

Library Board Internal Rubric to Guide EDI Policy Development

February 24, 2021

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 ?			
Are there objective criteria for decisions made according to this policy?			

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				

EDI Policy Goal: Identify objective criteria for decisions made according to this policy.

TBD