

Hamilton Public Library Board Strategic Plan 2023-2026

INTRODUCTION

This updates Hamilton Public Library's strategic direction for 2023 to 2026. As Staff work with the Library Board, Council and other stakeholders to advance these priorities, we will be mindful of the urgency and seriousness of some of our City's challenges. The City has declared states of emergency around homelessness, mental health and the opioid crisis. Recent events point to the urgent need for fundamental changes if we are going to reduce risks from climate change.

Addressing these challenges requires long-term, collective action. As a trusted partner HPL is well equipped to contribute to collaborative solutions. We will face the challenges people in our community are experiencing with persistence, courage and a focus on finding common ground. We will advance reconciliation with our Indigenous neighbours as we create positive alternatives to the voices of hate, fear and division.

MISSION STATEMENT

Freedom to Belong and Discover

VISION STATEMENT

A vibrant and welcoming community place where people learn, connect, share and discover.

VALUES

Accountability

Ensuring services remain relevant and that resources are managed effectively and transparently. We listen to the community and we communicate our rationale for decisions.

Inclusion

Creating trusted services and spaces that welcome and value everyone. We celebrate the varied cultures and histories of Hamiltonians. Equity informs our program design, so we can create fairer access to opportunities and help build a more just society.

Innovation

Anticipating and responding to changing needs and technology by continually adapting our work to remain relevant. We meet new challenges by gradually shifting resources to

build capacity in areas of growing need. We are a leader in integrating sustainability into our planning and actions.

Intellectual Freedom

Providing free access to a wide range of ideas and artistic expressions. Ensuring residents have appropriate digital access and skills to flourish in the current economy and society. We nurture conversations that enhance mutual understanding and learning.

Respect

Supporting the value and dignity of all individuals. We work to support residents in overcoming the legacies of colonization, racism and other forms of discrimination.

STRATEGIC PRIORITIES

Connecting to Community

The Hamilton Public Library welcomes everyone and strives to create spaces where people feel respected and included. We will continue to be a leader in fostering belonging and enhancing mutual understanding. Our physical and digital spaces will be inviting and accessible. Our collections, programs and services will be reflective of the communities we work with. We will actively pursue partnerships with aligned organizations to increase our impact sustainably.

Relevant and Responsive

The Hamilton Public Library advances our core library values as we embrace our evolving role in supporting digital access and literacy. We maintain strong physical collections as we grow digital services. Our spaces will be modern, accessible and increasingly energy efficient, as we use our operations to model sustainable solutions. We are engaged provincially and nationally as a leading library that works collaboratively to create policies and agreements which ensure fair access to copyrighted works in all formats.

Learning Organization

The Hamilton Public Library continuously seeks more effective ways to create a resilient and learning organization. Staff development is a continuous focus, so that we can meet the changing societal, technological and information needs of residents. We continue to focus on reducing barriers and ensuring our services are simple to navigate. We look for new ways to do outreach and promote the awareness and use of our services.