



To: Kaukauna Public Library Board of Trustees
From: Library Director Ashley Thiem-Menning
Date: 10/18/2023
Re: City Strategic Plan

At the 10/17 Council Meeting, City Council adopted the Strategic Plan as a working document through a resolution. This is the culmination of hours of work by City staff and is a very exciting step forward.

Tasks/tactics were identified under each goal the City has set for the next three years. One of the tactics is to create a DEI Advisory Group. I am pleased to announce that an introductory email was sent to gauge interest level among City staff. We have had enough interest to move forward and I will be planning to have the advisory group meet in January 2024. This is currently an internal group, similar to that of a corporate Employee Resource Group.

On 10/18 some Department Heads and City staff joined me in a virtual DE&I Leadership Conference through the MRA, a Human Resources association that Director Swaney introduced me to. The sessions we listened to were very good. The first session was on belonging, presented by Ritu Bhasin, who wrote *We've Got This* and *The Authenticity Principle*. Then we participated in two breakout sessions, one of which was very interesting about presenting business case type DEI work. This really focused on how we need to have buy in from all leaders. The last presenter was a comedian, Jessica Pettitt, who wrote *Good Enough Now*. While she was hilarious, she had some very important points about having difficult conversations about DEI work. Overall, I have some great notes from the virtual conference and do plan on watching several of the breakout session recordings.

