

## Red Hook Public Library Policy on Equity, Diversity, and Inclusion

Red Hook Public Library (RHPL) is committed to equity, diversity, and inclusion for all populations it serves. We recognize that working consistently and continually towards these values is necessary to achieve our mission.

RHPL celebrates and affirms the value of every community member and works to be welcoming and respectful of people's group identities relating to race, ethnicity, gender identity, socioeconomic status, sexual orientation, religion, ability, language, age, size, and more. As a public library, we believe it is necessary to listen and serve all stakeholders when they share their experiences and feedback as to how the Library can be more equitable, diverse, and inclusive. The RHPL community includes those we serve, our staff, and the Board of Directors. RHPL acknowledges and denounces all forms of discrimination and harassment faced by those who have been historically oppressed, as these behaviors are antithetical and detrimental to our vision of an equitable, diverse, and inclusive library service. We recognize that instances of discrimination and harassment are both specific and representative of systemic issues impacting our lives in Red Hook and the wider world. We acknowledge there is much work to be done by both individuals and institutions in pursuing equity, diversity, and inclusion and we are committed to continuous, proactive growth and action to counter oppression. We strive to insure our community is fully served, and can see themselves reflected in our library and within the community at large.