



STRATEGIC PLAN
2019-2022







PREAMBLE

The Library Services for Saskatchewan Aboriginal Peoples Inc. (LSSAP) Committee identified the need to update the LSSAP Strategic Plan since the current one was last done in 2011. A planning committee was struck in September 2018 and Carol Vandale was hired to prepare and facilitate the process. The Strategic Planning Committee was made up of Jessica Generoux (LSSAP member, Saskatchewan Indigenous Cultural Centre librarian), Tara Million (LSSAP Treasurer, librarian and doctoral student at the University of Saskatchewan), Marilyn Belhumeur (LSSAP member, Gabriel Dumont Institute Library-Regina Campus librarian) and Carol Vandale BTh, MCEd, DayStar Consulting. This committee met twice to set directions, scope, goals and logistics of the process and Carol carried out the necessary tasks; reporting to this committee and the whole as required.

An LSSAP Strategic Plan Day event was organized for June 10 & 11, 2019. This was attended by 10 out of 17 LSSAP Committee members and a big Thank You goes out to Jessica Generoux and SICC for hosting this event and all the meetings, including a follow-up meeting at the end of August. The process focused on the following areas:

- Vision and Name of the LSSAP Committee
- 4 Directional Areas
 - LSSAP Committee membership
 - Role of LSSAP
 - Networking, Partnerships and Initiatives
 - Specifically dealt with the relationship between LSSAP / MLB / SCILS
 - Local & Broader Issues/Involvements
- Saskatchewan Aboriginal Storytelling
 - A separate review of the SAS was conducted by the SAS Committee. It was dealt with insofar as it affected the whole of LSSAP's work. A synopsis follows this plan

As part of the preparation for this day, 3 surveys were conducted in March and April to the LSSAP Committee Members, the Stakeholders and Patrons. The results were used by the Strategic Planning Committee to shape and prepare for the day and the results were presented at the start of the Strategic Plan Day. The Planning Committee provided the 4 Direction areas and the scope of what would be dealt with during the event. A SWOT Analysis and priority setting exercise was done to identify new goals going forward.



LSSAP STRATEGIC PLAN 2019-2022

GOAL	RATIONALE	TASKS/RESOURCES/ SCOPE	SUBCOMMITTEE	TIMEFRAME
LSSAP NAME & VISION STATEMENT				
<i>"Library Services for Aboriginal Peoples collaborates through partnerships to enrich communities by promoting and improving library services for Aboriginal peoples."</i>				
<ul style="list-style-type: none"> • A Name Search Subcommittee will be created to approach Elders about the LSSAP Name and Vision Statement. • Lead: Tara Million 				
DIRECTIVE #1 - THE LSSAP COMMITTEE				
Goal #1 Aboriginal librarian scholarships/ training	To identify & highlight the financial and training supports and opportunities currently available to Aboriginal people in library technician and Masters programs	- research - build page on website - promote to members and affiliates	LSSAP Membership Subcommittee	Year 1 - 3
Goal #2 Mentorship Program	To develop a program that matches senior or experienced Aboriginal librarians to partner with new librarians	- background research - select pool of mentors - promote to find participants - run the program	LSSAP Membership Subcommittee	Committee to decide on timeframe
DIRECTIVE #2 - ROLE OF LSSAP				
Goal #3 Advocacy / Relationship Building	To clearly communicate, understand and build on relationships with related committees, organizations and government ministries.	a. Representation on other committee / organization's boards or lists and update LSSAP Committee lists to identify roles of individuals. b. Government ministries and departments - build strong communications and relationships. Request an update on the Mem	LSSAP Committee	LSSAP Regular meeting agenda item
Goal #4 Fundraising	To focus fundraising on organizing merchandise sales and other activities at conferences, events and online.	- SLA Conference / SALT Conference / SICC Language Keepers Conference amongst others mentioned	Fundraising Subcommittee	LSSAP Regular meeting agenda item

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GOAL	RATIONALE	TASKS/RESOURCES/ SCOPE	SUBCOMMITTEE	TIMEFRAME
DIRECTIVE #3 - NETWORKING, PARTNERSHIPS & INITIATIVES				
Goal #5 Connect to Aboriginal writers, storytellers, publishers	To promote Aboriginal literature and collection development in the library systems.	- Utilize the Speaker's List (Office of the Treaty Commissioner) - Collection Development Lists - Have guests from related organizations come to LSSAP meetings	Networking Subcommittee	Year 2 - 3
Goal #6 Connect to Elders & Communities	To have more presence and connections to Elders and communities and the library related issues they face.	- Have a presence at First Nations and Metis events (Back to Batoche/T4,6 gatherings) - Provide a list of resource people who offer Elder protocol training at library related conferences	Networking Subcommittee	
DIRECTIVE #4 - LOCAL & BROADER ISSUES				
Goal #7 IILF Conference 2025	To plan and host the International Indigenous Librarians Forum in 2025.	- research scope, commitments, requirements, logistics and budget - Identify partners – regional & national - Plan & host IILF Conference 2025	IILF Planning Subcommittee	SAMI 2021 Hawaii 2023 Canada 2025
Goal #8 Respond to issues/ events	To identify an LSSAP member who will develop protocol, policy and practice for external communications that will respond to issues related to Aboriginal people and libraries.	Communications Director: - write letters addressing issues / events / happenings - be aware of what is happening in the field and respond - create communication procedures and policies LSSAP Committee - Review the TRC & OTC reports / events to see how LSSAP can respond	LSSAP Communications Director	Year 1 - LSSAP Regular meeting agenda item.



SASKATCHEWAN ABORIGINAL STORYTELLING PROJECT REVIEW

The Saskatchewan Aboriginal Storytelling Project (SAS) was reviewed by the SAS Committee, August 27, 2019 with attention to issues that were identified in previous SAS reports and evaluations. Committee Members: Harriet Roy, LSSAP Chair (Assistant Director PNLs), Lindsay Baker, LSSAP Member (Director Wapiti Regional Library), Tara Million, LSSAP Treasurer (PhD candidate and librarian) and Carol Vandale, BTh., MCEd, DayStar Consulting.

Results Synopsis

- 80 - 100% of all respondents felt their experience was quite good to very good.
- 57% were aware that SAS is one of many LSSAP initiatives
- 14% didn't know that LSSAP coordinated SAS
- 86% see SAS as an example of TRC's calls to action for reconciliation
- 14% felt it was fine as is / 43% felt some areas could use attention
- 67 - 85% agree that 2 streams of funding are worth exploring

Feedback

- This is very important to have as it gives opportunities to share and learn about culture
- Increasingly our story-tellers have engaged the audience in issues related to truth and reconciliation
- It is great, but the tight funding deadlines meant that planning felt rushed.
- Sponsorship selection and criteria
- I enjoyed being able to take part and organize events that promote cultural sharing in the spirit of reconciliation
- I attended the SAS windup on March 1, 2019. The workshop was invaluable. There were oral storytellers with flute and drum. There was a presentation from a youth group. Elders were involved. There was inter-generational sharing of learning and knowledge. The day was filled with laughter and an array of emotions (which reflects the skill of the storytellers and performers).

Changes

- Updated Project Goals
- Funding Allocation Guidelines
- Timing of Approvals
- Forms & Guidelines
- Offer the Wrap-up Workshop

Not Changed

- February Timing
- Storyteller / Elder List and policies
- Funding Agencies
- Host-Storyteller Relationships include fostering their own communications, programming and logistics



<https://lssap.wordpress.com/>