

Equity, Diversity and Inclusion Strategic Policy

1.0 Purpose: The American Library Association (ALA) and the Nederland Community Library District promote equal access to information for all persons and recognize the ongoing need to increase awareness of and responsiveness to the diversity of the communities we serve.

2.0 Definitions: The Nederland Community Library District 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 or attitudinal barriers; racism; discrimination on the basis of appearance, ethnicity, immigrant status, religious background, disability, sexual orientation, gender identity, gender expression; or barriers to equal education, employment, and housing.

3.0 Policy: Provide context and understanding of the concepts and values of equity, diversion and inclusion in librarianship through:

- Annual staff and board trainings.
- Library materials, services, physical space, and programs that establish the library as a resource for the values of EDI.
- Recruit staff and volunteers with a lens of equity, diversity and inclusion.
- Intentionally invest in, and provide, materials that are representative of the diversity of our overall population.
- Expand outreach to underserved and underrepresented communities.
- Establish funding that demonstrates the library's investment in EDI.

