

DRAFT ILA Strategic Plan for 2019-20 through 2021-22

Vision					
Collaboratively shaping a new future for libraries in Illinois.					
Mission					
Leadership, advocacy, partnerships, and learning for the benefit of Illinois libraries.					
Core Strategic Values					
<i>Filtering all decisions at every level of the association through these values will lead to achieving the vision.</i> Does this decision, initiative, program or service demonstrate or incorporate: Energizing/Visionary Leadership? Adaptation to Change? Long Term Strategic Perspective/Direction? Member Service Culture? Partnerships/Alliances? Diversity and Equity of Opportunity?					
Overarching Purpose					
Information access, equity, intellectual freedom, and objective truth are preserved.					
Strategies					
Advocacy		A Culture of Diversity and Inclusion		Delivery of Member Value	Leadership
Desired Outcomes					
Direct Advocacy Activated strategic alliances and informed advocacy at all levels achieve adequate funding for libraries. Governmental decision-makers increase support for libraries.	Indirect Advocacy The communities and people served value the presence and vitality of their libraries. Libraries are recognized as a vital and relevant resource.	In the Profession Library leadership and staff are cultivated and engaged in advancing equity, diversity, and inclusion in the communities they serve.	In the Association Members recognize their ownership in and have equitable access to participate and be heard in ILA's volunteer structure. Members connect collaboratively for sharing and creation of knowledge.	Members in every segment find relevant value from ILA programs and services. Members access and implement innovations.	Access to library service continually expands to increasing numbers of Illinois residents. Libraries and librarians, library staff, and trustees are supported effectively and efficiently by the library ecosystem in the state.
Goals					
Invest in advocacy. Educate and mobilize activist groups and other professional associations to understand and support the cause and critical nature of libraries.	Develop education and tools for library leaders and staff to establish clear understanding of the library's worth among the people served, resulting in community and stakeholder ambassadorship and engagement in advocating for libraries.	Develop education for library leaders and staff about increasing diversity in collections and programs and creating an inclusive environment in libraries and librarianship.	Review and revamp the committee and volunteer system for functionality, diversity, inclusivity, and recognition. Increase awareness, understanding, and commitment to creating an inclusive environment in ILA.	Assess and refresh programs and services, integrating new approaches to deliver member value in programming.	Convene critical conversations with partners in the library ecosystem including the Illinois State Library, the three systems, AISLE, and other related consortia and organizations.