



POLICY NUMBER: 1.03

DIVERSITY STATEMENT

SCOPE

Trustees and Staff of the Whatcom County Library System

The Whatcom County Library System (WCLS) is a public institution that belongs to everyone and everyone belongs at the library. To that end WCLS is intentional about understanding and meeting the library needs of all members of our community. This statement informs decisions about services, policies, programs, staffing, and outreach efforts.

WCLS delivers respectful, affirmative service to everyone regardless of age, beliefs, color, creed, education, ethnicity, gender, gender identity, heritage, language, marital or family status, military status, physical or cognitive capability, physical or mental health, political affiliation, race, religion, sexual orientation, or socio-economic status. We act to ensure that all members of the community can use the library as they need to, free from any attempt by others to impose values, customs, or beliefs.

To manifest this, WCLS is committed to:

- Recognizing the dignity and humanity of every member of the community;
Creating and maintaining a culture of inclusion and respect for patrons and staff;
- Reflecting diverse communities in its programming, promotion, and service;
Building and maintaining inclusive collections that reflect and respect the diversity of a global community;
- Delivering in-library and outreach services to populations that may be under-represented or hard to reach based on diverse life circumstances;
- Listening directly to diverse communities to understand how they describe and define themselves;
- Working with diverse communities to determine appropriate ways to design, deliver, and evaluate services;
- Allocating resources equitably, providing all patrons with real opportunities to reach their full potential;
- Identifying and eliminating barriers to service that disproportionately affect under-represented groups; and
- Employing concrete programs of recruitment, development, and advancement to build a workforce that reflects the greater community.

WCLS believes the library is the heart of the community, providing physical and emotional space for conversation, growth, and intercultural understanding.

RELATED POLICIES: [Mission, Vision, and Values 1.01](#); [Patron Service Policy 1.02](#); [Americans with Disabilities Act \(ADA\) Grievance Procedure 1.03.01](#); [Collection Policy 3.01](#); [Borrower's Policy 4.01](#); [Homebound Services Policy](#)

[4.08; Jail Services Policy 4.10; Meeting Room and Facilities Use Policy 7.03; Equal Opportunity Policy 12.01; Personnel Selection Policy 12.02; Unlawful Discrimination Policy 12.27; Harassment Policy 12.28; Workplace Behavior Standards Policy 12.29; Political Activities and Expression by WCLS Employees Policy 12.31; Disability, Serious Illness, and Accommodation Policy 12.48.](#)

STATUTORY REFERENCE: Civil Rights Act of 1964 (Title VII); Equal Pay Act of 1963 (EPA); Age Discrimination in Employment Act of 1967 (ADEA); Americans with Disabilities Act of 1990 (ADA) (Titles I and V); Genetic Information Nondiscrimination Act of 2008 (GINA); Civil Rights Act of 1991; RCW 49.60.30 Freedom from discrimination—Declaration of civil rights; RCW 49.60.180 Unfair practices of employers; and RCW 49.60.215 Unfair practices of places of public resort, accommodation, assemblage, amusement—Trained dog guides and service animals.

APPROVALS AND UPDATES

Date	Action	Reviewer	Approved By	Approval Signature
December 13, 2010	Adopted.	-	Whatcom County Library System Board of Trustees	/s/ Deb Lambert
December 17, 2013	Revised.	-	Whatcom County Library System Board of Trustees	/s/ Deb Lambert
August 20, 2019	Revised.	-	Whatcom County Library System Board of Trustees	/s/ Marvin Waschke