



Principles of Community

The Library of Virginia is committed to our city, the nation, and the world. We live and work in a diverse community possessing a variety of perspectives, identities, and lived experiences. We recognize that to create an inclusive and intellectually vibrant community, we must understand and value both our individual differences and our collective similarities.

These *Principles of Community* are aspirational statements that embody our commitment and reflect the ideals we seek to uphold. Therefore, we adopt and practice the following principles as fundamental to our ongoing efforts and the ONE Virginia mission to increase access, success, and inclusive excellence and to create a community that nurtures learning and growth for all of its members and customers:

We affirm the inherent dignity and value of every person and strive to maintain a climate for work, service, and learning based on mutual respect and understanding.

We affirm the right of each person to express thoughts and opinions freely. We encourage open expression within a climate of civility, sensitivity, and mutual respect.

We affirm the value of human diversity because it enriches our lives and our organizations. We acknowledge and respect our differences while affirming our common humanity.

We affirm the development of a high-quality, diverse workforce and the equipping of leaders with the skills to leverage diversity as a strength that reflects all segments of our society and values all aspects of our different lived experiences. The Library will achieve this through strategic recruitment, outreach, and partnership with internal and external stakeholders to bring awareness of internship and employment opportunities across the Library and the Commonwealth to historically underrepresented groups and identities.

We reject all forms of prejudice and discrimination, including but not limited to those based on age, color, ability, gender, gender identity, gender expression, national origin, political affiliation, race, religion, sexual orientation, and veteran status. We take individual and collective responsibility for helping to eliminate bias, and discrimination

and for increasing our own understanding of these issues through education, training, and interaction with others.

We affirm that diversity is a strength and commit to identify and breakdown structural barriers to full inclusion by embedding equity and inclusive excellence into our systems, formal and informal policies, and practices and be accountable for results and outcomes.

We pledge our collective commitment to incorporate these principles into the Library's work as a trusted educational institution, acquiring, preserving, and promoting access to Virginia's history and culture and advancing the development of library and records management services statewide.