

2024-26 Diversity, Equity, Inclusion & Belonging Plan



Yolande Wilburn
Board of Trustees Meeting
April 17, 2024

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

