

Overarching Goal: Develop strategies to achieve the goals identified in the DEI policy:

Cleveland Public Library embraces and supports the diversity of our workforce as well as our community to include differences in race, ethnicity, language, culture, religion, gender, sexual orientation, gender identity or expression, socioeconomic status, military status, physical or mental ability or disability.

Objectives:

- Engage the board, leadership, and staff in ongoing inclusion training, education, and professional development;
- Create a safe workplace environment in which employees’ voices can be included, heard, valued, and treated with respect;
- Develop and implement programs and services that incorporate the differences that make us a community, ensuring fair and equitable treatment with access to appropriate resources and opportunities; and
- Develop a supplier diversity program that mirrors the patrons we serve.

Year One – 2020 – Strategic Initiatives – Create Awareness/Build Foundation	Completion Date
Education Department is established with a DEI division	In progress
DEI Coordinator/Specialist is recruited and hired	January 2020
DEI vision and strategy is communicated internally and externally	In progress
DEI education is developed and training begins with Management	
Employee Resource Groups concept is introduced and begins to organize	
Programs and services assessment is completed and program changes recommended	In progress
Supplier Diversity Council is established	Completed 7/2019
Supplier Diversity Policy is developed and approved by the Board of Trustees	In progress
Supplier Diversity strategy is developed and implemented	
Minority Supplier Diversity Academy is organized	
Year Two – 2021 – Strategic Initiatives – Increase Understanding and Knowledge	Completion Date
Education continues and begins to be expanded to all staff	
Employee onboarding includes DEI training	
Community assessments are completed to insure program and services inclusivity	
Marketing and communications continues and is expanded to internal and external stakeholders	
Some new/modified programs and services are rolled out based on community assessments	
Measurement tools for programs, services are developed to include policy and procedure effectiveness	
Supplier Diversity Council assists with establishing measurement and tracking	
Minority Supplier Diversity Academy begins and or continues training and development	
ERGs are organized and meeting to establish goals/strategies	
Year Three – 2022 – Strategic Initiatives – Develop Best Practices	Completion Date
Organization begins to clearly demonstrate diversity in language, dress, religion and non-traditional schedules	
Policies and procedures are reviewed and periodically assessed for continuous improvement	
Measurement tools are implemented	
Human Resource practices and procedures are periodically reviewed for equity, inclusion and diversity	
Minority Supplier Diversity Academy continues to train	