

PONTIAC PUBLIC LIBRARY

DIVERSITY & INCLUSION STATEMENT

The Pontiac Public Library is committed to serving the whole community of the City of Pontiac with its diverse population and all of the persons that it comprises. Diversity is one of the core values of the Pontiac Public Library. As such, it is important to the library and its users that the collection embody diversity in subject matter, in authorship, and in attention to the diverse populations served by the library. Every effort is made to ensure that the materials the library purchases and licenses reflect that diversity.

According to a statement adopted by the American Library Association:

"A diverse collection should contain content by and about a wide array of people and cultures to authentically reflect a variety of ideas, information, stories, and experiences."

"Library workers have an obligation to select, maintain, and support access to content on subjects by diverse authors and creators that meets—as closely as possible—the needs, interests, and abilities of all the people the library serves. This means acquiring materials to address popular demand and direct community input, as well as addressing collection gaps and unexpressed information needs."

Developing a diverse collection requires:

- selecting content in multiple formats;
- considering resources from self-published, independent, small, and local producers;
- seeking content created by and representative of marginalized and underrepresented groups;
- evaluating how diverse collection resources are cataloged, labeled, and displayed;
- including content in all of the languages used in the community that the library serves, when possible; and
- providing resources in formats that meet the needs of users with disabilities.

Read the Equity, Diversity and Inclusion Statement in its entirety at
<http://www.ala.org/advocacy/diversity>