### Vision:
A strong Oregon library network empowered locally and engaged nationally.

### Mission:
OLA provides advocacy, education, leadership and collaboration to continually strengthen Oregon’s libraries and the communities we serve.

### Reputation:
Welcoming • Adaptive • Respected • Energizing • Effective

### Unique Role:
Supporting and Advocating for Oregon libraries and the dedicated teams that staff them, OLA creates the space for:
- Equal access to a wide-range of professional development, education, and collaborative opportunities.
- A diverse mix of library professionals to work, learn, develop, and thrive together.
- A library voice at the political, educational, and community levels.

### FOCUS AREAS

1. Actively commit to being an equitable, diverse, inclusive, and anti-racist organization
   - EDI Committee is established and meets regularly as advisors to OLA, and strives to maintain representation from a variety of OLA divisions and units, including the Communications Committee (Target: FY 2021)
   - The OLA Board reviews and evaluates progress and implementation of the EDI Task Force Recommendations as a standing agenda item during OLA Board meetings (ongoing)
   - The OLA Board will review and approve an anti-racist statement or policy that applies to all OLA activities (Target: 2/21)
   - The OLA Awards Committee will establish an award for individuals or libraries who have demonstrated success in building environments and/or programs that foster diversity and inclusiveness (Target: 4/21)

2. Strengthen OLA’s leadership and advocacy role across the state
   - Increase participation in OLA/OASL Legislative Day by 10% annually
   - Continue to offer Leadership Institute of OLA (LIOLA) on a recurring basis
   - Develop and implement virtual advocacy training in all regional areas of Oregon

3. Increase engagement in OLA and enrich the membership experience
   - Establish baseline membership engagement and participation for all OLA activities
   - Continue to promote scholarship opportunities and increase the number of recipients
   - Conduct annual membership survey to measure membership satisfaction
   - Build OLA community through online discussion forums (anti-racist book clubs, etc.) (Target: initiate 9/20)

### OBJECTIVES

- Affirm OLA’s commitment to EDI and anti-racism
- Improve the diversity within OLA with recruitment, retention, and support
- Support anti-racist libraries and library workers with educational resources

- Provide ongoing advocacy training for the local, state, and national level
- Continue to advocate for all Oregon libraries
- Build and improve inter-regional networks to support and develop emerging leaders

- Build broader OLA access opportunities for all library workers
- Restructure communications committee to increase volunteer engagement
- Continue to provide professional development opportunities during the age of COVID

### ACTION INITIATIVES

### CLARITY

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