

Diversity, Equity and Inclusion Policy

Libraries can and should play a crucial role in empowering diverse populations for full participation in a democratic society. To further Nyack Library's operational excellence and equitable and inclusive practices that respect the humanity of all, this policy will **affect** all aspects of the Library's mission, values, and goals, as well as reflect its unwavering commitment to welcome and serve all members of the community.

Nyack Library recognizes the critical need for access to library and information resources, services, and technologies by all people, especially those who may experience language or literacy-related barriers; economic distress; cultural or social isolation; physical barriers; racism; discrimination on the basis of appearance, ethnicity, immigrant status, housing status, religious background, sexual orientation, gender identity, gender expression; or barriers to equal education, employment, and housing. In all decisions, including but not limited to those involving collections, staffing, programming, and elections, Nyack Library is to take into consideration all of the identities represented in our community.

To further this policy the Library will:

- Engage the Board, leadership, and staff in ongoing inclusion training, education, and professional development;
- Support the Social Justice Committee of Library employees which meets regularly and informs the Director and Board of any concerns;
- Maintain a safe and inclusive workplace environment in which employees' voices can be heard, valued, and treated with respect;
- Develop and implement programs and services that incorporate the differences that make us a community, ensuring fair and equitable treatment with access to appropriate resources and opportunities;
- Reach out to traditionally underserved segments of our community to better learn and discuss what the Library can do for them and how; and
- Adhere to the laws enforced by the Equal Employment Opportunity Commission (the EEOC) as well as other applicable local, state, and federal laws.

Resources:

ALA Diversity Policy

Adopted December 18, 2023