

First choice: strategic planning

Second choice: diversity, equity and inclusion

If I was a new librarian, I would like to serve on the strategic planning committee. What intrigues me the most about this committee is how it can bring about change. In chapter 2 of the book, *Academic Librarianship Today*, Barbara I. Dewey says strategic planning, “constitute an institution blueprint for the future and articulate the mission, vision, and values, as well as foundational principles, imperatives, strategic priorities, and supporting efforts that will enable institutions to thrive in a highly competitive environment.” The library’s involvement in the institution’s strategic planning is one of the most important things that the library does. Being able to create missions, principles, etc., are core responsibilities to ensure that the community you are serving is receiving the resources and information they want and deserve. Being involved in strategic planning can have a great effect on how an academic librarian works. Being able to map the mission and goals of an institution can help impact the work that you do in the library by forming a foundation in what the library should be focusing on to help support their community and institution the best. Strategic planning can also be based around diversity, equity and inclusion by creating plans to create an environment that is welcoming and accessible to a diverse community. Being a new librarian, I think that there is the possibility to bring new ideas to strategic planning. The LIS program evolves with time and the students who complete the program bring a diverse group of voices to the profession.

To implement shared equity leadership, there must be initiatives to bring change that describes the mission for the future of the institution while also uplifting diverse communities. The work of SEL is not for one committee or one person, it takes everybody who is affected by the equity goals of the institution.

Reference

Gilman, T. (2017). College and University Governance: The Role of the Academic Library. *Academic librarianship today* (pp. 17-28). Rowman & Littlefield Publishers.