

Diversity, Equity, and Inclusion Policy

Sunderland Public Library

Sunderland Public Library is committed to supporting and celebrating the diversity of our community and workforce to include people of different races, nationalities, creeds, religions, socioeconomic statuses, immigration statuses, ages, gender identities and expressions, sexual orientations, physical and mental abilities, or any other attributes.

Sunderland Public Library demonstrates its support by:

- Creating an environment that is welcoming to all.
- Ensuring all patrons have equitable access to the materials, services, and programs the library offers.
- Recognizing potential barriers that limit access to the library and its services, materials, and programs (physical, economic, and digital).
- Creating and supporting programs and services that represent the diversity of our community.
- Providing a platform in our community for these important conversations to take place.
- Pursuing inclusive consultation and engagement processes within the community to understand how different groups define themselves and their needs.
- Ensuring patrons can enjoy the library free from attempts from others to impose their beliefs, values, or customs.
- Creating a work environment where all staff feel valued, respected, and that their voice is heard.
- Engaging library staff and the Board of Library Trustees in ongoing training and conversations on topics of diversity, equity, inclusion, and social justice.
- Developing policies that support and represent diversity, equity, and inclusion.
- Exploring means to amplify the diversity of the library's workforce and leadership.

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Reviewed October 2022.