

## **Equity, Diversity and Inclusion Statement**

(1 of 3 pages)

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**Revised:**

**Reviewed:**

Powers Library believes that equity, diversity, and inclusion are central to the promotion and practice of intellectual freedom. A full commitment to equity, diversity, and inclusion requires that library collections and programming reflect the broad range of viewpoints and cultures that exist in our world.

To uphold the Library Bill of Rights and serve the entire community, Powers Library trustees, director, and library workers will embrace equity, diversity, and inclusion.

**Equity:** We recognize each person as unique and with different needs. We will strive to provide everyone with what they need to succeed.

**Diversity:** We see and try to understand our differences. This includes race/ethnicity, language, abilities, age, gender sexual orientation and other traits. It also includes different ideas, views, and values.

**Inclusion:** Everyone is welcome at Powers Library. We value the uniqueness of each person. We support building connections with each other. We commit to remove barriers to our resources and services. To this end, library staff, director and trustees will reflect on the origins, age, background, and views of our community. We will strive to ensure that library spaces, programs, and collections accommodate the needs of every user.

- **Books and other library resources should be provided for the interest, information, and enlightenment of all people of the community that the library serves.**

Materials should not be excluded because of the origin, background, or views of those contributing to their creation. Library collections, in a variety of material formats, should include a full range of viewpoints and experiences.

## **Powers Library – Moravia, NY**

- **All materials, including databases and other electronic content, should be made accessible for people who use adaptive or assistive technology.**

To provide equitable and inclusive access, Powers Library will work closely with diverse communities to understand their needs and aspirations, so that the library can respond appropriately with collections and services to meet those needs. All community members will feel truly welcomed and included when they see themselves reflected in collections that speak to their cultures and life experiences.

- **Powers Library will provide materials and information presenting all points of view on current and historical issues. Materials should not be proscribed or removed because of partisan or doctrinal disapproval.**

Beyond merely avoiding the exclusion of materials representing unorthodox or unpopular ideas, Powers Library will proactively seek resources and programming representing the greatest possible diversity of genres, ideas, and expressions.

- **Powers Library will challenge censorship in the fulfillment of their responsibility to provide information and enlightenment.**

Inclusive materials, programs, and services may not be universally popular, but it is the library's responsibility to provide access to all points of view, not just prevailing opinions.

- **Trustees, administrators, and library workers must discourage self-censorship.**

Fears and biases may suppress diverse voices in collections, programming, and all aspects of library services. Powers Library will counter censorship by practicing inclusion.

## **Powers Library – Moravia, NY**

- **Powers Library will work to resist limiting free expression and free access to ideas.**

A person's right to use the library not be denied or abridged because of origin, age, background, or views.

- **Powers Library will regularly review its policies with the goal of advancing equity of access to the library's collections and services.**

Identification requirements, overdue charges and fees, or deposits for service are examples of traditional approaches that may exclude some members of the community.

- **Powers Library will make exhibit spaces and meeting rooms/areas available on an equitable basis, regardless of the beliefs or affiliations of individuals or groups requesting their use.**

Powers Library will welcome diverse content in our exhibit spaces and diverse ideas, individuals, and groups in their meeting rooms, even if some members of the community may object or be offended.