

2024
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2027

BURNABY PUBLIC LIBRARY 4-YEAR STRATEGIC PLAN

Connect the Community

- Develop library services that serve the diversity of people living in Burnaby.
- Lower and minimize barriers to library services.
- Provide library services to communities in their preferred language.
- Connect people to the services and resources they need.
- Create opportunities so that library users learn from and feel more connected to each other.



Encourage Curiosity & Learning

- Provide library services and collections that feed people's curiosity, learning and imagination.
- Engage library users in advancing equity issues.
- Engage library users in understanding the impacts of settler colonialism, and ways in which we can advance Truth and Reconciliation.
- Increase information literacy and civic engagement among library users.
- Facilitate community participation in brave dialogues on big issues.

Create Welcoming & Innovative Spaces

- Provide additional BPL facilities and services to people across Burnaby.
- Indigenize the design and naming of library spaces in relation with Host Nations.
- Celebrate Burnaby's diverse communities in BPL spaces.
- Provide a refuge for people in response to affordability and the climate crisis.
- Create accessible, flexible spaces that respond to evolving community needs.
- Create physical and digital spaces that inspire play and imagination.



VISION

A caring, curious and connected community.

MISSION

We create inclusive spaces where people can gather, learn and play.

Strengthen Organizational Culture

- Encourage connection, creativity and fun.
- Weave equity, diversity, inclusion and accessibility into BPL's culture and governance.
- Strengthen staff and trustee commitment to the principles of Truth and Reconciliation.
- Support staff mental health and wellness.
- Balance the goals of the organization with the capacity and resources needed.
- Support a learning culture for staff and trustees.
- Create a supportive environment where members of equity deserving groups can lead and shape the organization.



VALUES

INTEGRITY

We are open, transparent and accountable.

INTELLECTUAL FREEDOM

We support the rights of individuals to seek and receive information from all points of view.

COMMUNITY

We honour the wisdom and experience in our community and work together.

CREATIVITY AND JOY

We encourage new ideas, imagination, play and celebration.

EQUITY, DIVERSITY, INCLUSION AND ACCESSIBILITY

We apply an equity, diversity, inclusion and accessibility lens in all that we do and actively work to reduce barriers and foster understanding.

RECONCILIATION, INDIGENIZATION AND DECOLONIZATION

We build trust and relationships with Indigenous peoples and actively work to identify and dismantle colonial systems and practices.