

Diversity, Equity and Inclusion Policy

(Adopted 2/2022)

Diversity, Equity and Inclusion

The Claverack Free Library is committed to a future that embraces and encourages diversity, equity and racial understanding through actions, policies and with the direction of resources that supports and respects individual differences. CFL is an equitable and inclusive community resource that strives to meet the needs of all regardless of age, cultural background, disability, ethnicity, family status, national origin, race, religion, sex, sexual orientation, gender identity, health, socioeconomic and veteran status.

We will continue to:

- Make technology accessible to help bridge the digital divide
- Regularly evaluate our library programs, policies and collections to ensure we are meeting diverse patron needs
- Seek out diverse Board members to govern the library
- Create marketing efforts to reach the communities we serve
- Train staff on topics of equity, diversity and inclusion
- Provide materials that address the history of social and racial injustice

We recognize these actions as a continuous process of leading and learning. By adopting this statement CFL staff and the Board of Trustees pledge to engage in opportunities for equity, diversity and inclusion throughout all aspects of our organization.