Organizational Culture
Aware (1-4)

Organizational Culture
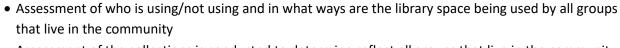
End Goal	Indicators

Value of Professional Development To Help Develop an Internal Shared Language, Values and Priorities

- Identify what steps and training do management and staff need to take to increase a shared understanding of bias, racism and racial equity
- Measure level of shared understanding among management and staff to guide professional development, creating a plan for an equitable library culture and internal capacities

Identifying what community members wants and needs in directly addressing science issues of concern to them

- Review of current STEM initiatives with relevance to critical community issues (e.g. public health, water quality) that can learned and acted upon immediately by adult learners that are connected to additional community supports.
- Analysis of community populations want, need and are most affected by critical community issues
- What steps and training do management and staff need to increase understanding of how science is perceived and used by the cultural, ethnic and socioeconomic groups in the community

Review of Library Space, Collections and Programs Alignment To Community Needs

- Assessment of who is using/not using and in what ways are the library space being used by all groups that live in the community
- Assessment of the collections is conducted to determine reflect all groups that live in the community, are they current and are they promoted
- Who has access to the programs, resources and services the library provides and which populations do not (e.g. What groups are/are not attending storytimes, using computers, as examples)
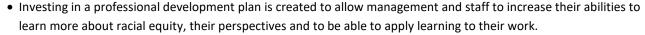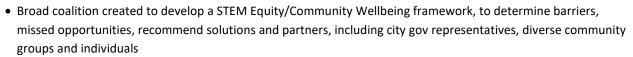
Organizational Culture
Intentional (5-7)

Organizational Culture

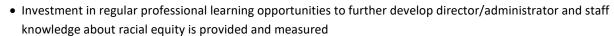| End Goal	Indicators
Library moves towards creating an equitable library culture	• Investing in a professional development plan is created to allow management and staff to increase their abilities to learn more about racial equity, their perspectives and to be able to apply learning to their work. • Meetings at the staff, Board and Friends have a regular topic to address specific operational inequities and begin to prioritize to develop a shared understanding of key concepts, language that normalizes racial equity. • Dedicated time and resources are given to the creation of a racial equity framework and where input is collected by all stakeholders and measured to account for and change historical patterns of inequity and recommendations for change within the library.
Create STEM Equity/Community Well being Plan	• Broad coalition created to develop a STEM Equity/Community Wellbeing framework, to determine barriers, missed opportunities, recommend solutions and partners, including city gov representatives, diverse community groups and individuals • Support effective, ethical communication skills using a range of media that can be accessed by all groups of people • 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
Identify and consider root causes of intended/ unintended practices/ policies	• Identifying the strengths and weaknesses in policies, procedures, practices and capacity to providing library services to all community members • Challenges are identified to successfully being able to develop and implement and internal library • Analyze disaggregated data and root causes of race disparities that impact the library's programs and the populations they serve.

Organizational Culture
Purposeful (8-10)

End Goal	Indicators

Organizational Culture

An equitable library culture is sustained and a priority

- Investment in regular professional learning opportunities to further develop director/administrator and staff knowledge about racial equity is provided and measured
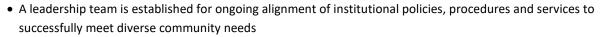- Management and staff are able to facilitate difficult conservations breaking down structural issues of racism within the library, outside the organization and in the community they serve
- A clear racial equity vision is created and sustained (e.g. shared norms, values and policies) to continue fostering an inclusive accessible environment that encourages and values differing viewpoints in decision-making process

Library Services Are Aligned With STEM Equity/ Community Well Being

- Dedicated financial and staff resources are fully integrated to addressing and sustaining equitable services and support
- Create and sustain practices and participation of broad coalition to inform on library services, critical issues and wants and needs of all community members
- Set operational plan benchmarks and can illustrate, through longitudinal outcomes data, how the library's efforts are impacting and improving race disparities in the communities they serve

Policies, procedures and practices reflect a clear racial equity vision

- A leadership team is established for ongoing alignment of institutional policies, procedures and services to successfully meet diverse community needs
- Have strong feedback loops to encourage and respond to community feedback about race bias, diversity and inclusion
- Providing DEISJ, operational and community tools to help director and staff step back and assess the long-term impact of their shared mission activities, particularly their impact on marginalized populations within the community not using the library or having ongoing access to programs and resources.