



Policy and Procedure Manual 1.03 Diversity Statement

Revised: December 17, 2013, August 20, 2019

Approved: December 13, 2010

Policy number: 1.03

Related policies: Mission, Vision, & Values 1.01; Customer Service Policy 1.02; Collection Policy 3.01; Borrower's Policy 4.01; Americans with Disabilities Act Grievance Procedure 1.03.01; Outreach Services 4.08; Jail Services 4.10; Meeting Room and Facilities Use 7.03; Equal Opportunity 12.01; Personnel Selection 12.02; Unlawful Discrimination 12.27; Policy Against Harassment 12.28; Workplace Behavior Standards Policy 12.29; Policy Regarding Political Activities and Expression by WCLS Employees 12.31; Disability, Serious Illness, and Accommodation 12.48

STATUTORY REFERENCE: Civil Rights Act of 1964 (Title VII); Equal Pay Act of 1963 (EPA); Age Discrimination in Employment Act of 1967 (ADEA); Americans with Disabilities Act of 1990 (ADA) (Titles I and V); Genetic Information Nondiscrimination Act of 2008 (GINA); Civil Rights Act of 1991; RCW 49.60.30, RCW 49.60.180 and RCW 49.60.215

SCOPE: Trustees and Staff of the Whatcom County Library System

The Whatcom County Library System (WCLS) is a public institution that belongs to everyone and everyone belongs at the library. To that end WCLS is intentional about understanding and meeting the library needs of all members of our community. This statement informs decisions about services, policies, programs, staffing, and outreach efforts.

WCLS delivers respectful, affirmative service to everyone regardless of age, beliefs, color, creed, education, ethnicity, gender, gender identity, heritage, language, marital or family status, military status, physical or cognitive capability, physical or mental health, political affiliation, race, religion, sexual orientation, or socio-economic status. We act to ensure that all members of the community can use the library as they need to, free from any attempt by others to impose values, customs, or beliefs.

To manifest this, WCLS is committed to:

- Recognizing the dignity and humanity of every member of the community;
- Creating and maintaining a culture of inclusion and respect for patrons and staff;
- Reflecting diverse communities in its programming, promotion, and service;
- Building and maintaining inclusive collections that reflect and respect the diversity of a global community;
- Delivering in-library and outreach services to populations that may be under-represented or hard to reach based on diverse life circumstances;
- Listening directly to diverse communities to understand how they describe and define themselves;
- Working with diverse communities to determine appropriate ways to design, deliver, and evaluate services;

- Allocating resources equitably, providing all patrons with real opportunities to reach their full potential;
- Identifying and eliminating barriers to service that disproportionately affect under-represented groups; and
- Employing concrete programs of recruitment, development, and advancement to build a workforce that reflects the greater community.

WCLS believes the library is the heart of the community, providing physical and emotional space for conversation, growth, and intercultural understanding.

Adopted by the Whatcom County Library System Board of Trustees on August 20, 2019.

Signed by Marvin Waschke, Board Chairperson