STRATEGIC PLAN SUMMARY

1. Organize Strategically
Hone MLA’s identity by refreshing the mission, core values, and organizational structure to reflect MLA’s priorities.

2. Develop and Retain Membership
Retain and expand membership by enhancing support for career development at all levels and career stages.

3. Cultivate Inclusivity
Build, maintain, and engage a diverse and inclusive membership.

4. Strengthen Communication
Refine and improve intraorganizational and external communications.
1. Organize Strategically
Hone MLA’s identity by refreshing the mission, core values, and organizational structure to reflect MLA’s priorities.

1.1 Review and update MLA’s Mission and Core Values
1.2 Organizational understanding of DEIA
1.3 Cultivate mutually beneficial relationships with other organizations
1.4 Review MLA’s publications for support of strategy
1.5 Evaluate the structure of MLA
1.6 Shift MLA’s publishing towards open access
Goal 2 Objectives in brief

2. Develop and Retain Membership
Retain and expand membership by enhancing support for career development at all levels and career stages.

2.1 Cultivate leaders and provide leadership training
2.2 Offer mentorship and networking opportunities
2.3 Sustain member contact throughout the year
2.4 Support members working in various disciplines
2.5 Encourage member retention
2.6 Promote MLA and advocate for our profession, our members, our users, our institutions and for diversity
3. Cultivate Inclusivity
Build, maintain, and engage a diverse and inclusive membership.

Goal 3 Objectives in brief

3.1 Offer a regular training program on DEIA and anti-bias
3.2 Offer virtual meetings and workshops led by underrepresented groups in our membership
3.3 Review appointment processes for MLA positions
3.4 Reflect DEIA principles in MLA’s leadership, membership, core values, mission, strategies and operations
3.5 Prioritize accessibility at all MLA events
3.6 Construct a method for reporting and handling microaggressions
3.7 Enhance outreach efforts to members of underrepresented groups
4. Strengthen Communication
Refine and improve intraorganizational and external communications.

Goal 4 Objectives in brief

4.1 Decide the official communication platforms, communication norms, and Code of Conduct application or moderation

4.2 Streamline the MLA website and conduct user studies on how members and external constituents find information

4.3 Develop and/or formalize on-boarding, including DEIA efforts, for new members, new committee members, and committee chairs