East Kingston Public Library
Policy on Diversity, Equity, and Inclusion

The East Kingston Public Library (EKPL) embraces and supports the diversity of our employees and our community to include differences in race, ethnicity, language, culture, religion, gender, sexual orientation, gender identity or expression, socioeconomic status, military status, and physical or mental ability or disability. This support and inclusion are central to the practice of intellectual freedom.

EKPL encourages that intellectual freedom, opposes censorship, and upholds a commitment to the free and open exchange of ideas and viewpoints, which is a foundation of democracy.

EKPL demonstrates its support by:

- Creating an environment where all patrons feel welcomed;
- Creating a safe workplace environment in which employees' voices can be included, heard, valued, and treated with respect;
- Fostering an atmosphere of dignity and respect;
- Encouraging exploration of new ideas and perspectives in a safe and positive environment;
- Working with diverse communities to determine appropriate ways to design, deliver, and evaluate services;
- Engaging the board, leadership, and staff in ongoing inclusion training, education, and professional development;
- Developing and implementing programs and services that incorporate the differences that make us a community, ensuring fair and equitable treatment with access to appropriate resources and opportunities; and
- Protect everyone from all forms of hostility and oppression, including sexism, misogyny, ableism, racism, classism, xenophobia, homophobia, transphobia, and religious persecution.

Definitions

"Equity" takes difference into account to ensure a fair process and, ultimately, a fair outcome. Equity recognizes that some groups were (and are) disadvantaged in accessing educational and employment opportunities and are, therefore, underrepresented or marginalized in many organizations and institutions. Equity, therefore, means increasing diversity by ameliorating conditions of disadvantaged groups.

"Diversity" can be defined as the sum of the ways that people are both alike and different. When we recognize, value, and embrace diversity, we are recognizing, valuing, and embracing the uniqueness of each individual.

"Inclusion" means an environment in which all individuals are treated fairly and respectfully; are valued for their distinctive skills, experiences, and perspectives' have equal; access to resources and opportunities; and can contribute fully to the organization's success.

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