

AREA OF OPPORTUNITY	TIER 1 (BEGINNING)	TIER 2 (EMERGING)	TIER 3 (ADVANCING)
Organizational Commitment			
Mission update	<i>Create equity statement.</i>	<i>Work with library board to redefine mission statement.</i>	
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	<i>Utilize DPI Diversity & Inclusion tool at DCLS; form equity team</i>
Inclusive hiring practices	Staff is comprised of females and males; 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 14 total staff, 3 are POC. <i>Increase hours/permanent positions for POC staff.</i>
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.
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.	Recruit 1-2 interns by 2021. 2019: Recruited BGDCDC summer intern.
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.	
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.	<i>Creation of library equity teams; diversity training for equity teams; community programming; SCLS-wide session on diverse hiring practices.</i>
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.

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	<i>Creation of library equity teams; diversity training for equity teams; community programming; SCLS-wide session on diverse hiring practices.</i>
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	<i>Establish ongoing Ripple support for equity teams, equity programming and materials.</i>
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.	<i>Dream Bus service continues beyond 4-year pilot, funded by MPL and County.</i>
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 five Madison neighborhoods.	Expand Dream Bus reach to other neighborhoods and community centers.