

<b>Guernsey Memorial Library Policies</b>		<b>Diversity, Equity, and Inclusion</b>
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# Diversity, Equity, and Inclusion

Guernsey Memorial Library defines diversity broadly to include age, gender, culture, race, religion, sexual orientation, socio-economic background and ability. Equity refers to fairness and social justice, such as treating people fairly while recognizing different people's needs may differ significantly. Inclusion means the act of including, and making people feel they are welcome and belong as valued members of the wider community. To create an environment that values and promotes diversity, equity, and inclusion (DEI) requires action and engagement. The Library actively supports and continues to enhance the advancement and celebration of DEI in the library through our diverse collections, inclusive programming, responsive services offered, and other means. The Library is an active participant in and supporter of local, regional, and national DEI programs and organizations.

The Library values the principles of diversity, equity, and inclusion (DEI). No one person or single committee can be responsible for creating and maintaining a welcoming and inclusive workplace environment where all people can feel they belong. This responsibility belongs to all of us as members of the community.

Conversations on DEI issues can be difficult. However, by engaging in open and collegial discussions on these topics, we strengthen our organization. We begin to learn and appreciate different facets that comprise our identities, both our own and those of our colleagues, and begin to understand one another more deeply. This knowledge and respect enriches our work.

As the Library moves forward, let us all commit to "lean into our discomfort," to approach each other and our work with good intentions, honesty, and empathy, and trust our colleagues are doing the same. We are all aligned in the shared goal of creating an excellent Library. All of us throughout the Library, at all staff levels and responsibilities, are also vital participants in creating an inclusive and equitable Library, for ourselves, our colleagues, and our community.

The following statement has been approved for inclusion in all new and revised Library position descriptions and job postings:

*Guernsey Memorial Library strives to overcome historical and divisive biases in our society. Library board and staff members must embrace an environment of inclusion that moves beyond simple tolerance to recognizing the richness in individual identities of people, and diverse perspectives.*

<b>Revision approved by Board:</b>	<b>Notes:</b>
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