



# **COMMUNITY PLAN**

2024 - 2029

# Introduction

With the first Library Publishing Coalition (LPC) [strategic plan](#) coming to an end, we decided to replace it with something different: a **community plan**. This plan was developed through sustained engagement with the LPC community; including multiple community calls, deep dive conversations with each working group, and a consultation with our peer communities. It was also written at a higher level of abstraction, giving the community the flexibility to implement its guidance in ways that respond to a changing field and an evolving community of practitioners. LPC's Board and working groups will also use this plan to guide more concrete action plans (formal or informal), typically on an annual basis. Finally, it is in conversation with our Vision, Mission, and Values, which are included at the end of the plan, and with the [LPC Roadmap for Anti-Racist Practice](#).

**Notes on terminology:** 1) This plan refers to our community members both at the program level (the library, a department within it, or a set of resources and staff members dedicated to publishing work) and at the individual level (the people who do that work). In general practice, we don't always differentiate between the two in our communications, but for the sake of clarity and internal consistency, we have chosen specific terms for each one in this plan. We use the term **"library publishers"** when referring to the programs, and the term **"community members"** when referring to the individuals. 2) LPC's **"community"** includes both our member community and the larger community of library publishers. We create freely available resources and host public events like the Library Publishing Forum to benefit the larger community, but some of our programming is specifically aimed at LPC's members. Some of the items below are clearly focused on one or the other, but some are ambiguous. When there is ambiguity, we will continue to determine on a case by case basis whether a program or event should be public or member-only.

## Areas of Focus

The four topics included in this section represent strategic priorities for the LPC community. Because this is a five-year plan and we will need flexibility to implement it, the activities below are described in general terms (e.g., create space, support development, foster understanding, etc.). However, the specific actions we take are likely to be drawn from a toolset familiar to other professional communities. They include the creation of professional development resources (e.g., guidance documents, curricula); the provision of professional development programming (e.g., webinars); and the hosting of conversations both within our community and across communities (e.g., community calls). We are also likely to rely heavily on partnerships, including with our Strategic Affiliates and the larger communities of which we are a part (as described in 4.c and 4.e). See the next section for a set of Principles of Action that will further guide our decision-making.

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### **Support community members' well-being and career longevity in the field of library publishing.**

- a. Enable connections between community members that encourage peer-to-peer learning and support networks.
- b. Create space for community discussion and mutual support around labor issues (e.g., burnout). Such spaces should allow community members to identify shared challenges, share local innovations, and organize collective action.
- c. Work to promote representation, belonging, and success for marginalized communities in the profession and within the LPC and focus efforts on addressing systemic exclusion. [This may include creating dedicated spaces for Black, Indigenous, and People of Color (BIPOC) within LPC] (See Area 4 for more on this topic.)
- d. Support development of staffing best practices. Such best practices should support library and program goals, while prioritizing workforce development and job sustainability for program staff.

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### **Advocate for library publishers and give them the tools to advocate for themselves.**

- a. Serve as a voice for the community of library publishers within emerging conversations
- b. Identify and develop models to measure the impact of library publishing that are in line with the values and practices of the field.

- c. Gather data and create resources that library publishers can use to advocate for continued or increased support for their programs within their library and organizational settings.
  - d. Participate in shared advocacy efforts with the broader university-based publishing community (e.g., the Association of University Presses).
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### 3

#### **Navigate changes in scholarly output, business models, and infrastructure, through a lens of ethics and collaboration.**

- a. Facilitate knowledge sharing and experimentation for publishing research beyond the bounds of journals and monographs, including datasets and expansive digital projects.
  - b. Promulgate awareness of better practices in equitable and inclusive publishing, referring to our [Ethical Framework for Library Publishing](#) and resources developed by the [Coalition for Diversity and Inclusion in Scholarly Communications](#) (C4DISC).
  - c. Foster discussion of different staffing, funding, and sustainability models.
  - d. Support the community's understanding of the policy, technological, and legal landscape within which library publishers operate.
  - e. Partner with other groups that are tracking critical field-level issues (such as the impact of commercial consolidation and the development of community-owned infrastructure) to support their work and represent the needs of library publishers in those efforts.
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### 4

#### **Continue to develop LPC as an inclusive professional space.**

- a. Provide resources and support to the DEI Committee in its role as an active leader in the community.
- b. Engage the entire community in the work of anti-racism (guided by the LPC Roadmap for Anti-Racist Practice), so that change is broad-based and sustained. Actively participate in the work of C4DISC, of which LPC is a founding member.
- c. Work to make all LPC initiatives and community spaces physically and digitally accessible to all community members.
- d. Continue to engage with and invest in the international community of library publishers, including through partnership with the [IFLA Library Publishing Special Interest Group](#).

## Principles of Action

Because this plan is written at a high level of abstraction and meant to guide our work over a 5-year period, we will need to regularly make decisions about which specific actions to pursue in each of the categories above. To guide this decision-making, we have also identified a set of principles for our work. These are based on the elements that have characterized successful LPC projects and programs in the past. These principles, used in tandem with the focus areas above and our [vision, mission, and values](#), will help us to develop effective short-term action plans.

- **Community-led:** We will prioritize community-led topics and efforts. Some of our most successful programs and publications have grown out of community discussions that identified specific, pressing needs. We will continue to structure community discussions in ways that surface shared challenges and ideas that have community momentum behind them, and to dedicate our leadership and staffing resources to implementing responses to them.
- **Approachable:** LPC is supported by institutional memberships, so we need to provide value at the institutional level. However, our most impactful programs are often ones that are easy to engage in at the individual level. Without losing sight of our obligation to our library members, we will prioritize programming that is accessible and meaningful at the level of the individual community member.
- **Pragmatic:** We acknowledge that volunteer work undertaken in community is challenging and time-consuming, and that it's better to get something small done than to get stuck in an endless planning cycle for something bigger. We will prioritize work that builds on or updates existing resources, and we will partner with other communities when they have done relevant work.
- **Connected:** We will prioritize work that allows for deepened connections at all levels, including between community members, between library publishers, and between the LPC community and other relevant communities of practice.

# LPC's Vision, Mission, and Values

## Vision

A scholarly publishing landscape that is open, inclusive, and sustainable.

## Mission

The Library Publishing Coalition (LPC) extends the impact and sustainability of library publishing and open scholarship by providing a professional forum for developing best practices and shared expertise.

## Values

- **Professionalism:** We seek to improve the quality and sustainability of library publishing through advocacy, professional development, and shared best practices.
- **Openness:** We believe that the products and processes of scholarly communication should be as open as possible, thereby increasing the reach and impact of scholarship worldwide.
- **Diversity:** Recognizing that library publishing has a unique opportunity to amplify underrepresented voices in scholarly communication, we strive to promote inclusivity in all our professional activities.
- **Collaboration:** We leverage our collective knowledge and resources to enhance our own publishing efforts and to support other libraries in developing scholarly publishing programs.
- **Innovation:** As research and scholarly communication continue to evolve, we explore and engage with new technologies and new models of publishing to better support the needs of the scholarly community.