

**Frankfort Community Public Library  
Diversity Action Plan  
Adopted: January 9, 2006 Reviewed & Board Approved 11-9-2020**

**A. Frankfort Community Public Library Mission Statement:**

The Frankfort Community Public Library/Clinton County Contractual Library is a place where young readers are created; where people of all ages can satisfy their curiosity, express their creativity, appreciate the arts, stimulate their imagination and connect to the online world.

**B. Overview:**

The Frankfort Community Public Library along with the Clinton County Contractual Public Libraries serves 12 townships with a population of approximately 30,136. The demographic makeup of Clinton County is as follows (StatsIndiana):

<b>Population Estimates by Age in 2012</b>	Number	Rank in State	Pct Dist. in County	Pct Dist. in State
Preschool (0 to 4)	2,375	<a href="#">42</a>	7.2%	6.5%
School Age (5 to 17)	6,339	<a href="#">43</a>	19.2%	17.8%
College Age (18 to 24)	2,756	<a href="#">52</a>	8.3%	10.1%
Young Adult (25 to 44)	7,937	<a href="#">45</a>	24.0%	25.4%
Older Adult(45 to 64)	8,654	<a href="#">51</a>	26.2%	26.5%
Older (65 plus)	4,961	<a href="#">51</a>	15.0%	13.6%
Median Age	37.9	<a href="#">74</a>		Median Age = 37.0

Sources: US Census Bureau; Median age calculated by the IBRC.

<b>Population Estimates by Race and Hispanic Origin in 2012</b>	Number	Rank in State	Pct Dist. in County	Pct Dist. in State
American Ind. or Alaskan Native Alone	129	<a href="#">37</a>	0.4%	0.4%
Asian Alone	87	<a href="#">63</a>	0.3%	1.8%
Black Alone	184	<a href="#">55</a>	0.6%	9.4%
Native Hawaiian and Other Pac. Isl. Alone	7	<a href="#">57</a>	0.0%	0.1%
White Alone	32,359	<a href="#">49</a>	98.0%	86.6%
Two or More Race Groups	256	<a href="#">58</a>	0.8%	1.8%
Hispanic or Latino (can be of any race)				
Non-Hispanic or Latino	28,350	<a href="#">54</a>	85.9%	93.7%
Hispanic or Latino	4,672	<a href="#">16</a>	14.1%	6.3%

Source: US Census Bureau

<b>Hispanic or Latino Population in 2011 (can be of any race)</b>	Number	Rank in State	Pct Dist. in County	Pct Dist. in State
Hispanic	4,270	<a href="#">15</a>	12.9%	5.8%
Mexican	3,719	<a href="#">13</a>	11.2%	4.5%
Cuban	9	<a href="#">38</a>	0.0%	0.1%
Puerto Rican	86	<a href="#">30</a>	0.3%	0.5%
Other	456	<a href="#">20</a>	1.4%	0.8%
White, Not Hispanic (reporting white alone)	28,464	<a href="#">54</a>	85.7%	81.8%

Additionally, the city of Frankfort has an Hispanic population of 25%.

**C. Frankfort Community Public Library Diversity Statement:**

The Frankfort Community Public Library believes that all people in the community should be encouraged to use the public library and that the library should be prepared to

meet their needs. The Library also believes that all people in our community need to understand and appreciate the varying culture of people who live in Indiana. To that end, the Frankfort Community Public Library endorses the following principles:

The Frankfort Community Public Library will provide an environment that is accessible to all resources the Library has to offer and is free from unlawful discrimination or harassment of individuals based on their sex, race/color, disability, national origin, religion or age (40+).

The Frankfort Community Public Library will recruit staff to reflect the diverse make-up of our community.

The Frankfort Community Public Library Board, staff, and volunteers will treat members of ethnic groups with sensitivity, courtesy, and respect.

The Frankfort Community Public Library will offer services designed with the ethnic populations in its community in mind.

The collection of the Frankfort Community Public Library will contain a wide variety of materials by and about the community's diverse populations.

The Frankfort Community Public Library will celebrate the heritage and culture of Indiana's ethnic population.

The Frankfort Community Public Library will develop partnerships with community groups to better serve ethnic populations.

The Diversity Action Plan outline's the Frankfort Community Public Library's plans for achieving the above stated goals. The Diversity Action Plan and Diversity Statement will be reviewed annually.

#### **D. Goals and Objectives:**

**I. The Frankfort Community Public Library will provide an environment that is accessible to all resources the Library has to offer and is free from unlawful discrimination or harassment of individuals based on their sex, race/color, disability, national origin, religion or age (40+).**

- a.** Maintain and improve physical accessibility of buildings, including signage and brochures in Spanish, automatic doors, and ADA compliant entryways, aisles, and parking.
- b.** Provide technology that is accessible to diverse populations, including Spanish language computers and software, wheelchair accessible computer stations, Low vision software, and other adaptive technologies.
- c.** Provide materials that are accessible to diverse populations including large type books, books in Spanish, and books on CD.

- d. Provide programs and classes that are accessible to diverse populations.

**II. The Frankfort Community Public Library will recruit staff to reflect the diverse make-up of our community.**

- a. Advertise available jobs and programs through available ethnic media sources.
- b. Supervisors involved in the hiring process will be thoroughly familiar with the Library's diversity statement and action plan.
- c. Adhere to equal opportunity hiring and employment practices.

**III. The Frankfort Community Public Library Board, staff, and volunteers will treat members of ethnic groups with sensitivity, courtesy, and respect.**

- a. Staff will be encouraged to attend continuing education opportunities on diversity and multicultural issues.
- b. Obtain input from staff and community members about diversity needs.

**IV. The Frankfort Community Public Library will offer services designed with the ethnic populations in its community in mind.**

- a. Seek and establish partnerships with organizations comprised of and/or serving diverse and minority populations.
- b. Learn from community groups and organizations what immigrants' needs are and how the library can help provide assistance to immigrant customers when they come into the library, starting with signing up for a library card.
- c. Design programs to celebrate differences and to stimulate and satisfy curiosity about other beliefs, cultures and lifestyles.
- d. Plan a variety of programs that highlight various cultures and beliefs.
- e. Continue to participate in Japanese Festival to bring people together to learn about a different culture.
- f. Bring various groups together to cosponsor and plan diverse events.
- g. Apply for grants to provide funds for cultural and diversity programming.
- h. Explore new ideas, beliefs and lifestyles through interactive programming.
- i. Continue to provide space and support for the Clinton County Adult Literacy Program, and ESL services offered within the Library.
- j. Provide bi-lingual programming in Spanish and English.

**V. The collection of the Frankfort Community Public Library will contain a wide variety of materials by and about the community's diverse populations.**

- a. Continue to build the Spanish language collection in all formats.

- b. Provide selectors with vendor catalogs and alternative review sources, including reviews from popular ethnic magazines and web sites of multicultural award winning materials and alternative review sources.
- c. Communicate with selectors for all ages and formats about diversity needs.
- d. Obtain input from community members about diversity needs.
- e. Apply for grants for special collections to augment regular library monies.
- f. Provide easy access to Spanish language and other diverse materials used in our community.
- g. Publicize and market collections that reflect and support diversity materials.
- h. Use Inter-library loan to meet customer needs beyond the scope of the library's collections.

**VI. The Frankfort Community Public Library will celebrate the heritage and culture of Indiana's ethnic population.**

- a. Host art exhibits reflecting the heritage and culture of Indiana's ethnic populations.
- b. Host brown bag lunches reflecting the heritage and culture of Indiana's ethnic populations.
- c. Participate in and host festivals celebrating Indiana's ethnic population.

**VII. The Frankfort Community Public Library will develop partnerships with community groups to better serve ethnic populations**

- a. Work with Head Start to provide programming and services to primarily Hispanic children.
- b. Work with Senior Centers and nursing homes to deliver services to residents of those facilities.
- c. Work with Open Door Health Clinic to identify needs and services for their clientele.
- d. Continue to work with the businesses, the city, the newspaper and other community groups on the Japanese Festival.
- e. The Library is developing a partnership with the Adult Learning Center to offer ESL classes at the Library in 2016.

**E. Existing Diversity Initiatives**

**I. Materials**

The Frankfort Library currently has a Spanish Language collection in both the adult and children's areas. The collection was primarily built using LSTA grant funds and were purchased and cataloged through the OCLC language sets and custom collection. The Spanish language collection is labeled as such, and all materials in all formats are shelved together in an accessible and visible area of

the library. Circulation in 2014 for the Spanish language collection was 1518. The collection consists of 1459 volumes. Input on collection needs is provided by Head Start, and members of the Hispanic community. The adult collection has been weeded and new displays were added in 2014 and 2015. The children's collection was enhanced and made more visible in 2014. In addition to the Spanish Language Collection, the Library has a collection of Large Type books for the visually impaired. This collection consists of 5198 volumes and had a circulation of 7730 in 2014.

## **II. Programming**

In the last 5 years the Library held the following programs dealing with diversity:

- Japanese Festival
- Children's Art Enrichment Class—Japanese fish painting
- Brown Bag Lunch—Foreign Exchange Students
- Every Child Ready to Read bi-lingual presentations
- Music Down Under—Marimba, Irish and American music
- Daycare Outreach
- Family History and Genealogy classes
- Fiesta 2011
- Folk Foods of Indiana
- Family Literacy classes

## **III. Facilities**

In 2005 automatic door openers were installed on the main entrance doors as well as the lower level coffee shop door, increasing accessibility. Spanish language signage was also placed over the Spanish language collections in both the adult and children's departments.

## **IV. Staff Training**

In 2015, 90% of staff participated in an hour of diversity training with an emphasis on serving Latino populations during staff day.