



Winnipeg Public Library Board Strategic Plan 2020-2025

Annual Strategic Plan Review – 2021

Introduction

The following document will outline the goals the Board undertook in 2021 and progress attained, as well as suggest one new goal and actions for carried-over goals for the Board to consider for 2022.

2021 Strategic Plan Goals

1. [Determine how the Winnipeg Public Library Board can incorporate and adhere to the Truth and Reconciliation Commission's \(TRC\) Calls to Action for Libraries.](#)

- In 2020, the Winnipeg Public Library Board (WPLB) advocated to the City of Winnipeg to adopt the fine-free model. As of January 1, 2021, the Winnipeg Public Library (WPL) eliminated all overdue fines and DVD/Blu-ray borrowing fees. Overdue fines created a barrier from accessing library services. Fines also created negative experiences for our community (including Indigenous patrons) and library staff, and discouraged use of the library.
- At the October 5, 2021 WPLB meeting, a discussion took place on the Indigenous Land Acknowledgement currently being read by the Chair of the WPLB at the beginning of meetings. The discussion centred on clarifying the nature of what is often termed a “land acknowledgement”. Examples of acknowledgement used by other entities, and their meanings, were provided to the WPLB. The Executive Committee has decided that members will be asked to take turns reading the Land Acknowledgement starting in 2022. This will present the opportunity for board members to reflect on the meaning to them when they recite an acknowledgement.
- In 2021, the WPLB provided financial assistance to the following programs/activities to support reconciliation:
 - \$15,000 to offset the cost of salaries that WPL will be providing to the Fearless R2W Community Safety Host program. The pilot program will be providing supportive employment transition for Indigenous youth aging out of care. The WPL will provide space for training sessions, and opportunities to work with staff at several WPL branches. This program re-envisioned the role of a “security guard” through an Indigenous lens (fostering positive community engagement and well-being).
 - \$3,000 for a jointly planned initiative between the WPL and the City of Winnipeg, Indigenous Relations Division for supplies and honoraria towards the REDress installations at all 20 libraries. All libraries will have red dresses with accompanying information on MMIWG2S+ in place from October 1 – Dec. 31, 2021.

- In addition, the Millennium Library is exploring options for a more permanent space. The installation will be presented annually, with the dresses appropriately stored when not in use.
- \$500 to purchase orange t-shirts for the WPL to use for displays to support Orange Shirt Day: Every Child Matters, “Canada’s National Day for Truth and Reconciliation” on September 30th.

Goal progress: Ongoing

2. Support Winnipeg Public Library with funding and Board involvement as they work with a consultant to explore the possibilities around changing or removing the Millennium Library security screening process.

- The WPLB supported the community consultation process for Millennium Library by funding the facilitator for a Committee Working Group and by providing two WPLB representatives.
- The City of Winnipeg, WPLB, and WPL representation on the Community Working Group was streamlined to achieve a better balance between the community and internal stakeholders at the meetings. Members of the City, WPLB, or WPL will either attend the Community Working Group meetings or participate in the internal working group to ensure the behind-the-scenes work on planning, organizing, and informing the community are carried out.
- Several Community Working Group meetings were held in 2021:
 - On August 31, 2021 – discussion of membership of group, purpose of group, values of group, and priorities of group. Attendees included: representatives from Fearless R2W, SEED, Millennium 4 All, Sunshine House, and those with lived experience.
 - On September 23, 2021, those from the Community Working Group who are interested in the security contract for the library. The Request for Proposal (RFP) for this contract needed to go out beginning of October as the current contract expires on December 31, 2021. Community members provided feedback, which was integrated into the technical specifications of the bid as well as the standing orders and training for the guards. This RFP is not related to security screening, but is the ongoing contract the library has had at Millennium for 30+ years.
 - On October 19, 2021, updates were provided on the community host program and the Security RFP, the Terms of Reference (TOR) for the group, feedback on the Community Connections space, and the upcoming priorities for the group. The internal working group has been tasked with revising the TOR and distributing it, as well as sending out a draft document on the Community Connections space. This Community Working Group would like to see written guiding principles related to the use of the Community Connections space.

Goal progress: Ongoing

3. Update the Winnipeg Public Library Board Regulations document (re-open).

- The Regulations were circulated to the WPLB and LAC members for comments. Revisions were compiled and edited for formatting and grammatical errors. The final version will be presented at the WPLB Executive Committee meeting in December 2021.

Goal progress: Approval of the Regulations by the WPLB will be required in 2022.

4. Explore ways to improve communication between Winnipeg Public Library Board (WPLB) and the public to keep all involved apprised of WPLB projects, advocacy, and progress. (Possible avenues of communication to be explored may include WPLB website, Winnipeg Public Library (WPL) website, WPL social media, LAC meetings, WPL newsletter, public meetings, etc. The Manager of Library Services could arrange a presentation from WPL marketing staff, including website statistics, to assist in assessing this goal.)

- Evaluate the content & the manner in which WPLB information is presented in the following avenues of communication:
 - Winnipeg Public Library (WPL) website
 - Winnipeg Public Library Board (WPLB) website
 - WPL social media accounts (eg. Twitter, Facebook, Instagram)
 - WPL newsletter
- Ask the Manager of Library Services to engage the WPL marketing staff to help the WPLB to evaluate/measure user statistics, content clarity, utility and feedback from the public in order to determine the effectiveness of the content and presentation
- At the May 4, 2021 WPLB meeting, the Board received a presentation from the WPL on anti-racism, anti-oppression, and recent WPL work on those topics.
- WPLB asked to use of social media accounts of WPL to:
 - Advertise vacant LAC positions in Spring 2021. As a result of the advertisements, a couple of vacant positions for the East Kildonan –Transcona LAC were filled.
 - Advertise the opportunity to put in an application to be on the WPLB, through the City's annual recruitment to fill board positions. Social media items were posted on the WPL accounts on September 7 and 20, and October 11 and 14.
- WPLB requested changes to the WPL website to add a link to the WPLB homepage, including a link to access additional Board and contact information.
- The WPLB advocated for sustainable funding to be provided to the Centre for Equitable Library Access (CELA) and National Network for Equitable Library Service (NNELS) by the Government of Canada. These two organizations had received notification that their federal funding was not guaranteed after 2022.
- WPLB approved a partnership in the 2021 Animal Services calendar. The WPL will be featured in February 2022 for "I Love to Read" month.

Goal progress: Ongoing

5. Indigenous cultural competency training for Board members, possibly in tandem with Winnipeg Public Library staff.

- WPLB approved Indigenous cultural competency training for WPLB and Library Advisory Committee (LAC) members. Seven Board/LAC members were approved to participate in the Indigenous Canada certificate program provided by University of Alberta.

Goal progress: Ongoing

6. Consider applying to Welcoming Winnipeg for a name change to Cornish Library.

- Councillor Rollins submitted a proposal to the WPLB to submit a request to Welcoming Winnipeg to their Changes to Historical Markers & Place Names program. The proposal is to pursue, with Indigenous and community partners support, the renaming of the Cornish Library. The WPLB actioned the Truth and Reconciliation Committee to review the proposal for Board consideration.
- The Truth and Reconciliation Committee of the WPLB met on June 21, 2021 to discuss the proposal tabled by Councillor Rollins as per the WPLB request. The Committee reviewed the deliverables for the proposal and has requested a revision to the schedule for the project.

Goal progress: Ongoing

2022 Recommended Goals

The Committee recommends that all goals be carried forward to 2022 to continue to advance on the progress made in 2021. In addition, one additional goal be added as follows: “Explore opportunity to address meeting attendance”.

The Committee recommends that the following specific actions, related to these 2021 carried-over goals, be considered for 2022:

- Engage with the Indigenous Working Group at the WPL for awareness of their goals and the opportunity to work together on training/teaching opportunities and collaboration for events.
- Support WPL through active participation and funding around changing or removing the Millennium Library security screening process.
- Approve and implement the Winnipeg Public Library Board Regulations.
- Facilitate a training opportunity for the WPLB, WPL, and LAC members together to expand knowledge of Indigenous cultural and teachings.
- Provide individual Board members with a personal copy of the WPL booklet outlining the TRC’s 94 Calls to Action. Learn what the Calls to Action are and further highlight specific Calls to Action that can be targeted and implemented.

- Promote WPLB advocacy work on WPL website as a way to communicate to the public.
- Continue to pursue the proposal by Councillor Rollins to the Changes to Historical Markers & Place Names program led by Welcoming Winnipeg.