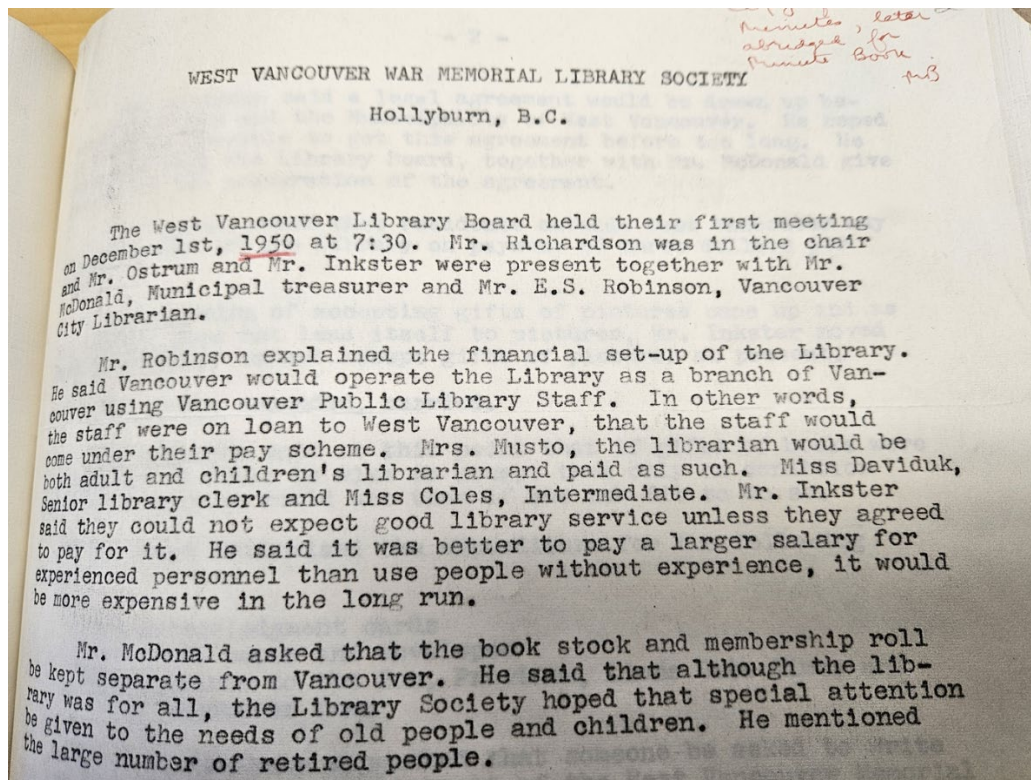




We don't look a day over 74...

On November 11, 1950, the West Vancouver Memorial Library opened its doors, and within two years, use of the new facility had grown from 5.95 circulations per capita to 8.59¹. Today, including print and electronic circulations, it is more than 20 circulations per capita. Add to this the many additional services, from tech help to instructional programs, workshops, and our beloved music programming, and this septuagenarian is aging well!

We continue to grow and evolve with our community, but see a continued thread of a love of learning in this community, an emphasis on service quality, and a special care for the youngest and oldest residents, as evidenced from the very first board meeting, in December 1, 1950.



¹ (Carswell, 1990). *Fulfilling a Dream*, p. 52.

In 2025 we will celebrate 75 years of library service in our community, building on a strong past, and looking ahead to new horizons in learning and technology and, in particular, examine how AI will fit into our organization and instructional work.

We will continue our focus on improving our facility as a place to gather or study independently. We will



complete our required seismic upgrade to the South Mezzanine and incorporate a low-cost space improvement to provide more seating, all while minimizing disruption to library patrons, despite the need to move 35,000 individual items both off and back onto the shelves. We will complete a new space plan for our Youth Department – the busiest users of the library to this day.

And through it all, just as in 1950, our focus will be on providing excellent and responsive services to all in our community.

INTEGRITY
We maintain a high standard of integrity and quality in our practices and services.

2025 goals

- Create a long-term infrastructure plan that includes an assessment of moving to a multiple location model
- Review noise zoning within the library
- Create an organizational AI policy and ethical implementation strategy
- Mini-migration of library catalogue (updating same software, new platform, improved security)
- Facility renewal [major]: seismic upgrade to Mezzanine. Plan renovation to minimize disruption to service.
- Facility renewal: Youth Space Plan and collaboration with WVML Foundation on fundraising launch
- Climate Future
 - Perimeter heating: natural gas to electric
 - Strategic partnership programming (example: EV petting zoo, repair café)
- Honouring Reconciliation
 - Host Robin Wall Kimmerer as part of the Big Ideas series
 - Review WVML progress on calls to action
 - Support Language Revitalization – expansion of language learning kits
- Exercise the new Business Continuity Program
- Support mental wellness and safety training opportunities for staff
- Refine HR policies and continue Workplace Violence Prevention efforts
- Internal assessment work
 - Staff engagement survey



A LEARNING CULTURE

We foster the joy of learning and growth, both in our community and within our staff.

2025 goals

- Youth Digital Learning Framework – a strategy for choosing, designing, and delivering library technology programs for youth
- Programs/partnerships to support economic development and workforce skills, including launch of library card for businesses
- Refine Big Ideas lecture series concept
- Continue to foster creativity and the love of art and music through innovative programming, exhibits, and:
 - Hosting a creative residency: music / songwriting
 - Developing a music appreciation nook on the computing floor
- Major partnership events: West Coast Modern Week, North Shore Writers Festival, North Shore Reads, North Shore Authors Collection
- Partner with West Vancouver Schools (WVS) on Successful Early Years to Kindergarten Transitions (SE2YK), School Library Card Project, and more



COMMUNITY

Community needs are at the centre of all we do. We tailor our services and spaces to those needs.

2025 goals

- Report on Library general user survey with suggested actions based on feedback
- 75th anniversary celebration and lead-up events, including digitization call
- Support community safety-related programs and services (FireSmart, support Emergency Operation Centre actions, acting as a cooling centre, etc.)
- Responsive community outreach, and partnerships
- Mini-campaign targeting non-users in lower use areas of West Vancouver
- Expand non-English programming and services



INCLUSION

Our Library's mandate is to support all people in our community through our services.

2025 goals

- Implement recommendations of the WVML Accessibility Plan, including:
 - SPARC BC accessibility assessments on built environment and technology
 - SPARC BC joint assessment through Public Library InterLINK on programs, services, and attitudes
 - Installation of a vertical lift to the rooftop garden
- Participate in and support District of West Vancouver corporate EDI and Accessibility initiatives
- Program review: feasibility of expanding hybrid programming options
- Finalize and implement WVML Equity Statement