

Diversity and Inclusion Policy

The mission of the Western Allegheny Community Library is to inspire, engage, and educate the community through high quality, fun, creative and informative programming and services. It is our obligation as a community library to create an environment that celebrates diversity and engages our patrons and community members in an inclusive and respectful manner. We are fully committed to diversity and inclusion not just in our words and actions, but in the materials and programming we provide our patrons as well as in the staff and board membership.

We will look to the following steps to ensure that we keep diversity and inclusion top of mind in all areas of our Library's day to day operations:

1. To network, as appropriate, to help increase diversity within the Board of the Library.
2. Look for ways to increase diversity among our staff.
3. Find and participate in training focusing on diversity and inclusion when possible.
4. Consider programming that celebrates and educates our patrons about a wide array of cultures and backgrounds.
5. When purchasing materials for the Library, staff will intentionally and continually maintain a balanced collection which includes authors and topics of minorities and/or marginalized groups.

As a community Library, we will not discriminate against or exclude any materials based on origin, background or views. We will take the steps above, and others as seen fit, to ensure we are embracing diversity, inclusion and equity in all we do.