Community Member Experience
Aware (1-4)

End Goal	Indicators

Community Member Experience

Recognition of the need and importance of serving all community members

- A circulation and community data review are conducted to determine populations in the community and populations **who are** or **are not** using the library as well as the specific policies, services and programs are barriers
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Plan to move from outreach efforts to engaging communities

- Understand and define how library programs and services are developed and delivered through "outreach', community engagement, and through building relationships
- Move programs and services from "outreach" (which promotes a unidirectional engagement, by library, with diverse groups to one that is bi-directional and engages community in the development and delivery of programs and services

Community Member Experience
Intentional (5-7)

End Goal	Indicators

Community Member Experience

Library policies are reviewed specifically for interpersonal, institutional and structural racial biases

- Analysis of library's "race neutral" practices are conducted to determine level of equity, access and effectiveness for all community members to actually use the library, its services and actively participate in programs
- Root causes are identified and plan for addressing them internally and externally is created
- Believe it is the role of the library to help fix inequities, lack of access and plans are developed and implemented to promote and encourage use of library by groups not using the library and/or library reaches groups who cannot come to library.
- Seek community input on programs and services the library provides and/or intends to provide

Create STEM Equity Operational Plan Reflective of Entire and/or by Specific Groups With Limited or No Access

- Conduct community needs assessment, community dialogues, interviews with diverse groups of community members not using the library to determine the reasons why.
- Library director and STEM Equity leadership team (comprised of staff, community members, local govt and organizations) create and implement a STEM Equity Operational Plan draft for all community members and organizations to respond and provide input to in order to reflect all perspectives.
- An evaluation plan is developed that reflects program quality and impact of STEM Equity Operational Plan.

Plan to move from engagement to building relationships with diverse communities

- Develop a process and dedicate resources to refine specific programs and services, where collaborations are still transactional and siloed, to one where relationships are being developed, buy-in and investment are deepened.
- Evaluate quality and impact of partnerships to determine how successfully, as a group, the community needs are met by all.
- Partnerships collectively understand that the community and populations they all serve/should serve have been disenfranchised by systemic issues, historically and plans identify respectful, sustainable strategies for establishing meaningful.

Community Member Experience
Purposeful (8-10)

End Goal	Indicators

Community Member Experience

Library Services Are Aligned With STEM Equity/ Community Well Being

- Alignment of institutional policies, procedures and services successfully meet diverse community needs
- Dedicated financial and staff resources are fully integrated to addressing and sustaining equitable services and support
- Use of research and evaluation allows for effective processes/policies, scaling and support, keeps all community members coming back as well as correspond to what community groups care about and need to improve their well-being and quality of life.

All community groups advise and contribute to Library services

- Diverse community members collaborate, contribute and co-develop the STEM Equity Plan, creating equitable, culturally responsive library space, collections, programs, services as well as participate on library board or through a community advisory board
- Library recognized by diverse community groups as "theirs"
- Services and information are reflective of community populations' needs and interests, are useful, engaging, actionable and connected to other community supports around relevant science-based community issues.

- Library is able to provide a diverse, culturally responsive ecosystem where creates demand and interest of all community members