

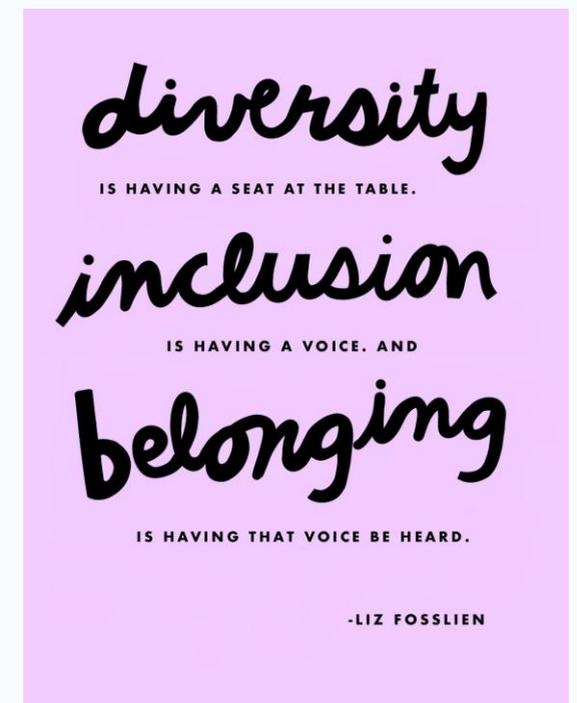
Policies of Yes

The very act of saying yes is not just
life-changing, it is lifesaving.

Shonda Rhimes' Year of Yes

THE JOURNEY

- ~~i. Introductions~~ i. Confessions
- ii. Reflections
 - Belonging
- iii. Windows
 - Inclusion
- iv. The Path Forward
- v. Discussion/Q&A



CONFESSIONS



Jennie Garner
Library Director



Kellee Forkenbrock
Public Services



Emily O'Sheridan Tabor
Family Services



REFLECTIONS

Service Population

- 20K Citizens
- Primarily families, retirees, and local professionals
- Two school districts and a private K-8 school

Evolution

Policies vs. Procedures

- Proactive vs Reactive
- Inclusive Language



WINDOWS

Inclusion and Belonging in Action

- Meeting people where they are
- Fine free
- Account reconciliation
- Meeting Room Policy

“We **thrive** by being inclusive and equitable.

The North Liberty Library values and is committed to serving all members of our community in quiet and in uncertain times. Libraries have long been places to empower people through knowledge, and to do so equitably. So as our FY21 story unfolds and we continue to recreate and reinvent how we serve you, our mission holds true:

Your Library: A place to be, connect, enrich, create, thrive.”

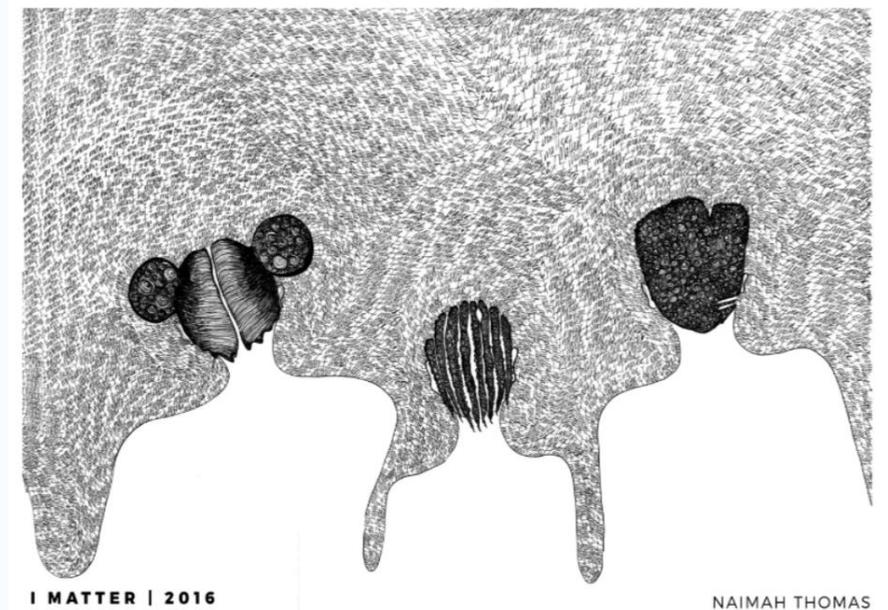
– Jennie Garner, Library Director
FY20 Community Report excerpt



WINDOWS

Partnerships and Policy

- Adopting a programming policy
- United Action for Youth
- Social Work Interns



WINDOWS

Collection development

- Diversity Audits

Library Neutrality



DISCUSSION

Q&A



SHARE, CONNECT, Continue the conversation...



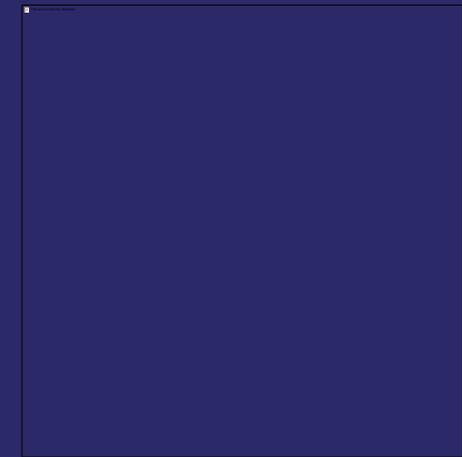
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RESOURCES

ALA – Diversity, Equity & Inclusion

[EDI in Our Libraries](#)

[Diversity in the Workplace](#)

Rosalind Brewer, TEDTalks

[*How to Foster True Diversity and Inclusion at work \(and in your community\)*](#)

National Council of Nonprofits

[Why Diversity, Equity, and Inclusion Matters for Nonprofits](#)

[Government Alliance on Race & Equity](#)

[North Liberty Library Policy Manual](#)

[North Liberty Library FY20 Community Report](#)

[Policies of Yes Materials - Google Drive](#)

[Project READY](#)

Shonda Rhimes, TEDTalks

[*My Year of Saying Yes to Everything*](#)

US Chamber of Commerce

[Writing a Diversity and Inclusion Statement: How to Get it Right](#)

