

Montana State Library Diversity Action Plan

The purpose of this Diversity Action Plan is to implement and maintain an equal employment opportunity (EEO) program to ensure that the Montana State Library (MSL) does not discriminate in employment based upon race, color, national origin, age, physical or mental disability, marital status, religion, creed, sex, sexual orientation or political beliefs. The State of Montana's EEO Policy is the basis of this plan. The policy can be reviewed at <http://hr.mt.gov/hrpp/policies.mcp.x>. MSL is also guided by the State Library Commission's Nondiscrimination Policy found at http://msl.mt.gov/About_MSL/policies/default.asp.

MSL's goal is to make its workforce more closely reflect the labor force in Montana. The Library will make specific good faith efforts to identify the underutilization of women and minorities, and make the necessary changes to remove any existing barriers to their employment. MSL will also work to recruit and retain qualified individuals with disabilities at all employment levels.

MSL's hiring officials will review their recruitment, selection, and promotion process as well as the on-the-job treatment of employees to ensure that women and minorities receive equal opportunity to secure employment and promotion.

To ensure, encourage and support a diverse workforce, MSL has established the following action plan. The Library's managers/hiring officials will strive to increase women and minority representation for underutilized positions by evaluating their recruitment and selection practices to ensure that women and minorities receive equal opportunity to secure employment. MSL will continue its efforts to recruit and retain qualified individuals with disabilities in all levels of our workforce.

Each employee will receive a copy of this plan during new employee orientation and it will also be posted on the Library's intranet page.