

POLICY 430
EQUITY, DIVERSITY, & INCLUSION

The Lisle Library District (LLD) supports and promotes equitable access to services, programs, and resources for all patrons and fosters an inclusive environment where diverse voices are welcome. The LLD denounces prejudicial behavior, stereotyping, and discrimination against individuals and groups on the basis of race, age, sex, sexual orientation, gender identity, creed, color, religion, socio-economic background, or disability.

A. Definitions

1. *Equity* refers to fairness and social justice; treating people equitably while recognizing that accommodations or needs may differ from person to person.
2. *Diversity* relates to race, age, sex, sexual orientation, gender identity, creed, color, religion, socio-economic background, or disability.
3. *Inclusion* refers to the act of making people feel welcome and valued.

B. Collection and Facility Provisions

1. The LLD shall provide physical materials and digital content that meets the educational, informational, and recreational needs of a diverse community.
2. The LLD shall apply Universal Design concepts within facility projects whenever feasible.
3. Library materials, displays, and information shall represent a variety of viewpoints on current and historical issues.
4. Diverse authors, directors/content creators, musicians, and artists shall be represented within the LLD collection.
5. Programs, resources, and materials shall reflect a diversity of genres, ideas, and subjects.

C. Partnerships

The LLD shall work with relevant local agencies and organizations to meet the diverse needs of people within the community.

D. Staffing

1. The LLD is an equal opportunity employer (See LLD Policy 850/Employee Handbook/Equal Employment Opportunity Policy).
2. The LLD maintains hiring practices to employ and retain a diverse team who are reflective of and relevant to the community.
3. The LLD takes an inclusive approach to staff training that promotes awareness of and sensitivity to diversity matters.

E. Discrimination Grievances

1. Patrons who wish to file a complaint alleging discrimination on the basis of race, age, sex, sexual orientation, gender identity, creed, color, religion, or disability in the provision of Library services, activities, or programs shall inform the Library Director.
2. If possible, the complaint should be in writing and contain information about the alleged discrimination. Include name, address, phone number, email of complainant and location, date, and description of the issue. Accommodations shall be made if complaint cannot be made in writing.
3. Complaints should be submitted by the complainant and/or their designee as soon as possible but no later than 60 calendar days after the alleged violation.
4. The Director shall, to the best of her/his ability, address the complainant within 48 hours of receipt of the complaint. Should the complainant not be satisfied with the result of the Director communication, the complainant may choose to contact the LLD Board President.

Adopted 03/17/21

