

DIVERSITY AND INCLUSION POLICY

Policy Statement

Pierce County Library System welcomes, values, and celebrates the differences inherent in its employees and members of its communities.

Purpose

At Pierce County Library System, diversity lays a foundation for creativity and innovation and provides for a more multi-dimensional approach to problem solving and decision making. It enhances a culture of collegiality and respect, collaboration, sensitivity and thoughtful interaction among and between our staff and our customers.

Policy

The Library is committed to a culture of inclusion and mutual respect that welcomes the vibrant differences and variety of backgrounds, perspectives, interests and talents represented by the residents served and its staff members.

All employees are expected to contribute to creating and maintaining a workplace modeled on these principles, which are embedded and reflected in key Library documents, including:

- The Library's Mission, Vision and Values
- Core Skills and Qualities
- Leadership Descriptors
- Library Rules of Conduct
- Foundations of a Learning Organization

Related Policies:

- Equal Employment Opportunity Policy
- Nondiscrimination and Anti-harassment Policy
- Access to Library Services for Persons with Disabilities
- Washington Library Association's Intellectual Freedom Statement