

TOMPKINS COUNTY PUBLIC LIBRARY

STRATEGIC PLAN 2020-25

To our Tompkins County Public Library Community –

We are pleased to share our strategic plan to guide our service to the community for the next five years. Through the planning process, we have reaffirmed our core principles, while also imagining how we can grow and evolve.

Guided by the input of current patrons and non-users alike, the library's Board of Trustees and Strategic Plan Committee have crafted a new mission and vision which put our patrons front and center. Our organization's first-ever equity statement demonstrates our unwavering commitment to ensuring TCPL is a place for everyone, and our values express that which we hold most dear. Upon these foundations, we have arrayed a set of strategic goals, unified around the theme of sustaining our current work, and building upon it to welcome and serve even more people, how and where they need us.

Tompkins County Public Library is a reflection of our community's ideals. We are privileged to provide the services people have always treasured, as well as new offerings in response to our changing world. With the continued support of our County Legislature, committed staff, Friends of the Library, supporters of the Tompkins County Public Library Foundation, volunteers, library users, and all county citizens, we strive to remain an essential community hub. Thank you for joining us in this work.

Annette Birdsall, Director
Tompkins County Public Library



Mission

Tompkins County Public Library strives to meet and celebrate the aspirations of our community. We foster **opportunities for people of all ages** to discover, connect, and create throughout Tompkins County.

Vision

We envision a library where everyone can belong and find **joy in learning, discovery, and personal growth.**

Equity Statement

Tompkins County Public Library believes that **the library is for everyone.** We value diverse opinions and respect free speech. Different points of view are allowed and welcomed.

TCPL also supports patrons' rights to a library environment free of harassment and intimidation. TCPL views all manifestations of prejudice and intolerance that target particular individuals or interfere with patrons' ability to use the library as contradictory to our mission and violations of our Code of Conduct. We expect patrons and staff to contribute to a welcoming environment.



Tompkins County Public Library
101 East Green Street
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(607) 272-4557
www.tcpl.org



VALUES

Accessibility



Freedom to Read



Intellectual Freedom



Lifelong Learning



Leadership



Welcoming Environment



Well-maintained Facility



Community



Privacy & Confidentiality



Diversity, Equity & Inclusion



GOAL: Improve Access

TCPL seeks to make it easier to use the library, to strengthen and expand upon relationships with our partner organizations, and to bring library services beyond the confines of the facility.

- Remove and respond to barriers including policies and procedures, physical and virtual spaces, and service awareness
- Collaborate with cultural, educational, human services and other organizations to extend our reach
- Implement outreach strategies rooted in relationship-building, to reach individuals and communities currently underserved

GOAL:

Sustain Valued Programs and Services

TCPL seeks to provide collections, ongoing services and year-round programs that are aligned with community needs.

- Maintain the quality of highly-used and greatly-valued services
- Enhance civic participation and agency
- Integrate outcomes measurement
- Sustain the commitment to staff professional development

GOAL:

Encourage Belonging

TCPL seeks to foster a culture where all feel seen, heard and valued.

- Provide services and experiences which honor the range of backgrounds and needs represented among the Tompkins County community
- Foster a more diverse workforce
- Promote pathways to deeper library involvement