

AREA OF OPPORTUNITY	TIER 1 (BEGINNING)	TIER 2 (EMERGING)	TIER 3 (ADVANCING)
Organizational Commitment			
Mission update	Work with library board to redefine mission statement.	Create equity statement.	Updated mission statement; created vision and values statement. Equity statement added to bylaws.
Staff training on equity issues	Staff training on cultural awareness, racial bias, white privilege (2016)	Continued staff training every year: Racial Justice Summit; restorative justice training; WLA pre-conference discussion	Utilize DPI Diversity & Inclusion tool at DCLS. Staff participate on regional library equity teams.
Inclusive hiring & Board recruiting practices	Staff is comprised of women & men; however, we have only one person of color who is an LTE.	Work with OEI to announce positions; utilize alternative avenues to recruit for positions.	Of 12 total staff, 3 are POC and 8 are women. Of 7 Library Board members, 2 are POC and 3 are women.
Policy modification	Discontinued overdue fines.	Implement flexible strategies for patrons to return library items.	Max fees & restorative justice options for lost items; no financial barriers for patrons.
Collection Development	The DCLS collection features a variety of materials from authors of diverse backgrounds and experiences.	Dream Bus staff asked patrons what kinds of materials they would like to see on the bus and made purchases of those titles.	Build a solid Spanish language collection for the Dream Bus to share on the Bookmobile; continue to build a collection responsive to DCLS patrons.
Leadership Development			
Build mentor/intern program	Identify tasks at DCLS that would build skills transferrable to any workplace.	Contact other libraries and County agencies about how they recruit interns.	BGDCDC Interns hired for summers of 2019, 2021, 2022. <i>Hiring 4 students of color for Ripple Intern Program fall 2022.</i>

Program Innovation			
Job Center Access	2016/17 provided library card signup and collection at Job Center thru LSTA grant; worked with Mad Pub Lib to clear patron records of fines/fees	Continue weekly service at Job Center as part of Outreach Services.	Continued fine/fee waiving for patrons throughout pandemic. Weekly Job Center presence as soon as Center reopens.
Restorative justice training with YWCA	Staff received YWCA Restorative Justice training.	<i>Present outcomes of training at DC Librarians' meeting; coordinate training at Dane Co libraries</i>	<i>DCLS staff participates as instructors in the YWCA training process to make it library-specific.</i>
Beyond the Page Ripple Project	Ongoing discussion w/Dane Co libraries about RESJ topics.	Identified RESJ as the focus for county-wide BTP project for 2021.	Library equity teams meet monthly to discuss equity barriers and responses. Slate of 20 presenters for public library program scheduled for 2022. Ripple Intern Program begins fall 2022.
Dream Bus Outreach	Implemented weekly stop at Owl Creek neighborhood.	Work with NRT coordinator and community reps to gain input about stops.	Work with community reps in each neighborhood to build relationships with Dream Bus. Expanded service areas to Capital High Alternative High School locations and other MSCR locations.

Collaboration			
Develop diverse hiring practices	Work with OEI to extend employment opportunities.	Encourage libraries to work with OEI to reach more diverse candidates.	<i>Library staff around the County is more diverse and reflective of the patrons served.</i>
Beyond the Page Ripple Project	Discussion w/DaneCo libraries about RESJ topics	Identify RESJ as the focus for county-wide BTP project	Library equity teams meet monthly to discuss equity barriers and responses. Slate of 20 presenters for public library program scheduled for 2022. Ripple Intern Program begins fall 2022.
RESJ work with Dane County Libraries	Discussions about RESJ findings at County & City of Madison at Dane County Library meetings	~Discussion of fines, fees and other obstacles to library use. ~Coordinated YWCA training for libraries in Dane Co	Establish ongoing Ripple support for equity teams, equity programming and materials.
Dream Bus Outreach	Met with Owl Creek NRT to learn about community before Bookmobile visits	~Work with Madison Public Library to identify locations for stops; create a County/City MOU defining collaboration. ~Work with MPL Foundation on funding the new vehicle and operational costs ~Work with communities to gather input on times of stops, wrap artwork & collection.	Work with community reps in each neighborhood to maintain solid relationships between Dream Bus & community.

Resource Mobilization - Budget			
Dream Bus Outreach	Bookmobile establishes weekly service at Owl Creek; included in operational budget.	New Dream Bus service to 5 Madison neighborhoods; County is responsible for 25% of cost.	Funding secured from MPL Foundation through 2026. Dream Bus Clerks & Librarian established under DCLS budget.
Beyond the Page/Ripple			Beyond the Page Manager & Library Assistant established as regular positions under DCLS. Secured grant funding for Ripple Intern Program.
Brand and Visibility			
Resources on DCLS website	Beginning list of resources	Encourage libraries to share information and links.	<i>Libraries contribute to resource list</i>
Dream Bus Outreach	Bookmobile establishes community space in Owl Creek.	Dream Bus builds community spaces in 5 neighborhoods.	Expanded Dream Bus stops to Henderson & BLW neighborhoods. Special event stops: Juneteenth, Zoo, Forward games, It Takes A Village. Work with reps in each neighborhood to maintain relationships. Monthly work with MPL Marketing Team to expand awareness of Dream Bus.
Beyond the Page/Ripple Project	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>