

2021 Strategic Plan Midyear Report

1. Foster diversity, equity, and inclusion

The Anti-Racism Task Force has met virtually ten times with Compass Consulting Services, who is guiding us into setting priorities. There are thirteen staff members who serve on this committee.

Youth Services Manager Sam Lapidés created the Diverse Books Task Force, which was led by Youth Services Associate Kareemah Hairston. The Task Force made a recommendation to remove the six controversial Dr. Seuss titles and the Dav Pilkey title. These books have been withdrawn from publication by their authors/estates.

Adult Services Librarian John Piche has continued facilitating the popular 1619 Project program series. So far this year, there have been 8 discussions, 15 video interviews and 5 bibliographies produced. John was also invited to present at one of OLC's standalone conferences "Service for All", as was Technology Trainer Ann MacNamara, who assists John with the online 1619 programs.

As part of the Local History programming, there was also a lecture presented on "Resisting Segregation".

Numerous staff members from throughout the system have attended training and webinars in these areas. Examples include the Groundwater Training and webinars such as "Prejudice: Responding to Prejudicial Comments from Customers".

Human Resources Associate Leslie Mallon has begun to analyze diversity results in our recruitment strategies.

Noble Neighborhood Branch Manager Constance Dickerson identified a suitable space for the Bhutanese Community of Greater Cleveland to use at the branch, which is now dedicated to their use exclusively. They were previously in the Noble Presbyterian Church next door.

Technology Trainer Nia Turner began a partnership with PCs for People and the Lee Road Branch became a pick-up location for the technology that they give out.

2. Seek opportunities to promote an environment of safety and security for the community

Twenty employees are assisting with the Library's COVID response. Activities involved with that range from the Communications Department highlighting our services online and on social media to the Circulation staff members continuing to provide curbside service when requested.

Staff members from throughout the system continue to attend webinars from the Ryan Dowd sessions on various safety and security topics.

Maintenance Technician Leroy Hamby has been assigned the responsibility of the cleanliness and maintenance of the Coventry PEACE park.

Facilities Manager Tim Pasbrig conducted an accessibility audit. He also secured and emptied the Noble Presbyterian Church once we bought it, working cooperatively with their staff.

The Lee Road Branch continued to provide contactless Food Pantry services in conjunction with the Greater Cleveland Food Bank once a month. This is run primarily with volunteers organized by Community Engagement Associate Isabelle Rew.

3. Be proactive in facilitating communication and be a bridge builder for community concerns

Youth staff members from throughout the system conducted 66 Zoom storytimes, in addition to the outdoor programming that was added in the late spring.

Throughout the first half of the year, there have been 83 adult programs, both virtual and outdoors, provided by staff at all locations.

Youth Services supported the schools' summer camps with digital and literacy programs. They also provided kindergarten readiness programs, such as the "ABCs of Kindergarten", held in conjunction with Family Connections.

Local History Librarian Jessica Robinson researched furniture and products for the new Local History Room. Tim Pasbrig coordinated the reconstruction of the room.

The Social Media Task Force has ten staff members serving on it. They support the Communications Department by sharing stories and pictures from all locations to highlight on our accounts, which diversifies our social media presence.

The Dementia Friendly Task Force assembled the Memory Kits for circulation, partnered on a large grant, and offered training to the community with the Alzheimer's Association.

The Technical Services Department processed all of the Memory Kits and Circulating tablets for the system.

Both the Coventry and the University Heights branches will be adding storybook walks in 2021.

Both Coventry and Noble offered gardening programs.

Staff from the University Heights Branch and Administration participated in University Heights' July 4th parade.

Noble Youth Associate Monica Wilson was the library's representative at the National Network of Partnership Schools' meeting.

Coventry Youth Associate Steve Eigsti, in conjunction with community partner Lake Erie Ink, hosted a student writing program.

The Cleveland Shakespeare Festival held "Romeo and Juliet" in the PEACE park.

UH Youth Librarian Hannah Van Jura has updated the Teen Graphic Novel collection.

We began a discussion with Y.O.U. (Youth Opportunities Unlimited) for an Internship/Employer program for the fall.

4. Be a bedrock for community workforce development

Many adult staff members from throughout the system, as well as Teen Librarian Sarah Rosenberger, are working on providing workforce development focused programs, booklists and collection additions. A Teen Career section at Lee was created.

Three members of the Continuing Education Department continue to prioritize the teaching of online technology classes. Technology Trainer Nia Turner has compiled a customer survey about what kinds of service are most desired.

The Continuing Education Department has also resumed their Job Essentials program series, in addition to the service, Virtual Reference Review.

Noble hosted an “Ohio Means Jobs” tutorial and Lee Road presented “Starting a Small Business in Ohio”.

Adult Services Librarian Amy Marshalek updated the DVD collection on workforce development, with 41 new titles.