

EQUITY, DIVERSITY, ACCESSIBILITY, AND INCLUSION STATEMENT

Purpose

The Friday Memorial Library seeks to be a dynamic and friendly hub for the community. We are a gathering place for people in the New Richmond area to learn, explore and connect. We offer books, movies and music, as well as exciting programs for all ages.

We envision a community that is engaged and active, seeking to work together to realize our shared goals and dreams.

Definitions

Friday Memorial Library defines the following terms according to how they are used in this context, thus they may differ slightly from other definitions. We recognize that the language we use to talk about these issues is likely to grow and change as we better understand one another.

Equity - The process of identifying and removing the barriers that create disparities in the access to resources and means, and the achievement of fair treatment and equal opportunities to thrive.

Diversity - The presence of different and multiple characteristics that make up individual and collective identities, including race, gender, age, religion, sexual orientation, ethnicity, national origin, socioeconomic status, language, and physical ability.

Accessibility - The creation, design or redesign of physical spaces, technology, policies, systems, programs, and services that increase one's ability to use, access, and obtain the respective element.

Inclusion - The intentional creation of environments, policies, services, and programs in which any individual or group can be and feel welcomed, respected, supported and valued to participate fully.

Friday Memorial Library Policy Statement

The Friday Memorial Library is committed to a future that embraces diversity, inclusion, and access for all. We are an equitable, diverse, and inclusive community resource that strives to meet the needs of all library users regardless of: age, cultural background, disability, ethnicity, family status, national origin, race, religion, sex, sexual orientation, gender identity, health, socioeconomic status, or veteran status.

The Friday Memorial Library will consider our values and priorities in all organizational policies that are created and approved by the Library Board. All policies should align with our mission, vision and goals, the guidelines determined by the American Library Association through the Freedom to Read Statement and the Library Bill of Rights, as well as the following values:

1. Accessibility
2. Fairness and greater good
3. Safety and security
4. Equity and diversity
5. Removing barriers

In undertaking its commitment to these values, Friday Memorial Library will:

- Ensure that all patrons, staff, volunteers, and policy makers are treated with respect and dignity and receive fair and equal treatment in all aspects of their use of and affiliation with the Library.
- Continue to make technology accessible to help bridge the digital divide.
- Regularly evaluate our library programs, services, and collections to ensure we are meeting our patrons needs.
- Commit to the recruitment, hiring, and retention of applicants, volunteers, employees, and trustees who are members of marginalized or underrepresented groups to best reflect the New Richmond community.
- Evaluate our procedures regularly to ensure we are reaching patrons who do not have library access.
- Provide reasonable accommodation for the known disabilities of any applicant, employee, trustee, or patron unless the accommodation poses undue burden.
- Continue to train staff at all levels in the organization on topics of equity, diversity, access and inclusion.
- Incorporate EDAI principles in the planning, creation, and implementation of library displays, services, events, and programming, including outreach and partnerships.

By adopting this statement, Friday Memorial Library staff and trustees pledge to engage in opportunities for equity, diversity, access and inclusion in all levels of our organization.