



# Franklin County Library System

WE CREATE LEARNING OPPORTUNITIES THAT LEAD TO PERSONAL DISCOVERY, GROWTH, AND ENJOYMENT.

## Diversity Statement

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The Franklin County Library System, as a member of the American Library Association, **affirms its commitment to embrace and celebrate Diversity, Equity, and Inclusion** as it pertains to accepting and respecting all patrons, staff, and community partners.

To this end, the Franklin County Library System (FCLS) is committed to:

- Recognizing, valuing, and embracing the uniqueness of each individual, regardless of race, ethnicity, gender identity, sexual orientation, socio-economic status, age, physical ability, religious beliefs, political beliefs, military or veteran status, marital status, or other ideologies.
- Providing books, library resources, programs of interest, information, and enlightenment for all those in the communities that our libraries serve. We will strive to understand our diverse communities' needs and respond appropriately with collections and services that meet those needs. We are committed to providing equitable access to resources that provide a broad array of views.
- Providing a safe, positive, and nurturing environment for all, in which to explore differences so that we may understand, learn from one another, and grow. Every person has the right to use the library and should be treated hospitably when doing so.
- Providing excellent service, demonstrated by how we treat all patrons, staff, and community members and partners. This includes a commitment to providing engaging and comfortable environments throughout our branch locations. Our environments include, but are not limited to: the collections, programming, meeting rooms, and exhibit spaces.
- Recruiting and retaining staff representative of the communities we serve. We strive to build and nurture an organizational culture where differences are embraced, all staff effectively interact with one another and the community, and individual staff members and their collective contributions are greatly valued.

***We welcome all!***