



# INCLUSIVITY AT THE LIBRARY

JUNE 18, 2025

## CORE BELIEFS

Library Bill of Rights

Freedom To Read Statement

Our mission statement

Library Policies

## WHAT DOES INCLUSION AT THE LIBRARY MEAN?

- Everyone is welcome, regardless of background, identity, or ability
- Equitable access to resources, services, and opportunities
- Representation of diverse voices in collections, services and programming
- Anyone can get a card and no cost for services
- Safe, welcoming spaces

## INCLUSIVITY WITH COLLECTIONS

- **Firmly established in our collection culture:**
  - Inclusivity concerns enshrined in the guidelines
  - Broad staff participation
- **Going forward:**
  - New display procedures and training centering concepts of privilege and intersectionality

## INCLUSIVITY WITH SPACES

- Combined Large Print w/Low Vision resources
- Accessible computer stations
- Accessible checklists & baked-in considerations
- Lockers
- Sensitive materials resources in more private areas

### **Going forward:**

- Accessible signage audit
- Sound study
- Accessibility audit remediations

# INCLUSIVITY WITH PROGRAMS AND EVENTS

## **Current areas of focus:**

- Diverse topics, perspectives, and voices
- Regional history, culture, and demographics
- Age/generational representation
- Format diversity
- Based on needs assessments, patron feedback, and participation stats
- Strong Community Engagement efforts inform programming
- Annual themes, Heritage Month, and monthly celebrations
- Documented procedures to ensure transparency and inclusion
- Presenter pitch form to invite and create access to all presenters

## INCLUSIVITY WITH SERVICES

- Accessible registration options
- Expanded technology assistance options
- Responsive additions to Library of Things
- Narcan and hygiene products available at all desks
- Sensitive topics resources provided without need to interact
- Highlighting of county/regional social services, food banks, etc.
- Additional language support across printables and registration

# INCLUSIVITY WITH HIRING

## **Recruitment & Retention**

- Reorganizing to increase the number of hours available per position
- Advertising more widely
- Standardizing the interview experience
- Promoting and training internally to support and grow talent
- Providing an Onboarding Buddy program



# INCLUSIVITY WITH MARKETING

- **Tone:** welcoming, jargon-free, gender and age-neutral language using first person.
- **Transparency:** clear explanations openly promoting mission, vision, and values.
- **Format diversity:** robust print, web-based, and social media marketing package.
- **Guidelines:** font, contrast, descriptive link, alt text, structured headings.
- **Photos/graphics:** visually clear and simple, representative of community.
- **Holidays/celebrations:** promoted with sensitivity and representation
- **Proofreading:** several checks for blind spots and accidental insensitivity.

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# QUESTIONS