

## **Equity, Diversity and Inclusion Statement**

The Pound Ridge Library District is committed to nurturing and maintaining a supportive and inclusive environment in which people of all ages, abilities, races, genders, ethnicities, cultures, religions, sexual orientations, gender identities, socio-economic statuses, political affiliations and viewpoints are welcomed. We acknowledge the value of every community member and are dedicated to providing a comfortable, safe space where individual needs are met with respect and without judgment.

### **The Library demonstrates its support by:**

- Committing to and examination of library policies, procedures, practices, programs, and services in order to eliminate barriers to access and opportunity;
- Creating and maintaining an environment of diversity, inclusion and respect within our library programs and services, among library staff, and in the greater community;
- Endeavoring to reach, engage, and include disenfranchised and marginalized members of our community in decision-making about library programs, services, and resources; and
- Leveraging our trusted position to convene conversations and build partnerships to address challenging issues facing our community in an environment where all people feel respected, welcomed and safe.