

Mission Statement

To be a vibrant community hub where all people gather to connect, engage, discover, learn and play.

Vision Statement

To be a valued community asset that inspires lifelong learning and supports enriching experiences for all.

Core Values

1. Being Good Stewards of the Castle Shannon Library and Community Resources:
 - We are a trusted resource for our community. We take pride in our commitment to honesty and transparency.
2. Being Consistently Patron-centered:
 - We have a knowledgeable and positive group of staff members who focus on library users' interests and needs.
3. Encouraging and fostering curiosity:
 - We continually seek to encourage personal growth and facilitate the exchange of ideas, information and creativity.
4. Community Engagement:
 - We intentionally seek opportunities to be actively engaged in the life of the community.
5. Equal and Inclusive Access:
 - We believe that learning is a human right and we actively work to provide a comfortable, inclusive space where people see themselves represented and embraced.

Diversity, Equity and Inclusion Statement

As part of our ongoing effort to more intentionally address diversity, equity, and inclusion at the Community Library of Castle Shannon, our staff and board members work from a shared understanding of the following terms.

Diversity: The variety of personal experiences, values, and worldviews that arise from differences of culture and circumstance, such as race, ethnicity, nationality, gender, age, religion, language, abilities, sexual orientation, and more.

Equity: The commitment to fair treatment, access, opportunity, and advancement for the entire community, including staff members, board members, and the audiences we serve.

Inclusion: The act of creating environments in which every individual or group feels welcomed, respected, supported, and valued.

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

Our Library strives to ensure that every community member experiences equity of access to information and services:

- 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.
- See diversity, equity, and inclusion as connections to our mission and are critical to ensuring the well-being of our 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.