

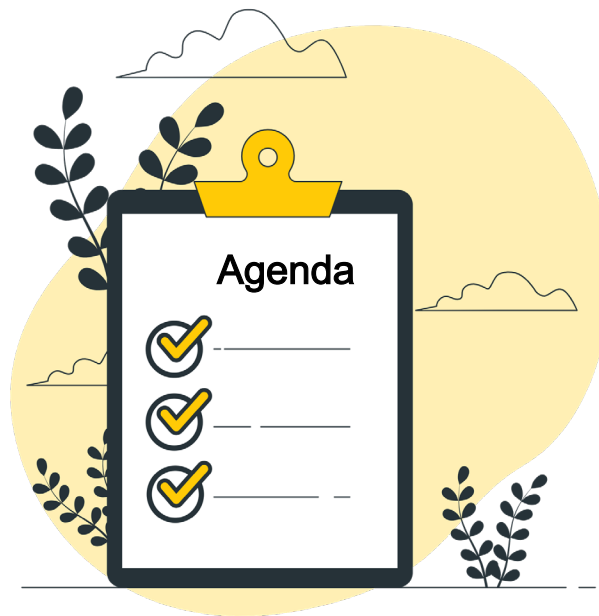


Denver Public Library Updates Q1 | 2025



Agenda

- 2024 Fun Facts
- Introducing DPL's Executive Leadership Team
- City Librarian Transition
- 2025-2030 Strategic Plan
- Strong Library, Strong Denver Updates
- Ongoing Bond Projects
- Q+A



2024 Fun Facts

2,553,746

In person
visits

4,622,621

Website
visits

4,191,877

Physical items
circulated

4,503,930

eBooks,
eAudio,
eSerials

212,137

Program
attendees

304,288

PC
sessions

290,636

WiFi
sessions

110,559

New library
card sign
ups

These numbers have been submitted to the Colorado State Library, as part of DPL's Public Library Annual Report submission. This information will be verified and finalized by the State, and may vary slightly in the official publication that occurs mid-year.

2024 Fun Facts



79,713
Storytime
attendees in
person and
virtual



19,546
Phone-a-Story
listeners
across four
languages



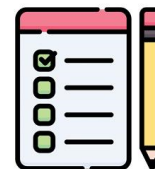
27,053
Checkout and
renewals of
Chromebook
laptops



1,863
Bookmobile
stops in Denver
areas with
limited access
to libraries



10,983
People served
through
community
connections



925
Personalized
Reading Lists
curated for
library
customers

Introducing DPL's Executive Leadership Team

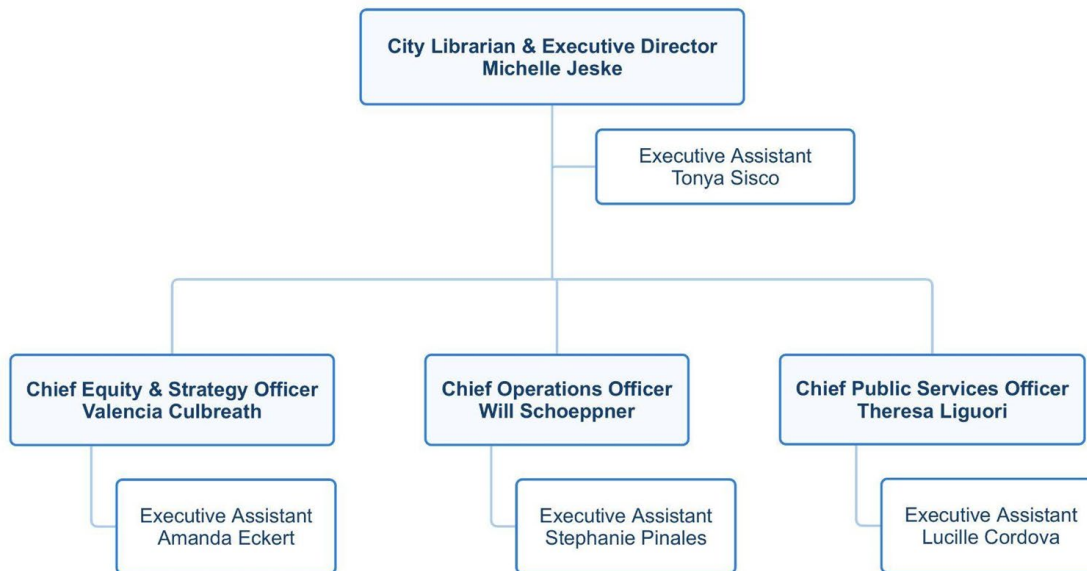


New Organizational Structure

- 3 new Executive Leadership Team roles



Executive Leadership Team



Valencia Culbreath

Chief Equity & Strategy Officer



Leads the organization's subdivisions:

- Inclusion, Diversity, Equity & Accessibility (IDEA)
- Human Resources
- Organizational Strategy & Development
- Communications & Community Engagement

Will Schoeppner

Chief Operating Officer



Leads the organization's subdivisions:

- Facilities
- Finance
- IT
- Safety & Security

Theresa Liguori

Chief Public Services Officer



Leads the organization's subdivisions:

- Neighborhood Services (27 locations)
- Central Library
- Collections Services
- Special Collections and Archives
- Service Design and Coordination (Programming, mobile services, etc.)

City Librarian Search Update

- National search led by search firm specializing in public library executives
- Library Commission Search Committee screened candidates week of March 3-10; continuing this work
- Recruitment process:
 - Top finalists will have a chance to meet with staff and partners
 - Library Commission will need to vote at a public commission meeting
 - Announcement will be made by DPL once Commission vote takes place



2025-2030 Strategic Plan



Plan Inputs



Components of the Plan

THEMES

3 STRATEGIC THEMES

Themes are big picture groupings that highlight what we hope to accomplish throughout Denver, Here.

These themes directly correspond with our core services, emphasizing operational excellence by centering customers.

OBJECTIVES

THEME LEVEL OBJECTIVES

These are the efforts we'll focus on throughout the lifecycle of the plan.

PRIORITIES

2 YEAR PRIORITIES

Our organizational objectives are broken down into priorities so that we can hone in on specific projects sooner.

This will allow us to quickly see the impact of our work and prioritize projects in the broader context of the plan.

ACTIONS

1 YEAR ACTIONS

Our Actions outline the specific projects we have planned to achieve on a yearly basis.

By having yearly Actions identified, we are able to connect day-to-day work to our organizational priorities, objectives, and themes for the life-cycle of the plan.

Be Here

\$45,790,374
Total Budget

472.75
FTE

Denverites have free, clean, comfortable places to access across the city where they feel seen, welcomed and a sense of ownership over their community spaces.

1.1 Library spaces are accessible, clean and comfortable for all visitors.

1.2 Spaces are designed to be adaptable and relevant to customer needs.

1.3 Customers will see the unique culture and history of their neighborhoods at DPL.

2025 Action Highlights

Enhance community engagement at the newly reopened Central Library through diverse programming, event spaces, exhibits, opening of the cafe space, and extended operating hours.

Celebrate cultural heritage by reimagining the Blair-Caldwell African American Library Museum with updated non-permanent exhibits and future space redesigns, enhancing its role as a vital community resource for education and preservation of African American history and culture.

Discover Here

\$30,981,602
Total Budget

216.50
FTE

Denverites have access to relevant, engaging and diverse resources that reflect their interests and empower them to explore, read and grow.

2.1 The library collection is relevant, engaging, and diverse

2.2 Technology is available that allows everyone to connect and thrive in a digital world.

2.3 Customers have access to resources that meet their informational and entertainment needs.

2025 Action Highlights

Foster positive reading experiences through the development of a Joy of Reading program featuring author talks, creative workshops, and personalized book recommendations.

Improve digital access and literacy by developing a comprehensive strategy for technology lending, digital navigation assistance, tech education programs, and creative spaces (ideaLABS).

Engage Here

\$10,735,855
Total Budget

97.75
FTE

Denverites trust the library to provide responsive and inspired service, meaningful experiences, and relevant connections with resources and partners.

3.1 Library staff have the knowledge and skills for high quality service.

3.2 Library partnerships will be strategically aligned.

3.3 Customers will know about and take advantage of all library services.

2025 Action Highlights

Enhance customer experience and engagement by redesigning the feedback process, implementing a system-wide online room booking platform, and creating a new marketing and social media plan to increase community awareness and usage of library services.

Improve language accessibility by expanding DPL's Language Access Plan, equipping staff with necessary resources, and increasing non-English language service offerings to elevate the community's experience across linguistic backgrounds.

Operational Excellence

Denver residents experience a vibrant and proactive library underpinned by efficient, effective, and forward thinking operational support structures.

\$12,793,553

Total Budget

83.00

FTE

2025 Action Highlights

Establish a culture of safety

through the intentional development of Facilities, Security and Technology multi-year plans.

Enhance the library's fiscal stewardship
by implementing priority-based budgeting and developing a Ten-Year Financial Plan.

Foster a motivating work environment and support staff development through the employee life-cycle by creating a comprehensive People Strategy.

Ensure alignment to the Strategic Plan at all levels of the organization through the creation of Subdivision and Department-level planning tools.

Core Service Equity Statements

TECHNOLOGY/WIFI

The Denver Public Library is dedicated to promoting equity through access to free, reliable and impactful technology. We recognize the importance of promoting digital literacy for all ages, needs, and skill levels and are committed to equipping individuals with the knowledge and skills necessary to succeed in a digital world.

SKILLED STAFF

The Denver Public Library is dedicated to creating a diverse, inclusive, and equitable environment for both our staff and the Denver community. We believe that an informed, empowered, and resilient workforce is our greatest asset. By centering DPL's values in supporting staff, we can foster change and create a culture that benefits our customers and community partners.

PUBLIC SPACES

The Denver Public Library is committed to creating inclusive, welcoming, and universally accessible spaces that reflect and serve the community surrounding each location. Recognizing that certain identities and abilities have historically been excluded from institutions of learning, we are dedicated to fostering environments of compassion and respect for all peoples through upholding the library's use policy.

COLLECTIONS

The Denver Public Library is committed to both procuring and promoting an accessible collection that reflects the full spectrum of the human experience. We believe that persons from all backgrounds should be able to see their identities represented in the authorship and content of DPL's collections and be able to fully immerse themselves in others' lives and perspectives.

Strong Library, Strong Denver, supported by the DPL Fund Updates

**STRONG LIBRARY,
STRONG DENVER**

Strong Library, Strong Denver

Voters approved measure 2i in November 2022 which provided dedicated funding for DPL.

*Per the will of the voters, the revenues derived from the property tax increase are **supplemental** to, and are not to replace or supplant any general fund revenues appropriated each year to the Denver Public Library.*

**STRONG LIBRARY,
STRONG DENVER**



Strong Library, Strong Denver

Wins to Date

- **Increased book and media collection offerings**
 - Including reduced wait times eBooks
- Nearly **200 hirings** from Strong Library, Strong Denver (SLSD)
 - Increased staff at Central Library to prep for reopening
 - Added staff to serve diverse populations including Arabic and Vietnamese services coordinators
 - Expanded hours at branch libraries
- A comprehensive compensation analysis that led to **a pay increase for 76% of eligible employees**
- Fresh possibilities at no cost for the Denver community with **added databases, services, and tools:**
 - **Statista** - Thousand of data, reports, and sources on businesses, technology, media, and more.
 - **Freegal Music+** - Ad-free music streaming platform
 - **Tutor.com** - Tutoring and exam prep for students of all ages.
 - **Launchpads** - Loanable early learning digital device for children
 - **New York Times Online** - Access to the top newspaper, NYT Magazine, games, cooking and The Athletic.
 - More to come including Playaways for all ages and Hoopla



**STRONG LIBRARY,
STRONG DENVER**

Strong Library, Strong Denver

Wins to date (Continued)

- **Westwood Branch Library refresh**
 - Cosmetic improvements, additional computer access and increased space by 50%
- **Supplementing bond funds** for renovations at:
 - **Central Library** - Including the addition of the brand new Teen Library and free community and study rooms
 - **Blair-Caldwell** - Supplementing cosmetic improvements to the second and third floors
 - **Pauline Robinson** - Reworked bathrooms and accessibility improvements
- **Enhanced user experience** with new service platforms:
 - **LibCal** - New event management system making library space and program reservation a breeze
 - **Recollect** - Discover the Library's Digital Collection and archives on a new modernized platform.



**STRONG LIBRARY,
STRONG DENVER**

Strong Library, Strong Denver

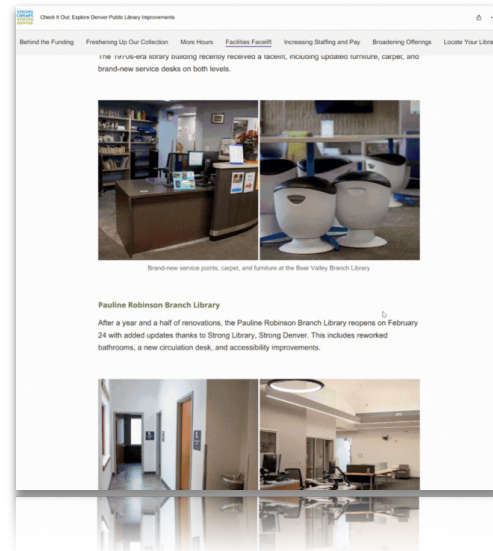
Introducing the **SLSD Storymap**

Interactive, Informative, Intuitive

A new public tool to stay on top of SLSD investments

Key investments for 2025

- **Supplementing library renovations** at the Schlessman Family and Ross-Barnum Branch Libraries
- **Replacing aging HVAC systems** at several locations including Blair-Caldwell, Montbello, Virginia Village, Smiley, Thunderbird Man, and more.
- Ongoing upgrades to **modern tools for digital historical collection preservation**
- Purchase of a **new facility to support a growing maintenance team** and larger fleet that serves DPL's (almost) 29 library locations.



**STRONG LIBRARY,
STRONG DENVER**

Elevate Denver & RISE Bond Updates



Elevate Denver & RISE Denver Updates

- The Elevate Denver Bond was passed in 2017 when construction costs were much lower. Because of this, many of the approved Elevate project budgets are not sufficient to fulfill the original scope of work.
- Many of our older buildings also have years of deferred maintenance needs and as construction has started we have discovered unknown construction challenges that need to be addressed.
- In some cases, our teams are working to modify the scope to fit the budget. We are also working closely with our Foundation and the City to identify or fundraise additional funds for many of our capital projects.
- The DPL Fund is also being utilized to fill the funding gap for many of our capital projects.



**STRONG LIBRARY,
STRONG DENVER**

Elevate Denver & RISE Denver Updates

- Completed 2023
 - Blair-Caldwell African American Research Library (Elevate + SLSD)
- Completed 2024
 - Central Library (Elevate + SLSD + City Capital Improvement Fund)
 - Pauline Robinson Branch Library (Elevate + SLSD)
- Underway
 - Athmar Park Branch Library (Elevate + SLSD) - SOON!
 - Ross-Barnum Branch Library (Elevate + SLSD)
- Still to come
 - New Lena Archuleta Branch Library (RISE)
 - Schlessman Family Branch Library (Elevate + SLSD)



**STRONG LIBRARY,
STRONG DENVER**

Question + Answer



Thank you for your time!

