

Whitehall Public Library Policies

Title	Diversity Plan
Date Approved	7/13/2016
Amended	
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Purpose:

The Whitehall Public Library's staff and Board of Trustees will work to proactively maintain a high performing, productive organization and an inclusive workplace and boardroom environment in which each person is valued for his/her unique gifts and talents; to capitalize on the opportunity for new ideas from diverse work groups; to assure that each person is valued based on individual characteristics rather than on stereotypes or assumptions; to assure varied programs and materials collections to help the community connect, learn, and grow.

Statement of Policy:

The Library will foster an environment in which:

Groups, as well as individuals, are appreciated for their differences and treat each other with respect; employees and Trustees understand and appreciate the heritage and culture of many different groups and are responsive to the uniqueness of each individual; and individuals reach beyond their own experience to appreciate and work effectively with people different from themselves.

GOALS

- Offer equal opportunity and diversity and ensure fair representation and treatment of diverse employees and Trustees, regardless of their race, gender, sexual orientation, religion, nationality, age, or disability.
- Practice and communicate the value of diversity at all levels, holding Library staff and Trustees accountable for demonstrating leadership in valuing diversity.
- Offer effective programs and services meeting the needs of all ages and diverse populations.

STRATEGY

- For the Library to continue to provide appropriate and quality services, the Library will periodically survey the community for interests and needs and continually investigate ways to promote the materials collection, programs and services.
- It is imperative that the Library recruit and retain highly capable and productive employees and Trustees. To do this, the Library needs to attract qualified individuals; ensure that they are acknowledged for their contributions, and are encouraged to achieve their full potential.
- The Library Director administers and monitors the Library's diversity plan. The Library Board of Trustees will periodically review the plan.