

## Name of Professional Unit: LGBTQ Users SIG

**Objectives of Professional Unit/Strategic Programme Committee 2016-17:** *(We recommend a minimum of 1 and a maximum of 5. Please state how each contributes to the IFLA Strategic Plan and, most importantly, the Key Initiatives 2015-16)*

- 1. Increase the reach and influence of the SIG to raise awareness for the SIG's concerns.** The first goal of LGBTQ+ users SIG will be, in this year of change, to develop the visibility of the SIG's activities both online and insite, during WLIC or in other communities and cultural organizations throughout the world through its members (Australia, US, France, Sweden...). It will also underscore the importance of collaboration and partnership to achieve the SIG's goals.  
This align with IFLA Strategic Direction 1. "Libraries in societies", promoting IFLA standards, and working to adapt the SIG within a changing environment and 4. "Building capacity" as it aims to enhanced regional presence and participation. Besides, it participates to raise the awareness of the role of libraries within the sustainable development agenda.
- 2. Develop librarians and information professionals concern about LGBTQ+ issues, collections and services.** *This objective aims to continue to work on librarians concerns on LGBTQ+ issues. It aligns with almost all IFLA Strategic Directions, 1. "libraries in societies" considering these efforts will generate information regarding effective practices in providing services to LGBTQ Users as well as acknowledging the difficulties and barriers encountered, 2. "Information and knowledge", underlying the importance of creating a sustainable strategy, 3. "Cultural heritage" as it seeks to consider preservation as a mean to foster underrepresented communities histories, in a social justice point of view and 4. "Capacity building" as it aims to help other professionals to get in competencies on these specific subjects.*
- 3. Enhance SIG's management and monitoring.** This last objective aims to make the SIG much efficient and stronger, building a better internal communication and tools and develop a favourable framework to build an effective strategy. This align with IFLA Strategic Direction 4. "Capacity building", even from an internal point of view.

<b>Objectives</b> <i>What do you want to achieve?</i> <i>Use your list above</i>	<b>Project or activity</b> <i>What project or activity are you going to do?</i>	<b>Main tasks</b> <i>What are the specific things you need to do?</i>	<b>Responsibilities and timeline</b> <i>Who will do them and by when?</i>	<b>Resources</b> <i>Do you need specific skills, money or technology?</i>	<b>Communications</b> <i>How will you communicate your achievements? To whom? By when?</i>	<b>Measures of success</b> <i>How will you show the impact of your work?</i>	<b>Progress</b> <i>Report here the progress of your work, at least every month</i>
<b>1. Increase the reach and influence of the SIG to raise awareness for the SIG's subjects of concerns</b>	<b>1.1. Develop online visibility</b>	1.1.1. Develop communication tools and policies  1.1.2. Set up a social media policy	1.1. Anne Reddacliff is in charge of the communication plan, goals and strategies. The plan is due to November 2016.  1.1.2. Thomas Chaimbault will work on a social media Policy due on early 2017.  1.2.1. Julie	1.1. N/A	1.1.1. The communication plan will be published online as soon as validated.  1.1.2. The policy, once validated, will be published online and sent to the SIG members via the newsletter and the Social media tools	1.1.1. Discuss during business meeting (every three monthes) and see how effective the strategies are.  1.1.2. Increase the use of social media tools	

<b>1.2. Develop insite activities</b>	1.2.1. Prepare a 2h session at the 2017 WLIC in Wroslaw	Winkelstein and Christer Ederholt are working on a CFP for the conference during 2017 WLIC due to November 2016	1.2. N/A	1.2.1. The CFP will be published onlne on 2017WLIC's web page and on our own communication tools on november 2016	1.2.1. Number of attendees of the conference
<b>1.3. Develop collaboration and partnerships</b>	1.3.1. Develop contact with other SIGs and IFLA's sections	1.3.1 Members involved in other groups try to contact them, under the lead of the convenor	1.3. N/A	1.2.2. No public communication at this level but regular returns during business meetings	1c. Effective collaboration targeted in 2018
	1.3.2. Develop contact with local groups working on same interests	(groups targeted : indigenous, WIL, children libraries, People with special needs groups...)		1.3. No public communication at this level but regular returns during business meetings	1.3. Relevance of these ties linked to the SIG's Goals
	1.3.3. Ask for relay of SIG's information in local association	1.3.2. and 1.3.3. Members working in local association			

						will be a relay of the SIG's activities locally
<b>2. Develop librarians and information professionals concern about LGBTQ+ issues, collections and services</b>	<b>2.1. Create a sustainable strategy in order to advocate for LGBTQ+ issues in libraries</b>	2.1.1. Identify information needs and barriers to information for LGBTQ+ users	2.1 Anne Reddacliff, Julie Winkelstein, Thomas Chaimbault, Christer Ederholt and Lucas McKeever will work to foster professional awareness through the SIG activities and the WLIC session.	2.1. N/A	2a. No public communication for this activity. But the annual report will summerize these thoughts	2a. A draft for a document and thoughts on the SIG objectives and goals is expected
	<b>2.2. Participate in discussions and thoughts about LGBTQ+ and libraries in the world.</b>	2.2.1. Participate and communicate around conferences such as ALMS Conference, ALA, Transgender Archives Conference, etc.	2.2.1. Members of the SIG share information about various events through the Facebook Group. Some can relay the SIG's goals locally.	2.2.1. Some help to join conference can be needed for members. They're asked to get in touch with their local associations.	2.2.1. All information and feedbacks from these conferences will be published in the newsletter and the SIG's social media.	2.2.1. Numbers of conferences in which SIG members participate.
		2.2.2. Produce research on intersectionality	2.2.2. Julie Winkelstein and Christer Ederholt	2.2.2. Money to participate for	2.2.2. All information for the CFP will be	2.2.2. Results from a brief

	in order to foster collaboration among information professionals	will set up a 2h session on intersectionality during 2017 WLIC	presenters can be an issue.	published on IFLA's webpage, and on the SIG's webpage and social media. A republication is expected from local associations.	survey for presenters, hosts, and participants to fill out which will provide us feedback for future activities.
<b>2.3. Make discussion and researches available to all</b>	2.3.1. Make sure discussion is accessible to all people who want to share it	2.3.1. As convener Anne Reddacliff will make sure all discussion can be shared to people interested	2.3. N/A		
	2.3.2. Work on publications and brochure	2.3.2. Lucas McKeever make a publication from previous session papers ; Thomas Chaimbault works on a French publication based on these papers along with his French association			2.3.2. Effective publication
	2.3.3. Enhance materials translation	2.3.3. Thomas Chaimbault is responsible for materials		2.3.3. All publications and translations will be the object of an article in the	2.3.3. Numbers of publications and

			translation among the group.		newsletter and on social medias. An information is expected in local associations.	translation done during this year.
<b>3. Enhance SIG's management and monitoring</b>	<b>3.1. Develop management tools for the SIG to be more effective.</b>	<p>3.1.1. Develop the use of the internal Wiki to enhance circulation of information among members.</p> <p>3.1.2. Develop the use of the newsletter to develop discussions among SIG members</p> <p>3.1.3. Analyse usage of mailing list and facebook to identify future strategy for communication and potential follow-up.</p>	<p>3.1.1. Lucas McKeever and Thomas Chaimbault will work on the wiki to make it relevant and efficient.</p> <p>3.1.2. Lucas McKeever will work on the next newsletters, Thomas Chaimbault will translate them to make them more accessible.</p> <p>3.1.3. Anne. summer 2017. Get Statistics from social medias and summarize online discussion and identify topics to pick-up for future work.</p>	3. N/A	3. No public communication but an increase of internal communication is expected in the SIG.	<p>3.1. Numbers of mails and discussions among members.</p> <p>3.2. Numbers of goals achieved.</p>

**3.2. Enhance responsibilities among the group members**

3.2.1. Define distinct responsibilities for SIG members in order to enhance activities monitoring

3.2.1. Anne will lead on the SIG's organisation and follow the working groups.

3.2.2. Develop online meetings between members to build a stronger management of the SIG

3.2.2. Lucas, Julie, Anne, Christer and Thomas will meet online every trimester to monitor the SIG activities.

4.

5.

**Next steps**

Please send your completed Action Plan to Joanne Yeomans ([joanne.yeomans@ifla.org](mailto:joanne.yeomans@ifla.org)) and Division Chair by 30<sup>th</sup> October 2015.

**Questions?**

If you have questions or would like help with your Action Plan, please contact Joanne Yeomans ([joanne.yeomans@ifla.org](mailto:joanne.yeomans@ifla.org)). We're ready to help.