

Whitehall Public Library Policies

Title	Diversity Plan
Date Approved	7/13/2016
Amended	1/12/2022
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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, services and collections which reflect diverse populations as well as communicate and educate the value and importance of diversity, equity and inclusion.

STRATEGY

- Provide responsive programs and services by proactively soliciting the community's interest and feedback.
- Audit selected Library collections for diversity, equity and inclusion, both with respect to existing collections as well as newly purchased materials.
- Administer, monitor and periodically review the Library's diversity plan.