



Equity, Diversity, and Inclusion Board Resolution

We, the Board of Trustees of the Dayton Metro Library, affirm that equity, diversity, and inclusion (EDI) are mission-critical by passing this Board resolution. We are committed to addressing the ever-evolving needs of our diverse community, staff members, and volunteers by advancing inclusive excellence.

This effort includes (but is not limited to) a structural (re)examination of our organizational philosophy, strategic priorities, culture and climate, (re)allocation of resources, policies and practices, services models and programs, marketing and communications. More specifically, we will place an increased emphasis on the following objectives in the immediate future:

- Expand required EDI training for all staff with additional professional development for individuals in leadership positions.
- Establish workforce inclusion initiatives to recruit, retain, and advance diverse staff members and volunteers, while cultivating spaces and support systems for belonging.
- Enhance collection diversity efforts to ensure our materials reflect the interests of the multicultural communities we serve, while attracting new patrons and developing readers.
- Expand programs that are culturally-relevant and responsive to community needs.
- Leverage technological resources for digital equity, and invest in automated functions to support the tracking of recruitment, retention, and promotion of diverse staff members.
- Develop an EDI scorecard to track and regularly report EDI progress.
- Expand supplier diversity efforts and establish procurement pathways.
- Enhance staffing capacity and organizational collaboration to support EDI efforts.
- Establish EDI training opportunities for volunteers, Board of Directors, Foundation Board of Directors, Friends of the Library, and Safety and Protective Services officers.
- Continuously monitor and revise policies that govern our public services and create barriers for patrons, staff members, or volunteers.

Our promise is to uphold the Library's core value of access for all by advancing equity and social justice. This includes an unwavering commitment to systematically marginalized populations, communities, and neighborhoods, while continuously examining our role in perpetuating systems of injustice.

To that end, we uphold standards of the American Library Association's Bill of Rights¹ in high esteem to protect intellectual freedom and to establish the Dayton Metro Library as a book sanctuary. We also assert that it is our obligation as a publicly-funded library to ensure that Children Have the Right to Read². We will continue to stay abreast of legislative trends and commit to working closely with our elected officials in advocacy roles.

¹ [Library Bill of Rights](#) (American Library Association. 2022)

² [Children's Rights to Read](#) (International Literacy Association, 2022)