

## **Diversity and Inclusion Policy**

Diversity and inclusion go beyond simple tolerance to embrace and celebrate individuality by developing practices that recognize and respect all people and their points of view. At the Dennis P McHugh Piermont Public Library, we honor the diversity in our community.

- Welcoming and including all.
- Fostering an atmosphere of dignity and respect.
- Encouraging the exploration of new ideas and perspectives in a safe and positive environment.
- Working with diverse communities to determine appropriate ways to design, deliver, and evaluate services.

The Dennis P McHugh Piermont Public Library recognizes and actively affirms the dignity of those it serves, regardless of heritage, education, beliefs, race, income, religion, gender, age, sexual orientation, gender identity, and physical or mental capabilities.

The Library makes diversity and inclusion a priority in planning and decision making for staffing, collections, services and organizational change. The Library is dedicated to creating an inclusive, welcoming, and respectful organizational culture that appreciates and supports individual differences.

Adopted 10/14/2020