



Our Vision

Thunder Bay Public Library will become the heart of the community - a welcoming and inclusive centre of social innovation and change.



Strategic Plan 2019 - 2023



Thunder Bay
Public Library

www.tbpl.ca
345-8275

The Planning Process

Community Conversations

The community intelligence for this plan was gathered by holding Community Conversations (January – June 2018) across the city with a wide range of individuals and organizations. Every sector and demographic was engaged in this process, including arts and heritage, business, criminal justice, community, faith, Indigenous, health, seniors, social service, women and youth. The aim of these conversations was to identify community aspirations and concerns so that TBPL can be both community led and needs based.

Community Survey

Community intelligence was also gathered via an online Community Survey (July - September 2018) that asked two key questions:

- What would make your life better in Thunder Bay?
- If there was a community space in Thunder Bay filled with things to meet the goal of making your life better, what would those things be?

Community Consultation

The Community Action Panel, Youth Advisory Council, Indigenous Advisory Council, TBPL Board members, TBPL Staff and Community Consultations were used to validate and prioritize the primary themes which emerged from the community conversations and survey.



Our Purpose

Thunder Bay Public
Library enables
people to learn, grow
and be inspired.



Strategic Objectives

Foster a Safe, Clean and Healthy Community

by supporting community clean ups, environmental improvements, community gardening and street art; improving community safety through local neighbourhood partnerships; reducing the perception and fear of crime

Challenge Institutional and Systemic Racism

by taking an active role in the city's Anti Racism Alliance; decolonizing the library service; developing policies, systems, collections and programs and recruiting a diverse staff which reflects the community we serve

Cultivate Diversity and Inclusion

by developing intercultural competence at TBPL; creating diverse cultural programming; implementing the TBPL Reconciliation and Relationship Building action plan; transforming stand alone libraries into multiple use community hubs; embedding a community led library philosophy

Mitigate the Impact of Homelessness and Poverty

by adopting a Poverty, Economic Inequality and Homelessness policy; providing free resources and removing barriers to access; supporting people with mental health and addictions challenges

Encourage and Support Youth

by targeting and invigorating youth services; providing meaningful volunteering opportunities; being an active participant in youth inclusion initiatives; enabling and facilitating creative and STEAM spaces



Our Values

Thunder Bay Public
Library believes in:
Intellectual Freedom,
Sharing and Recycling,
Access for All,
Inspiring Creativity,
Being our Best and
Being Relevant



Acknowledgment & Thanks

- Special thanks are due to all of the individuals and organizations that participated in the Community Conversations, the Community Survey and the Community Consultations.
- Thanks also to the Library Board and Staff and to all members of the Community Action Panel, the Indigenous Advisory Council and the Youth Advisory Council. Your participation in the conversations and your commitment to the Library help to ensure that the community is leading the way.

Shared Understanding:

Decolonization - is about shifting the way Indigenous Peoples view themselves and the way non-Indigenous people view Indigenous Peoples. Indigenous Peoples are reclaiming the family, community, culture, language, history and traditions that were taken from them under the federal government policies designed for assimilation. It requires non-Indigenous individuals, governments, institutions and organizations to create the space and support for Indigenous Peoples to reclaim all that was taken from them.

Systemic Racism - consists of patterns of behaviour, policies or practices that are part of the social or administrative structures of an organization, and which create or perpetuate a position of relative disadvantage for racialized persons. These appear neutral on the surface but, nevertheless, have an exclusionary impact on racialized persons.

Anti-Racist - intentional action which seeks to end racism. Actions and attitudes which challenge personal, cultural and institutional/systemic racism. An anti-racist organization is one that includes people from diverse cultural backgrounds as partners in the work, benefits, responsibilities and key decisions of the organization.

Diversity - refers to the variety of differences and similarities among people, including race, ethnicity, cultural traditions, religious expressions, age, gender, gender expression, sexuality, socio-economic status, geography, mental or physical ability, thinking styles and sexual orientation. Recognition of Indigenous peoples is also an important aspect of diversity - acknowledging their historically different lived experiences in the Canadian context.

Inclusion - is the "call to action" component of diversity. An inclusive organization is one in which all members - regardless of diverse characteristics - feel and experience the reality of belonging and are able to fulfill their potential.

Intercultural Competence - The capability to shift 'cultural' perspective and change behaviours appropriately and authentically when encountering cultural differences and commonalities.

STEAM - Science, technology, engineering, arts and math.



Community Hubs

The Library is transforming into Community Hubs. A Community Hub is a space in which multiple services are located together, creating a one-stop shop for people in the community to access the resources and services they need.

