

## **Cold Spring Harbor Library**

### **Diversity Policy**

The Cold Spring Harbor Library promotes equal access to information for all persons and recognizes the ongoing need to increase awareness of and responsiveness to the diversity of the communities we serve. The library recognizes the critical need for access to library and information resources, services, and technologies by all people, especially those who may experience language or literacy-related barriers; economic distress; cultural or social isolation; physical or attitudinal barriers; racism; discrimination on the basis of appearance, ethnicity, immigrant status, religious background, sexual orientation, gender identity, gender expression; or barriers to equal education, employment, and housing.

Libraries can play a crucial role in empowering diverse populations for full participation in a democratic society. With respect to recruitment, training, development, advancement and promotion, the Cold Spring Harbor Library will make conscientious efforts, to the extent reasonably possible, to increase and retain diverse library personnel who are reflective of the society we serve. Within the Cold Spring Harbor Library, efforts to include diversity in programs, activities, services, professional literature, products and continuing education will be ongoing and promoted.

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