



## Equity Policy

### PURPOSE

Fort Vancouver Regional Libraries (FVRLibraries) recognizes that inequities exist and historically have not been identified or addressed within our organization and the communities we serve. The Equity Statement serves as the framework for creating and maintaining an environment of equity, diversity, and inclusion (EDI).

### POLICY

This policy implements FVRLibraries Equity Statement.

#### FVRL's Equity Statement

*FVRLibraries is committed to the work of creating equity in our communities by becoming an organization that listens to and acts upon the perspectives and experiences of people from systemically marginalized groups in our decision-making, policies, and practices.*

FVRLibraries continuously promotes equity, diversity, and inclusion by identifying and eliminating barriers impacting our staff and the public, by supporting broader public access to library programs, resources and services, and by providing the public and staff opportunities for growth through employment and education.

As a key component of building and supporting our organizational culture, FVRLibraries will engage staff in EDI training, learning, self-reflection, and discussion in an effort to do this work.

This policy applies to all Library staff and volunteers, including members of the Board of Trustees and all library policies, practices and activities.

### DEFINITIONS

The various terms and definitions used in this policy can be found in the [Equity Toolkit Glossary](#) (PDF).

### ADMINISTRATION

The Executive Director is responsible for the administration of this policy, for establishing administrative procedures for its implementation and for making the policy available for the public at each branch and via the Library's website.

## SEVERABILITY

The Board of Trustees hereby declares its intention that the provisions of this policy are declared to be separate and severable. The invalidity of any clause, sentence, paragraph, subdivision, section, chapter, title or other portion of this policy, or the invalidity of the application thereof to any person or circumstance shall not affect the validity of the remainder of the policy, or the validity of its application to other persons or circumstances.

## CONTINUANCE

The Board of Trustees hereby declares its intention that the provisions of this policy shall be construed and applied as a continuation of the provisions of the policy, as amended, insofar as applicable, and the repeal of any part of this policy shall not be construed as affecting such continuous application.

## RESOURCES

### Related policies:

- [Discrimination and Anti-Harassment Policy](#)
- [Equal Opportunity Policy](#)
- [Placement of New Library Facilities Policy](#)
- [Personnel Policy](#)
- [Collection Policy](#)

### Applicable statutes:

- [RCW 49.60.30](#) Freedom from Discrimination
- [RCW 49.60.180](#) Unfair Practices of Employers
- [RCW 1.20.100](#) Diverse Cultures and Languages

## BOARD APPROVAL

- Approved by the Board of Trustees September 20, 2021