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](https://www.publiclibrariesonline.org)
- [It's not so easy to tell when unhinged ideas deserve First Amendment protection](https://lewiston-sunjournal.com)
- [Ohio school board head who penned controversial race & equity resolution resigns before being ousted by state senators](https://usa-news.com)

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?](https://time.com)
- [New Model Library: Pandemic Effects and Library Directions](https://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Focus on Trauma-Informed Services for the public and staff (includes revisiting outdated HR approaches)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](https://americanlibrariesmag.org)
- ‘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](https://stephenslighthouse.com)