Draft Rubric to Guide EDI Policy Development

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Policy: (e.g. behavior, community information, borrowing, programs)	**Equity, Diversity, and Inclusion (EDI) Goals**		
	Increase **access** of socially excluded people to library resources, activities, and services. Sample indicators on p. 2	Increase diverse **representation** in library resources, activities, and services. Sample indicators on p.2	Increase socially excluded people's **engagement** in library resources, activities, and services. Sample indicators on p.3
In what ways does the policy **support** this goal?			
In what ways does this policy **pose a barrier** to this goal?			
What might be the policy's **unintended consequences**?			
What are the policy opportunities **to improve support of the goal**?			

EDI Policy Goal: Increase **access** of socially excluded people to library resources, activities, and services

Sample Indicators
Community agency outreach --policy promotes partnerships with organizations that directly serve socially excluded people
Expanding library services -- policy promotes services outside library building with focus on reaching socially excluded people (e.g. through bookmobile, fairs)
Borrowing -- policy promotes increased borrowing by underrepresented people
Use of technology/internet -- policy promotes expanded technology/internet use by socially excluded people
Program attendance -- policy promotes increased program attendance by socially excluded people

Sample Indicators	Yes	No	Depends/Not Sure	Not Applicable
Community agency outreach				
Expanding library services				
Borrowing				
Use of technology/internet				
Program attendance				

EDI Policy Goal: Increase diverse **representation** in library resources, activities, and services.

Sample Indicators
Diversity of collections -- policy expands resources (books, DVDs, historical material etc.) and programs (author talks etc.) reflecting people of color and other underrepresented library customers
Diversity of languages -- policy expands (books, DVDs etc.) and programs (children, youth, family and adult) reflecting languages used in the community

Sample Indicators	Yes	No	Depends/Not Sure	Not Applicable
Diversity of collections				
Diversity of languages				

EDI Policy Goal: Increase socially excluded people's **engagement** in library resources, activities, and services.

Sample Indicators
Provide feedback -- policy solicits quantitative and qualitative information to understand the learning needs of socially excluded people
Co-design opportunities -- policy encourages socially excluded people to work with librarians in planning, implementing and assessing programs and services

Sample Indicators	Yes	No	Depends/Not Sure	Not Applicable
Provide feedback				
Co-design opportunities				