

**CLEVELAND PUBLIC LIBRARY**

**Board Meeting**

April 18, 2019

**RESOLUTION ESTABLISHING POLICY ON DIVERSITY, EQUITY, AND INCLUSION**

WHEREAS, Cleveland Public Library recognizes that diversity, equity and inclusion are mutually reinforcing and must be woven through the Library's vision, mission, values, strategic priorities, goals, and objectives; and

WHEREAS, Over the last seven years, the Library has strategically readied itself for the future and is now set to embark on a bold plan to position the Cleveland Public Library as the center of learning in each of the neighborhood communities we serve; and

WHEREAS, The Library wishes to adopt a formal policy on diversity, equity, and inclusion to guide its deliberations, decisions, and actions as the plan becomes a reality; now therefore be it

RESOLVED, That the Board of Library Trustees adopts the attached policy, to be effective immediately.

## **CLEVELAND PUBLIC LIBRARY**

### **Policy on Diversity, Equity, and Inclusion**

Cleveland Public Library embraces and supports the diversity of our workforce as well as our community to include differences in race, ethnicity, language, culture, religion, gender, sexual orientation, gender identity or expression, socioeconomic status, military status, physical or mental ability or disability.

The Library demonstrates its support by:

- Engaging the board, leadership, and staff in ongoing inclusion training, education, and professional development;
- Creating a safe workplace environment in which employees' voices can be included, heard, valued, and treated with respect;
- Developing and implementing programs and services that incorporate the differences that make us a community, ensuring fair and equitable treatment with access to appropriate resources and opportunities; and
- Developing a supplier diversity program that mirrors the patrons we serve.