**OLA Strategic Direction 2020-2023**

**2020 proposed updates to Areas of Focus and Initiatives**

**Areas of Focus:**

**1. Actively commit to being an equitable, diverse, inclusive, and anti-racist organization**

* Affirm OLA’s commitment to EDI and anti-racism
* Improve the diversity within OLA with recruitment, retention, and support
* Support anti-racist libraries and library workers with educational resources

Objectives:

* EDI Committee is established and meets regularly as advisors to OLA, and strives to maintain representation from a variety of OLA divisions and units, including the Communications Committee (Target: FY 2021)
* The OLA Board reviews and evaluates progress and implementation of the EDI Task Force Recommendations as a standing agenda item during OLA Board meetings (ongoing)
* The OLA Board will review and approve an anti-racist statement or policy that applies to all OLA activities (Target: 2/21)
* The OLA Awards Committee will establish an award for individuals or libraries who have demonstrated success in building environments and/or programs that foster diversity and inclusiveness. (Target: 4/21)

 **2. Strengthen OLA’s leadership and advocacy role across the state**

* Provide ongoing advocacy training for the local, state, and national level
* Continue to advocate for all Oregon libraries
* Build and improve inter-regional networks to support and develop emerging leaders

Objectives:

* Increase participation in OLA/OASL Legislative Day by 10% annually
* Continue to offer Leadership Institute of OLA (LIOLA) on a recurring basis
* Develop and implement virtual advocacy training in all regional areas of Oregon.

**3. Increase engagement in OLA and enrich the membership experience**

* Build broader OLA access opportunities for all library workers
* Restructure communications committee to increase volunteer engagement
* Continue to provide professional development opportunities during the age of COVID

Objectives:

* Establish baseline membership engagement and participation for all OLA activities.
* Continue to promote scholarship opportunities and increase the number of recipients
* Conduct annual membership survey to measure membership satisfaction
* Build OLA community through online discussion forums (anti-racist book clubs, etc.) (Target: initiate 9/20)