

Values

The staff of Tisch Library and its branches values community, curiosity and learning, openness, and social justice. We continually engage with our community about their work, and our place in it. We are ready to ask ourselves hard questions, challenge assumptions, solve difficult problems, and expand our capacity to serve “creative scholars who generate bold ideas, innovate in the face of complex challenges, and distinguish themselves as active citizens of the world” (T10, Tufts Strategic Plan 2013-2023).

Value	What Does This Mean?	What Do We Expect of Ourselves?
Community	<ul style="list-style-type: none"> •We continuously seek to align our services, programs, space and collections with the needs of our communities. •We are accountable to our users by actively seeking feedback, anticipating and responding to concerns. 	<ul style="list-style-type: none"> •We work to make library systems easy, accessible, and understandable for our communities. •We foster trust by engaging with our communities and following through about changes and initiatives. •We are consistent, dependable, and reliable in how we carry out our work.
Curiosity & Learning	<ul style="list-style-type: none"> •We inspire our communities with our collections and services, supporting every stage of the learning and research process. •We facilitate co-created learning and partnerships, helping our communities to shape their own learning. •We see everyone as lifelong learners. 	<ul style="list-style-type: none"> •We foster experimentation, iteration and assessment, bringing inventiveness and ingenuity to our creative problem solving. •We support opportunities for learning and sharing of ideas, knowledge, and experience.
Openness	<ul style="list-style-type: none"> •We encourage and support open scholarship. •We share information widely. We respect different experiences and perspectives. 	<ul style="list-style-type: none"> •We prioritize initiatives that make the work happening at Tufts available to the world. •We communicate often and in a consistent way. •We commit to transparency in how we make decisions, making it easy to participate and stay current with projects and initiatives.
Social Justice	<ul style="list-style-type: none"> •We advance initiatives that make the libraries accessible and welcoming. •We commit to making meaningful progress addressing issues of diversity, equity and inclusion in libraries, at Tufts, and in the world. •We work to understand and dismantle structural inequality in our systems and culture. •We value the lived experience each person brings to bear. 	<ul style="list-style-type: none"> •We address barriers that limit access to library services, collections, programs and spaces. •We prioritize efforts that reach marginalized communities. •We are respectful to each other. We are committed to recruiting, hiring and retaining a diverse staff, and creating a culture that is welcoming and supportive to this workforce.