

Trends: A Discussion Document for the WLS Strategy Committee - November 8, 2021

Focus on Equity, Inclusion & Diversity

- Fine free public libraries
- Public libraries as social justice advocates
- Key partner in digital equity initiatives
 - Digital access
 - Digital literacy
- More censorship challenges
- More challenges for library boards trying to support EDI frameworks
- [Ending Late Fees: A Case for Equity » Public Libraries Online](#)
- [It's not so easy to tell when unhinged ideas deserve First Amendment protection - Lewiston Sun Journal](#)
- [Ohio school board head who penned controversial race & equity resolution resigns before being ousted by state senators — RT USA News](#)

Focus on Sustainability & “Green” Libraries

- Viewing architecture as a tool to promote socially shared spaces within and outside of library buildings
- Public libraries as champions of “green” spaces in their communities
 - Public programming
 - Construction initiatives
- Public libraries as a trusted and valued partner with most community organizations and local governments
- Affordable access to e-books
- [Will There Be Libraries in 25 Years? | Time](#)
- [New Model Library: Pandemic Effects and Library Directions \(oclc.org\)](#)

Focus on Trauma-Informed Services for the public and staff (includes revisiting outdated HR approaches)

- Public libraries modeling and sharing ideas about how to promote and support mental and physical wellness of the staff and community
 - Public programming
- Public libraries as an extension of public health (especially telehealth and information sharing) and social services (due to expansion of e-government and staffing reductions)
- [American Libraries \(2019\). Toward a Trauma-Informed Model](#)
- [‘Great Resignation’ may be altering workforce dynamic for good \(cnbc.com\)](#)
- [New HBR: 7 Strategies to Improve Your Employees’ Health and Well-Being – Stephen's Lighthouse \(stephenslighthouse.com\)](#)
- [New Study From IMLS: “Understanding the Social Wellbeing Impacts of the Nation’s Libraries and Museums” | LJ infoDOCKET](#)