**Newfield Public Library Diversity, Equity, and Inclusion Policy**

The Newfield Public Library will provide a comprehensive collection of materials and services to meet the informational and recreational needs of a growing, changing community.

Public libraries provide free resources for all. Our library embraces that objective and takes deliberate actions to address historical inequity, in line with the American Library Association's Code of Ethics, specifically the ninth principle, which reads: "We affirm the inherent dignity and rights of every person. We work to recognize and dismantle systemic and individual biases; to confront inequity and oppression; to enhance diversity and inclusion; and to advance racial and social justice in our libraries, communities, profession, and associations through awareness, advocacy, education, collaboration, services, and allocation of resources and spaces."[1]

We define diversity equity, and inclusion, as aligned with the Library Bill of Rights.[2]

"Diversity" can be defined as the sum of the ways that people are both alike and different. Recognizing, valuing, and embracing diversity is how we recognize, value, and embrace the uniqueness of each individual.

"Equity" takes difference into account to ensure a fair process and, ultimately, a fair outcome. Equity recognizes that some groups were (and are) disadvantaged in accessing educational and employment opportunities and therefore are underrepresented or marginalized in many organizations and institutions. Equity, therefore, means increasing diversity by [improving] conditions of disadvantaged groups.

"Inclusion" means an environment in which all individuals are treated fairly and respectfully; are valued for their distinctive skills, experiences, and perspectives; have equal access to resources and opportunities; and can contribute fully to the organization's success.

In its commitment to equity, diversity, and inclusion the Newfield Public Library will:

· Be an equitable, diverse, and inclusive community resource that strives to meet the needs of all patrons, staff, and trustees regardless of age, sex, cultural background, mental and/or physical ability, ethnicity, marital and/or familial status, national origin, race, religion, sexual orientation, gender identity or expression, health, political affiliation, socioeconomic status, veteran status, citizenship status, or any other protected status or marginalized identity.

· Promote the removal of all barriers to library and information services and strive to increase accessibility in all areas of library services.

· Incorporate diversity, equity, and inclusion principles in the planning, creation, and implementation of library displays, events and programming, including outreach and partnerships.

· Promote training opportunities for library personnel and trustees that will give them the skills needed to provide effective services to diverse populations.

· Ensure that all patrons, staff, and board members are treated with respect and dignity and receive fair and equal treatment in all aspects of their use of and affiliation with the Newfield Public Library.

· Provide reasonable accommodation for the known disabilities of any applicant, employee, trustee, or patron unless the accommodation poses an undue burden.

· Commit to the recruitment, hiring, and retention of applicants and employees who are members of marginalized or underrepresented groups to best reflect the Newfield community.

[1] https://www.ala.org/news/member-news/2021/07/ala-adopts-new-code-ethics-principle-racial-and-socialjustice#:~:text=The%20ninth%20principle%20within%20the,and%20rights%20of%20every%20person.

[2] https://www.ala.org/advocacy/intfreedom/librarybill/interpretations/

*Draft submitted for review October 18, 2022*

*Board approved December 20, 2022*

*Board reviewed and approved July 29, 2025*

*Board reviewed and approved July 21, 2026*