**Four Factors Of A STEM Equity Library**

1. **Personal/Individual –** The experiences, beliefs, interests and biases that motivate or hinders the library leader vision, decisions and abilities to create an equitable, inclusive, outwardly engaged library culture, policies, programs and services focused on issues of concern (e.g. public health, climate change). This would also include both job-specific and general expertise.
2. **Outreach/Community Engagement/Relationship Building** - The library leader’s skills and abilities as well as interest to engage and build relationships key stakeholders like Executive branch/agencies of local government, populations not using the library, community leaders and others to collaborate, co-develop equitable, inclusive policies, programs and services focused on populations not using/can’t reach the library and issues of concern. This would also include skills and competencies Institutional Operations and Institutional Impact.
3. **Community Member Experiences** - Understanding the community demographics, level of access of populations that are present in the community but are NOT present in the library and/or can’t reach the library and the policies and processes that encourage and/or hinder engagement, not recognized as a safe inviting and engaging space, services and resources for them. This would also include skills and competencies around Institutional Impact. This would also include Institutional Operations and Institutional Impact.
4. **Organizational** - Factors like existing organizational culture, staff, Library boards, Library Friends groups, existing strategic and operational plans that affect a library leader’s decisions and abilities to create an equitable, inclusive, outwardly engaged library culture, policies, programs and services focused on populations not using/can’t reach the library and issues of concern. This would also include skills and competencies around Institutional Operations.