

Bringing our community together





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Introduction

Georgina Public Library is very pleased to share our new strategic plan with you—our community. This plan will guide the efforts of the Library Board and staff over the next four years.

The Georgina Public Library Board’s Strategic Planning Sub-Committee spent more than a year developing this plan. We were driven by ensuring our future direction will provide the community with strong, fiscally responsible, and innovative library services that speak directly to your needs. We consulted with Library staff, Board Members, and residents from across Georgina. We held group input sessions, collected survey data, and conducted individual interviews to capture unique perspectives representative of our diverse communities. Once we had a sense of overarching themes from the community, we developed our strategic pillars and goals to best serve everyone in Georgina as we continue to grow, evolve, and change as an organization and a link to you—our community—while maintaining connections and commitments to our roots.

As we work towards our goals over the life of this plan, we’ll provide updates on the projects and activities we are undertaking to reach those goals. We will connect with our communities as much as possible to ensure we are clearly hearing about your library experiences, growth, and dreams for your public library, including offering you a variety of opportunities to tell us your public library stories.

First Nations Acknowledgment Statement

Georgina Public Library recognizes and acknowledges that we are on lands originally used and occupied by the First Peoples of the Williams Treaties First Nations and other Indigenous Peoples, and we would like to thank them for sharing this land. We would also like to acknowledge the Chippewas of Georgina Island First Nation as our close neighbour and friend, one with which we strive to build a cooperative and respectful relationship. We also recognize the unique relationship the Chippewas have with the lands and waters of this territory. They are the water protectors and environmental stewards of these lands and we join them in these responsibilities.



Mission

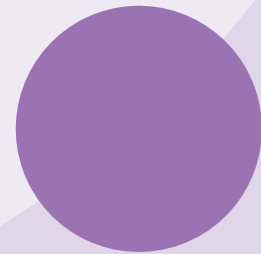
A shared path of growth, discovery, and connection.

Vision

Georgina Public Library welcomes our community to move forward with us; to provide dynamic services by supporting, empowering, and inspiring our evolving community.

Values

- Inclusive and welcoming
- Equity and diversity focused
- Community oriented and aware of our uniqueness
- Provide space to explore, create, and meet others
- Represent evolving, growing, inclusive, and multi-layered connections with all our residents
- Act responsibly and with compassion and understanding to all those who walk through our doors
- Offer programs, services, and collections to provide our community with modern and traditional essentials



Strategic Themes



Inclusive & Responsive

Maintain welcoming, inclusive, and growth-oriented spaces and environments for our community.



Green & Innovative

Grow with our community: sustainably, innovatively, and technologically.



Empower & Connect

Empower and support our staff, board, and library to best serve and connect with our community.



STRATEGIC THEME 01

Inclusive & Responsive

Maintain welcoming, inclusive, and growth-oriented spaces and environments for our community.



Thoroughly apply Inclusion, Diversity, Equity, and Accessibility (IDEA) lenses to all our programs, services, and collections

- Design and implement diversity audits of our collections, programs, and services.
- Develop an IDEA Committee to better inform library directions and priorities.
- Connect, listen, and learn from diverse community representatives, including Georgina Island First Nation, to help shape our direction and future.
- Focus IDEA lenses on how we act, plan, and communicate with our residents.

Position the public library as a community-engaged organization

- Listen, learn, and adapt our services to promote connection, belonging, and self-identification within our offerings.
- Thoughtfully engage our community to continually inform and evolve services and experiences for our residents.

Ensure the library's virtual and physical spaces meet Accessibility for Ontarians with Disabilities Act, 2005 standards

- Review and audit all our branches to highlight gaps in physical accessibility.
- Develop a report to study approaches to enhancing accessibility system-wide.
- Identify budgetary priorities to enhance accessibility system-wide.

Tailor public spaces to respond to all types of community needs

- Identify, renew, and promote public spaces which reflect local character and encourage all residents to use the library.
- With respect and proper consultation, our community spaces will reflect a commitment to Truth and Reconciliation with Canada's First Peoples.
- Formally renew connections with The Chippewas of Georgina Island First Nation to ensure our spaces and services represent a welcoming, culturally inclusive approach.

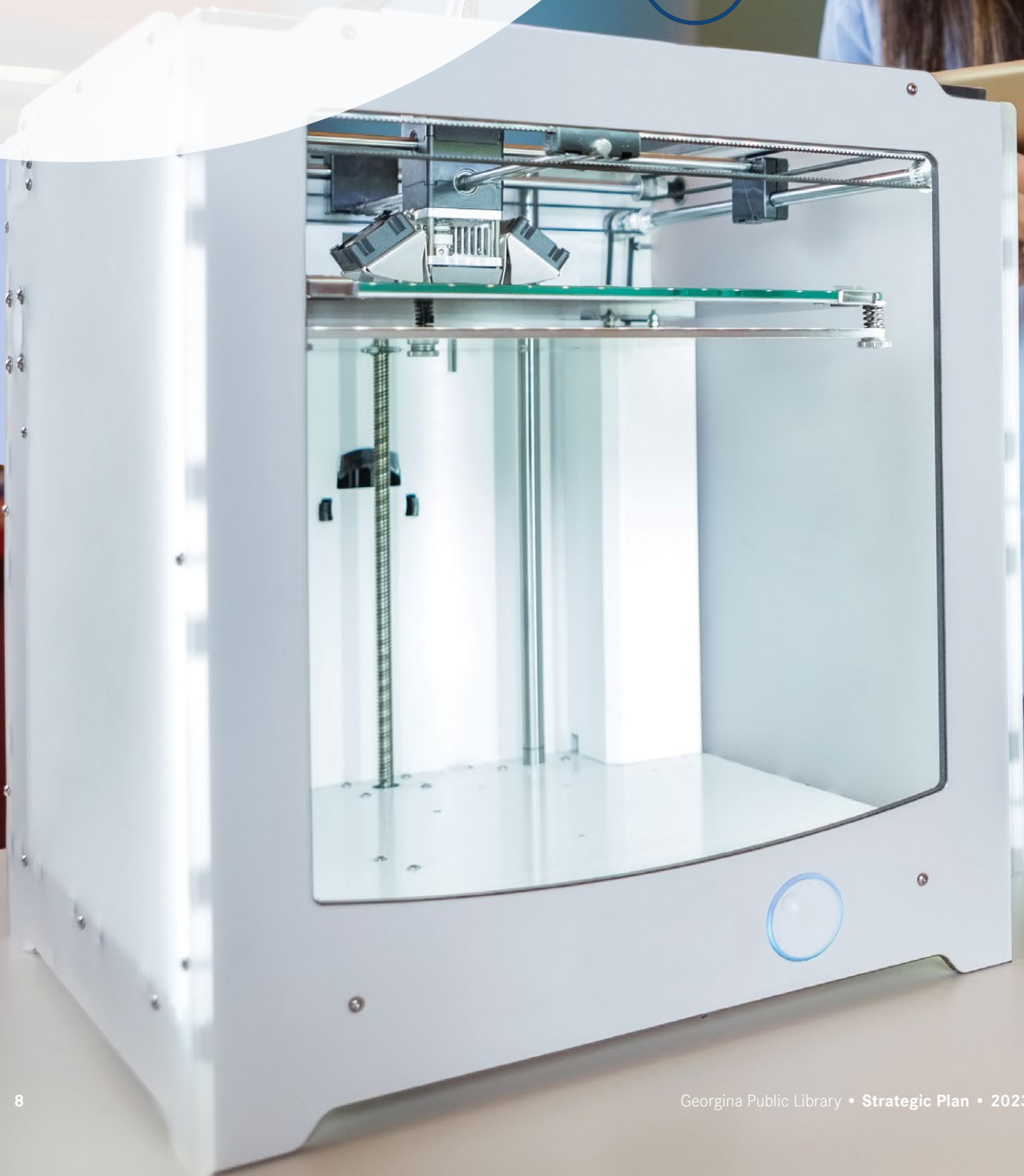
Address important trends in public library service

- Create and support science, technology, engineering, arts, and math (STEAM) offerings to our residents.
- Support and connect with local arts communities to leverage unique cultural opportunities.
- Identify viable opportunities to support and expand on emerging local interests.

STRATEGIC THEME 02

Green & Innovative

Grow with our community:
sustainably, innovatively,
and technologically.



Develop environmentally sustainable strategies to inform key library decisions

- Participate and partner in local green initiatives to promote environmental awareness in our community.
- Develop focused programming to foster environmental awareness and sustainability.
- Advocate for LEED Gold standards to be adopted in our new facilities and increase LEED compliance system-wide.

Provide emergent technology to all residents with an accessible and relatable approach that encourages exploration and wonder

- Inspire innovation, creativity, and skills development by providing modern tools, technology, and spaces.
- Deliver equitable access to technology and innovation system wide.
- Integrate the Discovery Branch to support creative education opportunities and innovation in our community.
- Strive to create an environment for staff and residents that reflects the concepts of psychological safety and social wellbeing.

Reflect our communities' needs by curating our programs, services, and collections in a balanced, responsive, and responsible manner

- Encourage a growth mindset where staff explore new possibilities and risk-taking to further the library's strategic priorities and the resident experience.
- Seek out opportunities for partnership and collaboration with community organizations to reflect residents' needs.
- Connect with and address the needs of key segments of both users and non-users in our community.



Empower & Connect

Empower and support our staff,
board, and library to best serve
and connect with our community.





Staff Growth

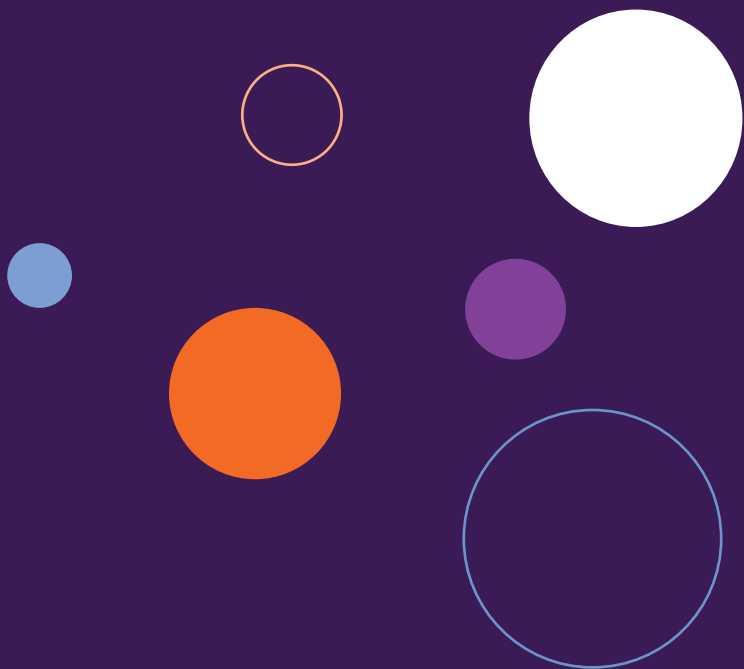
- Implement and annually review our training strategy to engage staff and encourage professional development.

Board Engagement

- Ensure the Library Board is equipped to deal with governance challenges through education and training opportunities.
- Throughout the board term, progressively develop legacy and transition documents that reflect the growth and evolution of our strategic vision.

Library as a Whole

- Inspire our community to engage with their library in new and creative ways.
- Ensure our policies, processes, and board directions reflect community perspectives and ideas.
- Pursue targeted grants to support the library's growth and evolution.
- Contract support and expertise to renew our Master Plan to effectively plan for our future needs.



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Keswick, ON L4P 3P7
Phone: 905-476-5762

Discovery Branch

261 Garrett Styles Drive
Keswick, ON L4P 0J1

Peter Gzowski (Sutton) Branch

5279 Black River Road
P.O.Box 338
Sutton, ON L0E 1R0
Phone: 905-722-5702

Pefferlaw Branch

76 Pete's Lane
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