

# **YARMOUTH TOWN LIBRARIES DIVERSITY, EQUITY, AND INCLUSION POLICY**

The Yarmouth Town Libraries Division of Community Services Department (the Library) is committed to diversity, equity, and inclusion, and the mission of social justice. This includes recognizing the systemic and cultural barriers that are present in our library and in the library system, and working to remove those obstacles. We are committed to anti-racism, anti-sexism, and our active responsibility in fighting all forms of bigotry and oppression.

The Library upholds equal access to information for all persons and recognizes the ongoing need to increase awareness of and responsiveness to the diversity of the communities we serve. The Library recognizes the critical need for access to library and information resources, services, and technologies by all people, especially those who may experience: language or literacy-related barriers, economic distress, cultural or social isolation, physical or attitudinal barriers, racism, discrimination (on the basis of appearance, ethnicity, immigrant status, religious background, sexual orientation, gender identity, gender expression), or barriers to equal education, employment, and housing.

The Library evaluates its collection on an ongoing basis to ensure that it reflects the wide range of cultures and cultural values that constitute our town, country, and world.

In support of these principles, the Library welcomes all members of the community and seek to provide a safe and inclusive space for all visitors, upholding the rights of all individuals to use its facilities without fear of harassment or intimidation. The Library makes decisions regarding our collection, programs, and policies that promote a sense of belonging and embrace everyone's uniqueness as individuals.

The Library also recognizes the need to promote and maintain diversity and equity in the hiring process and training of the staff and in the composition of the Library Board. The Library has an active commitment to increasing the cultural diversity of its staff, and both recognizes and seeks to remove the barriers to doing so in our community.

Approved by the Town Library Board  
January 19, 2023