



Lancaster Public Library Diversity, Equity, and Inclusion Policy

The Lancaster Public Library (LPL) is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion. We embrace our employees' and community members' differences in age, color, disability, ethnicity, family and marital status, gender identity or expression, language, national origin, physical and mental ability, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make the LPL unique.

The LPL will demonstrate its support by:

- Recruiting, promoting, and retaining staff from diverse backgrounds;
- Recruiting board members from diverse backgrounds;
- Engaging the staff in ongoing inclusion training, education, and professional development;
- Creating a safe workplace environment in which employees' voices can be included, heard, valued, and treated with respect;
- 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.

It is the Lancaster Public 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, values and goals. We strive to reflect the community we serve by representing and fostering the various cultures, genders and ethnicities among our staff and board of trustees. Therefore, we affirm our commitment to the American Library's Association Diversity Policy, which states in Section B.3.7: "In order to ensure that libraries are both reflective of and relevant to the communities they serve, the American Library Association encourages and supports recruitment and continuing education initiatives that facilitate the hiring and promotion of a diverse workforce in libraries of all types and all organizational levels." The Library's dedication to diversity, equity, and inclusion is an active process that requires continuous commitment to promote and enhance the well-being of our staff and community.

Adopted by the Lancaster Public Library Board of Trustees at a public meeting on December 14, 2023.