



MARYLAND
LIBRARY
ASSOCIATION

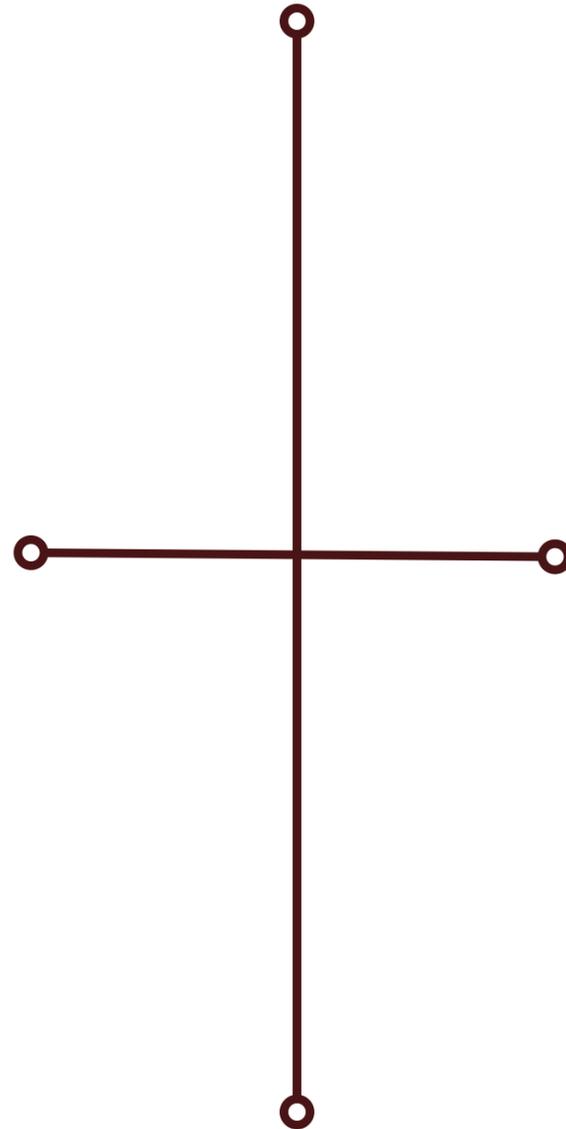
2023 Strategic Vision

Collaborate

MLA collaborates with and engages individuals and organizations of the Maryland library community to strengthen Maryland libraries.

Objective 1

Engage existing, new, and potential MLA members in organizational activities, including participating in working groups; pursuing leadership opportunities; incorporating strategies to enhance equity, diversity, and inclusion; and onboarding and succession planning.



Objective 2

Partner with other state- and nation-wide organizations in initiatives that further MLA's values and mission.

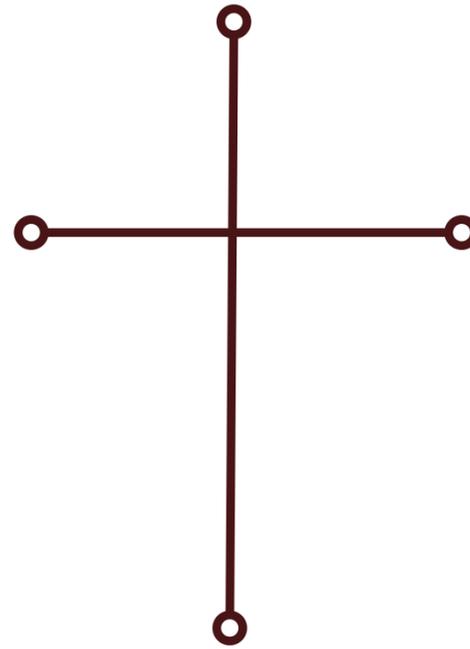
Advocate

MLA advocates tirelessly for libraries, library staff, and library

Objective 1

Empower MLA members with advocacy skills, and equip members with knowledge of Maryland and federal legislation, and aspects of government that affect libraries and their future.

values.



Objective 2

Support library leaders and members in upholding and advocating for the core values of libraries including access to information, confidentiality/privacy; democracy; equity, diversity and inclusion; intellectual freedom; social responsibility; and workplace wellness.

Objective 3

Ensure MLA's Legislative Panel monitors legislation impacting libraries; attends hearings and gives testimony in support of libraries; maintains frequent contact with elected officials; and keeps MLA membership informed of legislative issues impacting libraries.

Educate

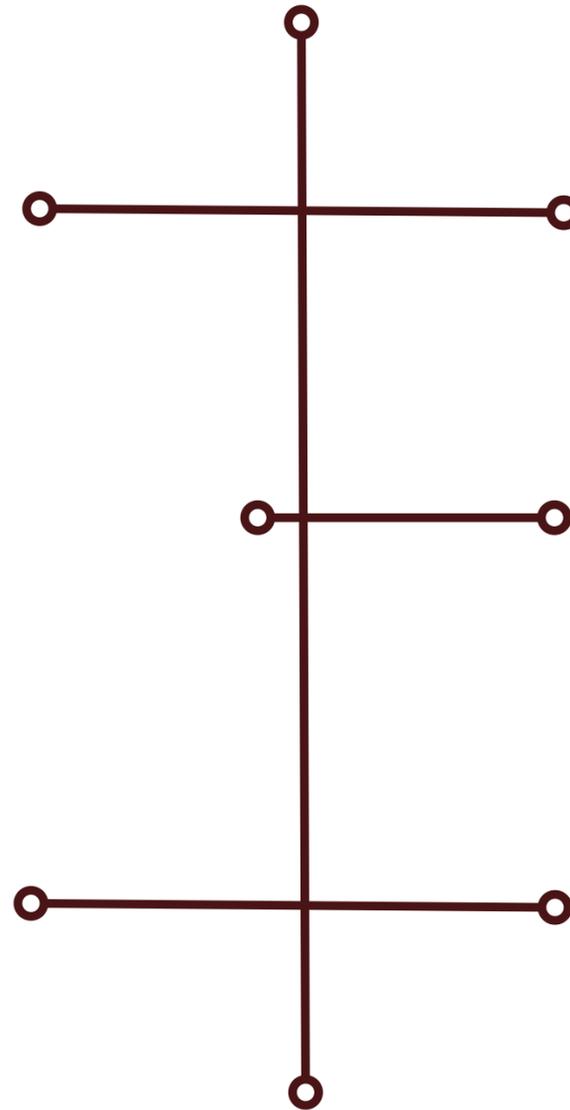
MLA provides accessible, diverse, and high-quality educational opportunities to members of the Maryland library community.

Objective 1

Increase the convenience, affordability, diversity, and accessibility of MLA's professional development and training opportunities and initiatives, including the annual Conference, through regular evaluation using an equity, diversity, and inclusion lens.

Objective 2

Demonstrate the value of MLA membership and participation to potential members, including support staff, part-time staff, students, retirees, and trustees through enhanced marketing efforts.



Objective 3

Educate existing, new, and potential members on successfully navigating MLA involvement.

Objective 4

Prepare MLA members for roles as MLA officers through training and mentorship.

Objective 5

Provide training to develop skills Maryland library workers may use to advocate for and empower themselves to best serve their communities.

What we value:

Equity, diversity, and inclusion, ensuring all members feel they belong and can be active contributors.

A spirit of collaboration, transparency, and empowerment.

Supporting Maryland library users according to the Library Bill of Rights.

Seeking out information and striving for continuous improvement.