

## **Community Library of Castle Shannon**

### **Diversity and Inclusion Policy**

#### **Policy Statement**

The Community Library of Castle Shannon has committed itself to supporting diversity and inclusion in order to achieve a dynamic and respectful environment that encourages, values and respects the contributions of all people.

#### **Definitions**

**Diversity** celebrates the differences among all individuals. Diversity provides a foundation for creativity and innovation and lends itself to a more multi-dimensional approach to problem-solving and decision-making.

**Inclusion** means that all people have the right to be respected and appreciated as valuable members of the community and participate in recreational and educational activities in neighborhood settings. Inclusion is the deliberate act of welcoming diversity and creating an environment where all different kinds of people can thrive and succeed.

***“Diversity is being asked to the party. Inclusion is being asked to dance.”*** Verna Myers,  
Longtime Diversity, Equity and Inclusion Educator

#### **Policy Goals**

- Embrace cultural change in our community that merges the best of community traditions with a vision for the future.
- Respect people of widely different backgrounds and life experiences through interaction and celebrating differences.
- Provide a free, open and inclusive environment where everyone is welcomed and represented through library materials, services, programs and employment.
- Encourage ongoing dialogue on diversity and inclusion and challenge team members to be mindful of potential or actual biases or perceptions.
- Explore potential underlying or questionable assumptions that interfere with inclusiveness.
- See diversity and inclusion as connections to our mission and critical to ensuring the well-being of staff and the community we serve.
- Build a dedicated, informed team who will create a welcoming and inclusive environment based on mutual respect, honesty and accountability.
- Incorporate suggestions and recommendations from community members into organizational plans.