



Diversity, Equity, and Inclusion Statement:

The Norfolk Public Library is committed to diversity, equity and inclusion, and the mission of social justice. We strive to foster an inclusive culture that celebrates and respects our differences and provides an environment where everyone feels welcome. Everyone has equal access to all collections, programs and services.

The Norfolk Public Library actively supports and continues to enhance the advancement and celebration of diversity, equity and inclusion through our diverse collections, inclusive programming, and responsive services offered. Some of the ways we are working to achieve this in the community include:

- Eliminating racial and social equity barriers to library programs, services, policies and practices
- Offering a variety of resources featuring diverse authors, opinions, and perspectives/points of view
- Creating and maintaining an environment of diversity, inclusion, and respect both in our library and in all aspects of our community role
- Ensuring that we are reaching and engaging disenfranchised people in the community and helping them express their voice
- Serving as the facilitator of conversations through library programming to raise awareness and address community challenges

References:

American Library Association, *Diversity: ALA Policy Manual* ([B.3 Diversity \(Old Number 60\)](#) | [About ALA](#))

[ALA adopts new Code of Ethics principle on racial and social justice](#) | [News and Press Center](#)

[Equity, Diversity, Inclusion, and Social Justice](#) | [Public Library Association \(PLA\) \(ala.org\)](#)

REVIEW DATES: Adopted 10/19/2021

Reviewed and adopted 11/7/2022

Reviewed and adopted 10/17/2023