

# Diversity, Equity & Inclusion

The Novi Public Library (NPL) is committed to ensuring that every Novi community member, library patron, Board of Trustee member, library staff and volunteer, is treated with dignity and respect. Discrimination, bigotry and racism will not be tolerated. The Board and staff are dedicated to promoting diversity, equity and inclusion in order to create a comfortable, safe and supportive library environment for all.

(Statement approved by the Board of Trustees, May 27, 2021; revised November 20, 2024)

## Mission

Cultivate Learning  
Inspire Creativity  
Foster Inclusivity

## Vision

A vital community  
hub for enrichment,  
exploration  
and understanding.

## Values

**Welcoming and Inclusive Environment:** We embrace all voices and value diverse perspectives.

**Community Focus:** We engage through spaces, programs and services to support our community.

**Collaboration:** We explore partnerships to better connect resources and serve beyond our walls.

**Innovation:** We evolve with changing needs and are open-minded and adaptable.

**Learning:** We empower lifelong learners as they discover and cultivate their passions.

**Creativity:** We encourage adventure and wonder in all we do.

## How NPL Defines Diversity, Equity & Inclusion



### Diversity

Acting with appreciation and respect for all and understanding that differences in race, ethnicity, language, gender, gender identity, sexual orientation, religion, ability, age, status and socioeconomic class provides the greatest insight into our community.



### Equity

Considering practices that allow and encourage all patrons to access NPL's offerings - including materials, resources and programming - by removing barriers and/or making intentional efforts to provide necessary support as identified by each individual's needs.



### Inclusion

Working together to help all patrons feel a sense of engagement and belonging at NPL, and that patrons feel heard and supported.