



2023 Strategic Initiatives

2022-2024 Strategic Plan

WE CREATED SHARED SPACES

Project	Description	Outcome	Timeline
Newcomer Engagement Strategy	Develop a newcomer engagement strategy and assessment of newcomer collections and programs.	Increased collections, programs and stories from newcomers	January to December 2023
Regional Innovation Hub	Investigate opportunities and explore options to partner with school boards for a collective Innovation hub.	Recommendation, plan and develop 2024 resource budget.	January to December 2023
Southwest Community Library	Design, tender, and construction of new community library	Construction complete and library opening in 2024	January 2023 to December 2024

WE REFLECT THE COMMUNITY

Project	Description	Outcome	Timeline
Workplace Excellence	Research and recommend strategies to achieve an engaged workforce and acquire and retain staff talent.	Goal to be recognized as Employer of Choice	January to August 2023
Strategic Plan: Environmental Scan and Community Engagement	Conduct an Environmental Scan and community engagement process to support development of 2025- 2028 Strategic Plan	Community engagement strategy and environmental scan complete.	March to December 2023
Local Indigenous history project	Compile, research, and document the history of local Indigenous community in Kitchener	Content assembled and program developed for National Day for Truth and Reconciliation	January 2023 to December 2024



WE LEARN TOGETHER

Project	Description	Outcome	Timeline
Community Storytelling	Develop and enhance community storytelling through collection of stories that celebrate inclusivity and cultural understanding.	Increased collections, programs and stories from Intercultural community	January to December 2023
Truth and Reconciliation Calls to Action Committee	Continue work outlined by the TRC Calls to Action Working Group	TRC action items identified and plan developed for implementation.	Ongoing

WE REMOVE BARRIERS

Project	Description	Outcome	Timeline
Indigenous Use of Space	Identify and recommend opportunities to remove barriers for Indigenous Peoples access/use of library spaces.	Increased access to library spaces by Indigenous Peoples	January to June 2023
Quiet Space to Support Community Needs	Identify and recommend quiet spaces to support religious or cultural practices, breastfeeding, etc.	Quiet spaces provided to support community needs.	January to June 2023
Library bookmobile	Investigate and recommend mobile library van equipped to deliver library programs and services to community locations	Recommendation, plan and budget developed.	January to December 2023