

TITLE: Equity, Diversity, and Inclusion

POLICY NUMBER: 620

EFFECTIVE DATE: 07/20/2022

REVIEW DATE: June 2024

SUPERSEDES: None



Article 1: Purpose

The Board of Trustees recognizes the Waukegan Public Library’s mission to provide the path to empower and support learning and discovery can only be achieved if the Library is committed to being equitable, diverse, and inclusive.

Article 2: Statement

Section 2.01 – Equity

Equity takes differences into account to ensure a fair process and a fair outcome. Our library recognizes that some groups were (and are) disadvantaged in accessing educational and employment opportunities and are therefore underrepresented or marginalized. In order for the Waukegan Public Library to be equitable, the Library must work towards eliminating the barriers that may prevent the full participation of all peoples

Section 2.02 - Diversity

As an institution of lifelong learning, we have a duty to not only reflect the community we serve, but also to educate the community about the diversity of our region, state, nation, and world.

The Waukegan Public Library welcomes the vibrant similarities and differences represented by our community and staff, including, but not limited to: race, ethnicity, age, language, culture, religion, gender, sexual orientation, gender identity or expression, socioeconomic status, military status, immigration status, physical or mental ability or disability.

Section 2.03 - Inclusion

Public libraries are central to the promotion and practice of intellectual freedom and the Waukegan Public Library must continue the work to foster inclusivity. The Waukegan Public Library will be an environment in which all individuals are treated fairly and respectfully; are valued for their distinctive skills, experiences, and perspectives; have equal access to resources and opportunities; and can contribute fully to the success of the Waukegan Public Library

Section 2.04 – Accessibility

Library spaces, programs, and collections strive to accommodate the needs of every user to ensure that they feel welcome and included. Waukegan Public Library is committed to being accessible to patrons and staff. In compliance with the Americans with Disability Act (ADA), the library provides access to the building for those with disabilities, resources in a variety of formats (such as Large Print and Audiobooks), and opportunity to access digital resources. The Library will make reasonable accommodation for users and staff. Any accommodation requests or appeals should be made to the Executive Director.

Article 3: References

Section 3.01 – ALA Bill of Rights

Article V states, “a person’s right to use a library should not be denied or abridged because of origin, age, background, or views.”

Article VI states, “libraries which make exhibit spaces and meeting rooms available to the public they serve should make such facilities available on an equitable basis, regardless of the beliefs or affiliations of individuals or groups requesting their use.”