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. 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 Diversity, Equity, and Inclusion (DEI)
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
2. Develop and Retain Membership

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

Goal 2 Objectives in brief

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 individuals 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 DEI 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 DEI 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
4. Communication
Refine and improve 
inaorganizational 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 webpage and conduct user studies on how 
members find information
4.3 Develop and/or formalize on-boarding, including DEI efforts, for 
new members, new committee members, and committee chairs
4.4 Promote the professional contributions made by members in 
service to either the Association or the profession as a whole
4.5 Participate in the community of music librarianship existing 
outside of MLA