

AREA OF OPPORTUNITY	TIER 1 (BEGINNING)	TIER 2 (EMERGING)	TIER 3 (ADVANCING)
<b>Organizational Commitment</b>			
<b>Mission update</b>	Updated mission statement; added equity statement to bylaws.	Update vision & values statement.	
<b>Staff training on equity issues</b>	Staff training every year: Racial Justice Summit; restorative justice training; WLA pre-conference discussion Staff participate on regional library equity teams.	Internalize DEI work through monthly staff discussions of books and articles.	
<b>Inclusive hiring &amp; Board recruiting practices</b>	Ripple Intern pipeline for library employment at DCLS libraries. Ascertain belonging measures. Board position description that includes DEI priorities.	Share best practices with other libraries and boards.	
<b>Policy modification</b>	Eliminated overdue fines; flexible strategies for lost items; remove financial barriers for patrons.	<i>Flexibility for patrons who cannot provide certain forms of ID</i>	
<b>Collection Development</b>	Spanish language & bilingual collection for Dream Bus; shared with Bookmobile; build collection responsive to DCLS patrons. Collection audits with DEI focus.	Work with other libraries to develop their Spanish language collections.	
<b>Leadership Development</b>			
<b>Build mentor/intern program</b>	Ripple Intern Program: 3 semesters of interns; 2 are working at libraries	Work with Dane County libraries to employ interns.	
<b>IDEA TEAM/DPI</b>	Participate in state-wide library DEI team to plan webinars, provide BIPOC support, pre-conference event at WLA Annual Conference.		

Program Innovation			
<b>Job Center Access</b>	Continued fine/fee waiving for patrons throughout pandemic. Weekly Job Center presence as soon as Center reopens. Due to low attendance, DCLS paused visits; will reconsider for 2024.		
<b>Restorative justice training</b>	Discussions at regional equity teams @ restorative justice options; individual library guidance.		
<b>Beyond the Page Ripple Project</b>	Library equity teams meet monthly to discuss equity barriers and responses. Slate of 20 experts presented 54 programs in DC libraries in 2022. Ripple work underscores BTP programming.	Ripple focus for library-specific work, such as connecting with Spanish-speaking communities.	
<b>Dream Bus Outreach</b>	Build relationships with neighborhood contacts Expanded service areas to Capital High Alternative High School Attend Parks Alive summer programming.	Work with community partners to identify new stops.	

Collaboration			
<b>Develop diverse hiring practices</b>	Ripple Intern Program informs hiring.	<i>Library staff around the County is more diverse and reflective of the patrons served.</i>	
<b>Beyond the Page Ripple Project</b>	Library equity teams meet monthly to discuss equity barriers and responses. 20 presenters/54 events in 2022. Ripple Intern Program established. NE Regional Equity Team working to connect with the LatinX/Hispanic communities in this region.		
<b>RESJ work with Dane County Libraries</b>	Establish ongoing Ripple support for equity teams, equity programming and materials.	Establish guide for libraries looking to recruit diverse boards & staff. Renew MOMA for DEI work.	
<b>Dream Bus Outreach</b>	Work with community reps (high turnover rate) in each neighborhood to maintain solid relationships between Dream Bus & community.		

<b>Resource Mobilization - Budget</b>			
<b>Dream Bus Outreach</b>	Funding secured from MPL Foundation through 2026. Dream Bus Clerks & Librarian established under DCLS budget.	Seek continued support for Dream Bus services through County and municipal funds.	
<b>Beyond the Page/Ripple</b>	Beyond the Page Manager & Library Assistant established as regular positions under DCLS. Secured grant funding for Ripple Intern Program.	Expand impact of BtP/Ripple throughout Dane County Equity Teams and DPI Ideas Team.	
<b>Brand and Visibility</b>			
<b>Dream Bus Outreach</b>	Bookmobile establishes community space in Owl Creek.	Dream Bus builds community spaces in 5 neighborhoods.	Expanded Dream Bus stops Special event stops: Juneteenth, Zoo, Forward games, It Takes A Village. Work with reps in each neighborhood to maintain relationships. Work with MPL Marketing Team to expand awareness of Dream Bus.
<b>Beyond the Page/Ripple Project</b>	Website presence and calendar with some Facebook posts.	Through Ripple Programming, utilizing more social media – FB, Instagram, newsletters.	<i>Beyond the Page and Ripple are synonymous and county residents know that these terms mean humanities programming in Dane County Libraries that reflect racial equity and diversity.</i>