

## **Darwin R. Barker Library and Museum Association**

### **Welcoming Workplace Policy**

The Darwin R. Barker Library and Museum Association is committed to fostering, cultivating and preserving a culture of inclusion, diversity, and equality. We embrace our employees' and community members' differences in age, color, disability, ethnicity, family and marital status, gender identity or expression, language, national origin, physical and mental ability, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make the Library and Museum unique. It is the Library and Museum's policy to provide a work environment that is free from all forms of discrimination. The Library and Museum view all forms of discrimination as destructive to their mission, vision, values and goals.

We strive to reflect the community we serve by representing and fostering the various cultures, genders and ethnicities among our staff and board of trustees. Therefore, we affirm our commitment to the American Library's Association Diversity Policy, which states in Section B.3.7: "In order to ensure that libraries are both reflective of and relevant to the communities they serve, the American Library Association encourages and supports recruitment and continuing education initiatives that facilitate the hiring and promotion of a diverse workforce in libraries of all types and all organizational levels."

The Library and Museum's dedication to equity, diversity and inclusion is an active process that requires continuous commitment to promote and enhance the well-being of our staff and community.

*Adopted: 10/18/2023*