Mission

We empower our academic and research libraries to build and sustain an accessible, diverse, and responsive knowledge environment that promotes excellence and innovation in teaching, learning, and research. CARLI adds value for all member libraries by sharing costs, collections, expertise, programs, products, and services.

CARLI Statement of Values

We are committed to:

1. Diversity, equity, inclusion, and accessibility

2. Intellectual freedom, privacy, and open access to information resources

3. Careful stewardship of all CARLI resources

4. Advocacy for academic and research libraries at the local, state, regional and national levels

5. Supporting cooperation and engagement among academic and research libraries

6. Being responsive to member needs

7. Identifying and implementing collaborative solutions to shared challenges and reducing barriers

CARLI Strategic Priorities: Supporting Goals and Actions
Updated September 2023

VALUE ALIGNMENT	PRIORITY	GOAL	ACTIONS
1 **DIVERSITY, EQUITY, INCLUSION, AND ACCESS**	**Ensure organization-wide commitment to an environment of inclusiveness and openness**	a. Promote change and become more diverse, equitable, and inclusive; increase awareness and knowledge of practices and principles that CARLI and members can engage and learn to further DEIA	i. Conduct annual, systematic reviews of operations, programs, and services to continually refresh the organization's DEIA focus ii. Evaluate, assess, and incorporate justice, equity, diversity, inclusion, and accessibility principles across services and programs through ongoing work with DEIA Task Force and DEIA officers throughout the System Office iii. Support training and education on DEIA topics through the Professional Development Alliance and through training offered directly to CARLI staff iv. Develop strategies for diversifying and retaining staff at CARLI, including working with DEIA staff at the University System and its three libraries to review and audit job postings, and posting job openings in at least three platforms that reach diverse populations v. Collaborate on initiatives for diversifying and retaining staff with member libraries vi. Support the Building Diversity Graduate Assistantship Program to improve equity, diversity, and inclusion in Illinois academic libraries by supporting persons from traditionally underrepresented minority groups in assistantships
		b. Investigate and identify systemic racism and inequities in library policies, procedures, and services c. Engage with BIPOC communities, librarians, and educators to eliminate racism and inequities from library services and operations d. Develop inclusive services for all communities and peoples	i. Collaborate with library and educational organizations and institutions to provide education on DEIA, decolonizing strategies, and equitable services and resources
The above DEIA section is woven into all areas below.			

2 **INNOVATION AND ACCESS TO INFORMATION**	**Encourage innovation in skills, services, programs, and all aspects of CARLI operations and its members**	a. Encourage conversations about transformation, innovation, and evolving needs	i. Highlight and promote member library innovations using CARLI communication channels and CARLI events ii. Bring together members on specific in-demand topics identified through periodic communications for education, and problem-solving or identification
		b. Connect institutions by providing opportunities for interaction and collaboration	Encourage libraries to connect to other members or showcase specialized knowledge: i. Identify and bring together libraries with similar needs ii. Identify libraries of disparate types and sizes that are uniquely connected to their students, faculty, and communities
		c. Facilitate innovation and transformation	i. Seek grant opportunities in i/partnership with CARLI members for projects and services at scale
		d. Develop and support Open Educational Resources	i. Support member engagement with OER initiatives, programs, and provide resources whenever possible
3 **CAREFUL STEWARDSHIP**	**Align funding, staff, time, and expenditures with operations to exemplify CARLI's mission, values, and strategic priorities**	a. Prioritize CARLI operations in support of core services (I-Share, e-resources brokering, professional development)	i. Monitor usage of, and satisfaction with current products and services to ensure alignment of funding and satisfaction
		b. Pursue alternative funding opportunities for the support of innovative programs and services	i. Provide opportunities for crowd funding of specific resources that cannot be funded centrally
		c. Explore opportunities to collaborate with other states or organizations or academic library affiliated organizations	i. Seek Governance Board and member input to identify opportunities

4 **ADVOCACY**	**Establish and communicate the value proposition for academic and research libraries in Illinois**	a. Document the value that CARLI creates; articulate to policymakers and legislators how CARLI provides value to the State of Illinois and why it is a good investment of taxpayer dollars	i. Measure return on investment of services/programs to ensure that financial resources and staff efforts are focused on identified priorities ii. Identify CARLI success stories; furnish information to stakeholders and policymakers iii. Work with accreditation bodies to include library standards and metrics as part of the institutional review process
		b. Provide opportunities for sharing information among the membership about funding successes and challenges	i. Organize and facilitate innovative member conversations, including conversations about DEIA
5 **COOPERATION AND ENGAGEMENT**	**Enhance collaboration among libraries by identifying, nurturing, and supporting services and programs that can best be provided at scale**	Community: a. Facilitate and strengthen connections among member libraries	i. Support opportunities for participation in topical and/or regional projects for CARLI directors and staff
		b. Support awareness and knowledge of CARLI's array of services and programs	i. Expand communication modalities, conduits, and messaging targeting specific CARLI member staff groups/roles and library types
		c. Identify new services/programs that are scalable and replicable	i. Work with members, committees, task forces, and other groups to monitor emerging trends and the work of other consortia
		Outreach and Marketing: d. Work closely with committees to support CARLI's work	i. Leverage the expertise of committees to develop policies, best practices, documentation, and training to benefit CARLI members
		e. Leverage expertise of member libraries	i. Collect and promote best practices and strategies from CARLI member libraries ii. Provide and promote opportunities for member libraries to share expertise
		f. Provide education and training in both in-person and virtual modalities that cover a variety of topics	i. Expand collaboration with other Alma/Primo VE consortia to offer education and training
		g. Connect CARLI and member library programs and services to student outcomes such as retention and completion	i. Expand the Professional Development Alliance of Library Consortia offerings ii. Connect members with available training for a spectrum of needs and levels of expertise iii. Continue to support CARLI's continuing education program to help member libraries assess their impact on student outcomes such as retention and completion

6 **RESPONSIVENESS AND COMMITMENT**	**Provide Resources, Services, and Tools for Discovering and Optimizing Information, Resources, and Collections**	Collaboration: a. Support the needs of member libraries with a focus on the superior functioning of the CARLI portfolio of services and programs	i. Ensure that change and migration, the high availability of services, the resolution of service issues, and the improvement of performance are reflected in the organization's operations, and budget and planning processes ii. Provide high-value support to resolve service issues with CARLI operational platforms iii. Provide opportunities to hear member priorities and for the membership to gauge those priorities
		b. Support the needs of member libraries by enhancing services and programs through custom development, documentation, and focused education	i. Establish conduits for communication and support with not only library staff but IT staff at member institutions when requested and indicated ii. Integrate, maintain, and creatively evolve existing services and programs iii. Add value to member-vendor interactions by communicating with vendors, and interpreting and curating vendors' documentation on behalf of member libraries iv. Promote I-Share participation among non-I-Share libraries
		c. Expand participation in and utility of I-Share	i. Promote the use of I-Share among member libraries ii. Increase materials represented in I-Share iii. Investigate ways to grow collections in I-Share iv. Increase support for electronic resources and materials in I-Share