

Diversity Equity Inclusion (DEI) Policy Statement

At the Carbondale Public Library (CPL), we prioritize diversity, equity, and inclusion. CPL is dedicated to realizing these values through the following steps:

- CPL continuously and consciously reviews its policies and practices through an equity, diversity, and inclusion lens.
- CPL strives to ensure its library resources, programs, and services are accessible to all community members. This includes providing physical accommodations, digital accessibility, and removing barriers to participation.
- CPL actively seeks materials, resources, and programming that reflect the community's diversity. CPL is committed to representing various perspectives, experiences, and voices in its collection, including those historically underrepresented or marginalized.
- CPL is dedicated to promoting diversity in its workforce and providing equal opportunities for all individuals. CPL actively recruits and retains staff from diverse backgrounds.
- CPL invests in training and professional development for its staff to enhance cultural competency, empathy, and understanding.
- CPL is dedicated to maintaining a welcoming and inclusive environment where everyone feels safe, respected, and valued. Discrimination, harassment, or any form of intolerance will not be tolerated.
- CPL actively engages with diverse community groups and organizations to better understand and address the needs of all community members. CPL seeks to build partnerships that promote equity and inclusion within and beyond the library walls.
- CPL welcomes feedback from community members on fulfilling its commitment to diversity, equity, and inclusion.
- CPL takes a proactive leadership role on important community issues, working with local leaders, elected officials, and partners to create a more equitable, inclusive, and diverse Carbondale.

Adopted 3/24