

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



Yolande Wilburn  
Board of Trustees Meeting  
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# Background

*DeEtta Jones* | NEXT GENERATION  
LEADERSHIP

## 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

