

Diversity, equity, and inclusion (DEI) are core values of Gail Borden Public Library District. We embrace and encourage our employees' and volunteers' differences in all aspects, including but not limited to race, color, national origin, cultural background, age, gender, ethnicity, gender identity or expression, languages, physical and mental ability, political affiliation, religion, sexual orientation, parental status, marital status, educational levels, socio-economic status, military or veteran status, and other characteristics that make our employees and volunteers unique.

Diversity, equity, and inclusion are supported at the highest levels and apply to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; job transfers; layoffs; terminations; and the ongoing development of a work environment built on the premise of equity.

As part of our commitment to a workplace of culture that values and promotes diversity, equity, inclusion, and a work environment free of all forms of discrimination, harassment, and hostility, we promise to:

- Lead with respect and tolerance of all individuals. We expect all our employees, volunteers, and community partners to embrace this philosophy and to express it in workplace interactions and through everyday practices.
- Acknowledge and dismantle any inequities within our policies, systems, programs, and services.
- Apply principles of equity and social justice to achieve equal employment opportunities for qualified individuals of all backgrounds.
- Focus on attracting, recruiting, retaining, engaging, supporting, developing, and advancing underrepresented and diverse employees and volunteers.
- Promote respectfulness, cultural awareness, and inclusivity by:
  - Fostering a collaborative work environment in which all employees and volunteers can participate and contribute, and individual differences and contributions are recognized and valued.
  - Empowering and providing a safe space for all individuals to express themselves, exchange ideas, and feel heard; and,
  - Encouraging employees and volunteers to be open and receptive to others' experiences and perspectives.
- Regularly review all our employment policies, practices, and procedures so that fairness is always maintained.
- Implement all federal award requirements related to DEI including but not limited to the Justice40 Initiative and all contractor and subrecipient terms and conditions.

The library is committed to evaluating existing and future programs, policies, and systems, and adapting or introducing new initiatives as our diversity, equity, and inclusion goals evolve. Accordingly, the Library always welcomes suggestions from employees and volunteers about how we can be more inclusive and address diversity issues. Comments, concerns, or suggestions, regarding the Library's DEI efforts, should be made to your Department Director, Division Chief, Human Resources, or the Library's Chief Executive Officer.

(12/2023)