

DIVERSITY PLAN

OBJECTIVE

To create a high performing, productive organization and an inclusive workplace environment in which each person is valued for his/her unique gifts and talents; to capitalize on the opportunity for new ideas from diverse work groups; to assure that each person is valued based on individual characteristics rather than on stereotypes or assumptions; to assure varied programs and materials collections to help the community connect, learn, and grow.

PURPOSE

To foster an environment in which:

1. Groups, as well as individuals, are appreciated for their differences and treat each other with respect;
2. Employees understand and appreciate the heritage and culture of many different groups and are responsive to the uniqueness of each individual;
3. Individuals reach beyond their own experience to appreciate and work effectively with people different from themselves;

GOALS

1. Offer equal opportunity and diversity, and ensure fair representation and treatment of diverse employees and the multi-cultural community we serve, regardless of their race, gender, religion, nationality, age, or disability.
2. Practice and communicate the value of diversity at all levels, holding all managers accountable for demonstrating leadership in valuing diversity.
3. Offer effective programs and services meeting the needs of all ages and diverse populations.

STRATEGY

1. For the library to continue to provide competent and quality services, the library will periodically survey the community for interests and needs and continually investigate ways to promote the materials collection, programs and services.
2. It is imperative that the library recruits, hires and retains highly capable and productive employees. To do this, the library needs to attract qualified individuals, ensure that employees are acknowledged for their contributions, and encourage employees to achieve their full potential.
3. As the library's Equal Employment Opportunity Officer, the Library Administrator administers and monitors the library's diversity plan. The library board will review the plan on an annual basis.

Approved: Jackson County Public Library Board of Trustees July 18, 2006, Reviewed May 15, 2017