

CLEVELAND PUBLIC LIBRARY

Board Meeting

September 26, 2019

RESOLUTION ADOPTING SUPPLIER DIVERSITY STATEMENT

WHEREAS, Cleveland Public Library recognizes that diversity, equity and inclusion are mutually reinforcing and must be woven through the Library's vision, mission, values, strategic priorities, goals, and objectives; and

WHEREAS, Over the last seven years, the Library has strategically readied itself for the future and is now set to embark on a bold plan to position the Cleveland Public Library as the center of learning in each of the neighborhood communities we serve; and

WHEREAS, Consistent with its intentions for serving its communities, the Library wishes to adopt a statement of its commitment to developing and implementing standards and procedures to achieve the inclusion of diverse firms in all business activities of the Library, including contract procurement; now therefore be it

RESOLVED, That the Board of Library Trustees adopts the attached Supplier Diversity Statement, as an expression of its intentions to increase diversity in all its business activities, including contract procurement.

CLEVELAND PUBLIC LIBRARY

Policy on Diversity, Equity, and Inclusion

Cleveland Public Library embraces and supports the diversity of our workforce as well as our community to include differences in race, ethnicity, language, culture, religion, gender, sexual orientation, gender identity or expression, socioeconomic status, military status, physical or mental ability or disability.

The Library demonstrates its support by:

- Engaging the board, leadership, and staff in ongoing inclusion training, education, and professional development;
- Creating a safe workplace environment in which employees' voices can be included, heard, valued, and treated with respect;
- Developing and implementing programs and services that incorporate the differences that make us a community, ensuring fair and equitable treatment with access to appropriate resources and opportunities; and
- Developing a supplier diversity program that mirrors the patrons we serve.



Supplier Diversity Statement

September 26, 2019

The Cleveland Public Library is committed to developing and implementing standards and procedures to achieve, to the fullest extent possible, the inclusion and utilization of diverse firms in all business and activities of the agency at all levels, including in procurement and all types of contracts; and expect contractors and, as applicable, subcontractors, to have a diverse, equitable and inclusive workforce.

Note: Diversity, equity and inclusion is defined by the Cleveland Public Library as stated in our DEI Policy:

Cleveland Public Library embraces and supports the diversity of our workforce as well as our community to include differences in race, ethnicity, language, culture, religion, gender, sexual orientation, gender identity or expression, socioeconomic status, military status, physical or mental ability or disability.