



To: Personnel & Finance Committee
From: Tracy Herold, Director
Date: October 28, 2019
RE: 2020 Budget

The Library continues to make progress on **Racial Equity & Social Justice** initiatives, including:

- ✓ Fine and fee forgiveness agreement with Madison Public Library
- ✓ Weekly presence at the Job Center
- ✓ Celebration of the 3rd anniversary of service to Owl Creek
- ✓ Increased staff diversity
- ✓ Launch of the Dream Bus in April 2019
- ✓ Staff attendance at Wisconsin Library Association program of “So You Want to Talk about Race?” by Ijeoma Oluo
- ✓ Planning county-wide project, funded by Beyond the Page, for library staff training and community programming centered around racial equity and social justice

The Library has made the following efforts towards **Sustainability**, including:

- ❖ Discarded library materials sent to Better World Books for world-wide reuse
- ❖ Improved gas mileage & reduced emissions on new Bookmobile
- ❖ Improved access to Bookmobile routes at Stoughton Road location
- ❖ Solar panels to offset carbon power
- ❖ Sharing undercarriage wash unit with Emergency Management
- ❖ Staff use of bus passes provided by County
- ❖ Provide Dream Bus stops to meet patrons where they are (schools, community centers, parks) to reduce need for travel