

Equity, Diversity, and Inclusion Policy

Revision Control

- Approved November 22, 2021; September 18, 2023

I. Purpose

Lincolnwood Public Library District is a public space that prioritizes fostering lifelong learning and responding to our diverse community's input and experiences through our materials, space, events, and expertise. The promotion of equity, diversity, and inclusion is a core part of our mission, in line with the American Library Association's Code of Ethics, specifically the ninth principle, which reads:

"We affirm the inherent dignity and rights of every person. We work to recognize and dismantle systemic and individual biases; to confront inequity and oppression; to enhance diversity and inclusion; and to advance racial and social justice in our libraries, communities, profession, and associations through awareness, advocacy, education, collaboration, services, and allocation of resources and spaces."¹

II. Equity, Diversity and Inclusion Statement

In this statement, we define equity, diversity and inclusion, as aligned with the Library Bill of Rights.

"Equity" takes difference into account to ensure a fair process and, ultimately, a fair outcome. Equity recognizes that some groups were (and are) disadvantaged in accessing educational and employment opportunities and are, therefore, underrepresented or marginalized in many organizations and institutions. Equity, therefore, means increasing diversity by [improving] conditions of disadvantaged groups.

"Diversity" can be defined as the sum of the ways that people are both alike and different. When we recognize, value, and embrace diversity, we are recognizing, valuing, and embracing the uniqueness of each individual.

"Inclusion" means an environment in which all individuals are treated fairly and respectfully; are valued for their distinctive skills, experiences, and perspectives; have equal access to resources and opportunities; and can contribute fully to the organization's success.²

¹ <https://www.ala.org/news/member-news/2021/07/ala-adopts-new-code-ethics-principle-racial-and-social-justice#:~:text=The%20ninth%20principle%20within%20the,and%20rights%20of%20every%20person.> ² <https://www.ala.org/advocacy/intfreedom/librarybill/interpretations/EDI>

In undertaking its commitment to equity, diversity, and inclusion the Lincolnwood Public Library will:

- Be an equitable, diverse, and inclusive community resource that strives to meet the needs of all

patrons, staff, and trustees regardless of age, sex, cultural background, mental and/or physical ability, ethnicity, marital and/or familial status, national origin, race, religion, sexual orientation, gender identity or expression, health, political affiliation, socioeconomic status, veteran status, citizenship status, or any other protected status or marginalized identity;

- Promote the removal of all barriers to library and information services and strive to increase accessibility in all areas of library services;
- Incorporate EDI principles in the planning, creation, and implementation of library displays, spaces, events and programming, including outreach and partnerships;
- Promote training opportunities for library personnel and trustees that will give them the skills needed to provide effective services to diverse populations;
- Ensure that all patrons, staff, and board members are treated with respect and dignity and receive fair and equal treatment in all aspects of their use of and affiliation with the Library;
- Provide reasonable accommodation for the known disabilities of any applicant, employee, trustee, or patron unless the accommodation poses an undue burden;
- Commit to the recruitment, hiring, and retention of applicants and employees who are members of marginalized or underrepresented groups to best reflect the Lincolnwood community.

III. Accountability

By adopting this statement, Lincolnwood Public Library management, staff and the Board of Trustees pledge to engage in opportunities for equity, diversity and inclusion through all levels of our organization.

Leadership for the implementation of the policy comes from the Director and library staff. The Library Director will investigate any complaint against the Library regarding discrimination. The Director can be reached by writing to Lincolnwood Public Library, 4000 W Pratt Avenue, Lincolnwood, IL 60712.