Diversity Policy

Leach Public Library

The Leach Public Library values and celebrates the differences in its employees, patrons, and community members. The library is committed to providing a safe and welcoming space for all patrons and community members, free from discrimination from, but not limited to, heritage, race, socioeconomic status, sexual identity, gender identity, religion, physical or mental health, or ability.

As part of this commitment the Leach Public Library will:

- Purchase and provide materials that positively portray characters and perspectives from diverse populations
- Incorporate diversity and inclusion when planning library programs and outreach, and library displays
- Encourage training opportunities for library staff to help them acquire the skills needed to provide effective and empathetic services to diverse populations
- Promote awareness of library services and programs among all aspects of our community
- Follow the hiring practices set forth by the City of Wahpeton's Diversity Policy, included below
- *Follow standards set forth by the American Library Association (ALA)*

"The City of Wahpeton encourages and welcomes diversity, recognizing it as a key competitive advantage. The value of different backgrounds and perspectives should not be overlooked. Having a diverse workforce assists us in looking at all situations from a variety of angels and encourages the development of innovative ideas and solutions. Embracing and understanding what each employee's background and perspective can contribute gives us a competitive edge.

"Some types of diversity are as follows:

- Life experience
- Work experience
- Perspective
- Culture

- Ethnicity
- Gender
- Age

“Respecting each individual and recognizing the value that we each bring to our team is essential. By creating a supportive environment that allows everyone to perform to his or her potential, we achieve success.”

Reviewed, amended and approved by the Leach Public Library Board April 23, 2026.
Adopted Jan 27, 2022