



## **Racial Literacy Plan 2020-2021**

### **Vision:**

The Sun Prairie Public Library serves as a dynamic, positive force in the community. We connect residents with the world of ideas, literacy, literature, and information and aspire to create opportunities for all residents to participate, connect and discover innovative, traditional, and emerging library resources and services.

### **Mission:**

The Sun Prairie Public Library serves the community as an activity center to support lifelong learning by providing educational, cultural and recreational opportunities for all people.

### **Core Values:**

#### **Serving with Integrity**

Providing considerate and inclusive service that respects all community members and their information needs, privacy, and right to intellectual freedom. We are committed to the responsible stewardship of library materials and spaces.

- We are transparent in our words and actions.
- We practice empathy.
- We are accurate and consistent.
- We respect privacy and opinions.
- We provide data-driven decisions that lead to effective outcomes.

#### **Striving for Excellence**

Rising to new challenges and opportunities by embracing creativity and change through innovation. We are highly skilled, knowledgeable, and caring and we cooperatively construct a healthy organizational culture that allows each of us to thrive.

- We actively support and empower each other.
- We offer quality programs, materials, and resources that are accessible to all.
- We build and maintain authentic connections with our community members and each other.
- We stay on the leading edge of technology.

## Engaging the Community

Building connections with community members and organizations. Our services, resources, and gathering spaces are inclusive and we engage in the civic life of the community by incorporating engagement opportunities for residents of all ages and interests.

- We develop collections that meet diverse needs and interests.
- We actively seek feedback and input from community members.
- We keep our fingers on the pulse of the community.
- We reach out to and engage with the entire community through library outreach programs, a variety of media sources, social media and technology.

In light of the increased unrest due to the systemic racism prevalent in the United States and the focus on the Black Lives Matter movement, the Sun Prairie Public Library is committed to enhancing racial literacy. Racial literacy can be defined as those skills that “probe the existence of racism and examine the effects of race and institutionalized systems on their experiences and representation in US society.” (Sealey-Ruiz, 386)

The Public Library Association (PLA), a division of the American Library Association (ALA), calls on public library workers to commit to structural change and to taking action to end systemic racism and injustice. This Racial Literacy Plan is our commitment and action plan.

Racial literacy for our staff and patrons will involve creating learning opportunities, that will enable our community to identify racism, bias, micro-aggressions, the history of systemic racism and to develop strategies for countering it within our own professional practice and hopefully eradicating it. We will accomplish this by:

1. Providing professional and staff development opportunities
  - a. Dane County Library System, Ripple Project. Development of Regional Equity Teams.
  - b. City of Sun Prairie Equity Academy
  - c. Conferences
  - d. Webinars
  - e. Professional reading
  - f. On-site and/or remote staff training and discussion
2. Reviewing policies and procedures
  - a. Changing and/or abolishing practices that are identified by library research as systemically racist
  - b. Review and revise protocols for involving police in patron interactions
3. Intentional programs
  - a. Book clubs
  - b. Panel discussions

- c. Cultural appreciation
- 4. Collection Development
  - a. Audit of materials and selection criteria
  - b. Displays
  - c. Readers advisory
  - d. Provide opportunities to create content
- 5. Representation
  - a. Staffing initiatives
  - b. Hiring local and national experts and to lead staff development and community discussions
  - c. Developing internship programs
  - d. Establishing focus and advisory groups
  - e. Providing opportunities for community members to share their knowledge, skills and talents with others
  - f. Library Board representation

Sealey-Ruiz, Yolanda. "Building Racial Literacy in First-Year Composition." *Teaching English in the Two Year College*, vol. 40, no. 4, 2013, pp. 384-98.