



Racial Literacy Plan 2023-2025

Vision:

Our vision is a dynamic, positive community force connecting all to the world of ideas, information and discovery in a safe, welcoming space where everyone feels they belong.

Mission:

We serve the community as an accessible central hub supporting lifelong learning and literacy through educational, cultural and enjoyable discovery opportunities for all.

Core Values:

Serving with Integrity by providing relevant and accessible services that respect all community members and their information needs, right to privacy, and intellectual freedom.

- We are transparent in our words and actions.
- We practice empathy.
- We are accurate and consistent.
- We respect privacy and opinions.
- We provide data-driven decisions that lead to effective outcomes.

Striving for Excellence by rising to new challenges and opportunities and innovatively embracing creativity and change. We cooperatively construct a healthy organizational culture allowing each of us to thrive.

- We actively support and empower each other.
- We offer quality programs, materials, and resources that are accessible to all.
- We build and maintain authentic connections with our community members and each other.
- We stay on the leading edge of technology.

Engaging the Community by building connections with community members and organizations. Our services, resources, and gathering spaces are inclusive and we engage in the civic life of the community through opportunities for residents of all ages and interests.

- We develop collections that meet diverse needs and interests.
- We actively seek feedback and input from community members.
- We stay informed of local interests and concerns, popular culture, and current events that may affect the residents of the Sun Prairie area.

- We reach out to and engage with the entire community through library outreach programs, a variety of media sources, social media and technology.

Racial literacy can be defined as those skills that “probe the existence of racism and examine the effects of race and institutionalized systems on their experiences and representation in US society.” (Sealey-Ruiz, 386)

The Public Library Association (PLA), a division of the American Library Association (ALA), calls on public library workers to commit to structural change and to take action to end systemic racism and injustice. The City of Sun Prairie is guided by a commitment to advance equity, honor our diverse identities, and create an inclusive culture for all. In alignment with the PLA and the City of Sun Prairie, the Sun Prairie Public Library’s Racial Literacy Plan is one of the ways in which we cultivate, promote, facilitate, and strengthen this work.

Racial literacy for our staff and patrons will involve creating learning opportunities, that will enable our community to identify racism, bias, micro-aggressions, the history of systemic racism, and to develop strategies for countering it within our own professional practice, and hopefully eradicating it. We will accomplish this by:

1. Providing professional and staff development opportunities
 - a. Dane County Library System: Serve on Regional Equity Teams
 - b. City of Sun Prairie Equity Audit Team
 - c. Conferences
 - d. Webinars
 - e. Professional reading
 - f. On-site and/or remote staff training and discussion
2. Reviewing policies and procedures
 - a. Changing and/or abolishing practices that are identified by library research as systemically racist
 - b. Continuing to review protocols for involving police in patron interactions
3. Intentional programs
 - a. Book clubs
 - b. Panel discussions
 - c. Cultural appreciation
4. Collection Development
 - a. Audit of materials and selection criteria
 - b. Displays
 - c. Readers advisory
 - d. Providing opportunities to create content
5. Representation
 - a. Staffing initiatives and recruitment
 - b. Hiring local and national experts to lead staff development and community discussions
 - c. Developing affinity community group programming

- d. Partnering with organizations to host internship programs
- e. Establishing focus and advisory groups
- f. Providing opportunities for community members to share their knowledge, skills and talents with others
- g. Library Board representation

Sealey-Ruiz, Yolanda. "Building Racial Literacy in First-Year Composition." *Teaching English in the Two Year College*, vol. 40, no. 4, 2013, pp. 384-98.