people in our community through our services.

2023 GOALS

- **Implement recommendation of Equity, Diversity, and Inclusion (EDI) Steering Committee** to engage in foundational EDI work for our workplace
- **Establish Accessibility plan and committee** (may be shared) in alignment with our values and new legislation. Address known accessibility challenges:
 - Book-drops
 - Rooftop garden access (funding dependent)
- **Expand support** to people living with dementia and their caregivers
- **Provide increased support** for West Vancouver Schools French Immersion families