

Equity, Diversity, and Inclusion Policy

Kaukauna Public Library recognizes the following definitions of equity, diversity and inclusion.

Equity: Giving everyone what they need to be successful.

Diversity: The inclusion of different types of people.

Inclusion: The act of creating an environment in which all individuals feel they are welcomed, known, included, supported, and connected; where individuals are valued, equitably as decision makers, collaborators, and colleagues; where individuals are valued for their distinctive skills, experiences, and perspectives; where there is equal access to resources and opportunities; and where individuals can contribute fully to an organizations success.

Kaukauna Public Library supports equity, diversity, and inclusion within the mission, vision, and values of the library.

Mission: The Kaukauna Public Library educates, inspires, and connects individuals and the community through materials, services and programs.

Vision: The Kaukauna Public Library will create a welcoming space, offering accessible and inclusive services to our community by connecting and engaging with them as a trusted resource. The Library will be a community leader in supporting the growth and development of individuals as a whole, recognizing the importance of literacy and lifelong learning, as well as mental, emotional, social, and physical wellbeing.

Values: At Kaukauna Public Library, we strive to be:

- Inclusive- our library is for everyone
- Accessible-by removing barriers
- Connected- helping to bring our community together
- Imaginative- inspiring creativity and growth
- Trusted- serving as a respected resource
- Knowledgeable- advancing lifelong learning

The Wisconsin Department of Instruction Inclusive Services in Wisconsin Public Libraries Inclusive Services Statement serves as library policy and guides the library in every aspect of the collections, services, and programming provided to its patrons.

Inclusive Services Statement

Wisconsin public libraries are places where everyone should be safe, welcomed, and

respected in experiences including, but not limited to:

- Arrival at the building (transportation, physical accessibility, signage, hours of service, greetings by library staff)
- Intersections with library policies (getting a library card, using a computer, paying a fine)
- Perusal, use, and request of library materials (Wi-Fi access, collection diversity, individual privacy)
- Participation in library-sponsored or library-located events (marketing of events, time and location, transportation, registration, room set-up, novice-friendly vs. designed for frequent users)
- Interactions with library staff (body language, tone, diversity of library staff, proactive/reactive engagement)
- Passive and virtual interactions through library signage, webpages, displays, and marketing (readability, tone, diversity, accommodations).

The Division of Libraries and Technology interprets Wis. Stat. sec. 43.24(2)(k) "Promotion and facilitation of library service to users with special needs" to encompass inclusive services. Inclusive library services are holistic, spanning library policies, collections, space, and services. Inclusive services reflect equity and accessibility for all members of the community. Diverse communities are strengthened by libraries that intentionally develop and deliver services to individuals or groups for whom accessing and using the library is difficult, limited, or minimized.

The library director and board of trustees should provide awareness and leadership concerning the concept and implementation of inclusive services to library staff and stakeholders. Regional library systems should support member libraries in matters of compliance, and communicate such efforts through annual system plans and reports. The state library agency will provide consulting and collaborate with libraries and systems regarding inclusive services. Wisconsin public libraries serve everyone, and it is the duty of everyone in the service of Wisconsin public libraries to foster inclusivity.

The practice of providing inclusive services requires continuous reflection and ongoing dialog with and between library administration, staff, and members of the community, with particular emphasis on including the voices of those who are underserved, underrepresented, and underrecognized within the community. Efforts should respond to the assets and needs of non-library users and users alike. Attention to actual, versus perceived, assets and needs is paramount; i.e., a barrier perceived by library staff may or may not be an actual barrier experienced by the user.

On a concrete level, inclusive services should be visibly incorporated into all library services. The concept that libraries are for everyone should be evident through every point of access or interaction with the library. A person's race, ethnicity, age, citizenship, literacy level, ability, family structure, income level, health status, gender identity, sexuality, style of dress, familiarity with public libraries - or any other dimension of

identity - should neither negatively influence nor interfere with access to library services.

When libraries honor the full diversity of their communities, communities thrive. Fundamentally, inclusive library services should be developed locally with and for all community members. Wisconsin public library system and state library staff should facilitate coordinated regional and statewide inclusive services training and consulting. Our common goal is to improve life and learning opportunities for all Wisconsin residents.