

Diversity, Equity, Inclusion Statement

The Tivoli Free Library is committed to a future embracing and encouraging diversity, equity, and racial understanding through actions and policies, directing resources that support and respect individual differences.

The Tivoli Free Library is an equitable and inclusive community resource that strives to meet the needs of all regardless of age, cultural and linguistic background, disability, ethnicity, family status, national origin, race, religion, sex, sexual orientation, gender identity, health, socioeconomic and veteran status.

The Tivoli Free Library will make every effort 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 staff and Board members to run and govern the Library;
- Ensure appropriate marketing reaches the communities we serve;
- Train staff on topics of equity, diversity and inclusion; and
- Provide materials that address social and racial injustice.

The Tivoli Free Library recognizes these actions as a continuous process of leading and learning. By adopting this statement Library staff and the Board of trustees pledge to engage in opportunities for equity, diversity and inclusion throughout all aspects of our organization.

Adopted by the Tivoli Free Library Board of Trustees on September 19, 2023.