



Equity, Diversity, and Inclusion Policy

The Roeliff Jansen Community Library (the Library) believes in working toward a society that is free from structural inequities and is committed to fostering, cultivating and preserving a culture of diversity, equity, and inclusion.

The Library's commitment to inclusion embraces the talents, skills, experience, and cultural perspectives available in a multi-ethnic and diverse society, where people feel they are respected and valued. Thus, individuals can achieve their full potential regardless of race, religion, nationality, national or ethnic origins, sexual orientation, gender identity or expression, disability, age, socioeconomic status, veteran status, or other characteristics that make our community unique.

It is the Library's policy to provide a work environment that is free from all forms of discrimination. The Library views all forms of discrimination as destructive to the Library's mission, vision, values and goals. The Library's dedication to equity, diversity and inclusion is an active process that requires continuous commitment to promote and enhance the well-being of our staff and community.

Our overarching goal is to build empathy, respect, and understanding among neighbors, to activate civic engagement, and to build community resilience that will authentically uphold our core values of diversity, democracy, and social responsibility.

Approved by the Board of Trustees August 15, 2023