



**Centre for Equitable Library Access**

**Please note: The CELA Board of Directors approved the extension of these CELA strategic priorities until June 2026.**

# CELA's Strategic Priorities

June 2022

Dear friends,

For the past many months, the Centre for Equitable Library Access (CELA) has been working on our refreshed strategic priorities to chart our path forward until June 2026. We had initially planned to do a fulsome strategic planning process in 2021 to replace our existing strategic plan which had set our goals for 2017-2021. Our plans changed however with the impacts of the pandemic and uncertainty around our federal funding. The CELA staff and Board determined it made more sense to do a smaller, more focused refresh to bridge our current strategic plan for another two years with the intent of doing a full strategic planning process to guide us through 2024 and beyond.

As many of you know, CELA is a national not-for-profit organization that provides accessible reading services to the approximately 3 million people across Canada with print disabilities. Print disabilities encompass those who are blind or visually impaired, people with cognitive disabilities such as dyslexia and those with physical disabilities that make it difficult to read a physical book. Our services ensure that people with print disabilities across the country are more able to fully participate in learning, work and community life and contribute to the social, cultural, and economic development and success of their local communities and Canada as a whole.

Our strategic priorities have been built on our existing strategic plan and have been modified and updated to reflect changes in the current landscape,

particularly in the areas of diversity, equity and inclusion. As a part of our process, we have done consultation sessions with our key stakeholders including CELA staff and Board, public libraries, educators, users, and strategic partners. These sessions have provided valuable feedback that have informed our refreshed strategic priorities.

While our mission remains the same - to support public libraries in the provision of accessible collections for Canadians with print disabilities and to champion the fundamental right of Canadians with print disabilities to access media and reading materials in the format of their choice - our updated priorities will allow us to grow and expand our work over the next two years. Once our refreshed strategic priorities come into effect in July 2022, our next step is to develop a detailed action plan to ensure our current and future work is aligned with our refreshed strategy.

Our refreshed strategic priorities focus on 5 main areas:

- Leverage Advances in Digital Technology
- Grow a Robust Equitable & Accessible Collection Emphasizing Format Choice
- Champion Excellence in Accessibility
- Strengthen Relationships with Partners Related to the Equitable Reading Ecosystem
- Build an Inclusive and Diverse Organization

With all this in mind, we are pleased to share CELA's Strategic Priorities (July 2022 – June 2026) with you. Many thanks for all your support and we look forward to working with you and continuing to build an equitable reading ecosystem.

Regards,

Laurie Davidson, Executive Director, CELA

Catherine Biss, Board Chair, CELA

# CELA's Strategic Priorities (July 2022 – June 2026)

## Leverage Advances in Digital Technology

- Continually improve and innovate on the accessible reading experience for users on a variety of devices and platforms
- Enhance the user experience by incorporating usability and accessible design principles in all aspects of service
- Emphasize ease of use by facilitating discovery of titles from search through to delivery

## Grow a Robust Equitable & Accessible Collection Emphasizing Format Choice

- Advance collaborative and sustainable systems-based solutions to grow the depth and breadth of our collection in multiple formats, including audio, braille and text, that reflect the diversity of the communities we serve
- Expand our content partnerships with publishers, distributors, and other related organizations
- Grow our exchange agreements nationally and internationally to increase the range of titles, languages and formats available both to readers in Canada and across the globe

## Champion Excellence in Accessibility

- Broaden support to public library staff to foster accessibility in all aspects of service
- Help public libraries better support their community by providing direct training and support to both library staff and users with print disabilities
- Build awareness of our services by growing our reach to people with print disabilities, educators and other professionals

## Strengthen Relationships with Partners Related to the Equitable Reading Ecosystem

- Consult with and value expertise from those who have lived experience with disabilities, including an intersectional approach, to ensure an inclusive and equitable service
- Expand and nurture partnerships with stakeholders and organizations across the equitable reading ecosystem
- Collaborate with partners on creating a sustainable national vision for equitable access to reading

## Build an Inclusive and Diverse Organization

- Integrate inclusion, diversity, equity and accessibility in all areas of the organization, both internally and externally
- Embrace and commit to respectful relations with Indigenous peoples through acts of truth and reconciliation
- Invest in our staff to offer exceptional service and expertise in accessible reading services