



Equity, Diversity and Inclusion Policy

Equity, diversity, and inclusion (EDI) is a conceptual framework that promotes the fair treatment and full participation of all people, especially populations that have historically been underrepresented or subject to discrimination because of their background, identity, disability, etc.

Equity involves providing resources according to the need to help diverse populations achieve their highest state of health and other functioning.

Diversity refers to the representation or composition of various social identity groups in a work group, organization, or community.

Inclusion strives for an environment that offers affirmation, celebration, and appreciation of different approaches, styles, perspectives, and experiences.

The Livingston Manor Free Library Board of Trustees is committed to a culture of equity, diversity and inclusion and welcomes the vibrant differences and variety of backgrounds, perspectives, interests and talents represented by our library users, our community and our employees.

The Livingston Manor Free Library is committed to:

- Eliminating barriers to equity, diversity, and inclusion in services, programs, policies, and procedures, including in the Library's hiring and board recruitment practices;
- Providing learning opportunities and tools to accommodate and promote an equitable, diverse, and inclusive workplace and community;
- Providing equitable access to skills training, resources and employment opportunities for staff and the public;
- Incorporating suggestions and recommendations from the community into organizational plans.

Approved by the Board of Trustees on April 10, 2023