

Supplier Diversity Policy

Policy Statement:

The Ferguson Library is committed to fostering diversity and inclusion in its procurement practices. We believe that a diverse supplier base enhances our ability to provide high-quality products and services, promotes economic development, and contributes to the overall well-being of our community.

A diverse supplier is a business that is at least 51% owned and operated by an individual or group that is part of a traditionally underrepresented or underserved group. This includes but is not necessarily limited to businesses owned by minorities, women, veterans, LGBTQ+, disabled individuals, and other underrepresented groups.

Objective:

The primary objective of our Supplier Diversity Policy is to actively seek and engage with suppliers that reflect the diversity of our community.

Guiding Principles:

1. **Inclusivity:** The library is committed to ensuring that its procurement procedures maximize responses from diverse suppliers.
2. **Equal Opportunity:** The library will provide equal opportunities for diverse suppliers to participate in the procurement process and compete for business with the library.
3. **Education and Outreach:** The library will actively engage in education and outreach efforts to inform diverse suppliers about our procurement process and encourage their participation.
4. **Networking and Collaboration:** The library will actively seek opportunities to collaborate with diverse suppliers through networking events, partnerships, and other initiatives.
5. **Tracking and Reporting:** The library will establish systems to track and report on the diversity of our supplier base, regularly assessing our progress toward diversity and inclusion goals.

Implementation:

1. **Supplier Registration:** The library will maintain a supplier registration database, encouraging all potential suppliers to register, with a specific focus on those from diverse backgrounds.
2. **State & Connecticut Library Council:** When possible and appropriate, the library will use those suppliers who are on the State and Connecticut Library Council qualified bidders list.
3. **Outreach Programs:** The library will implement outreach programs to identify and engage with diverse suppliers, providing them with information on how to do business with the library.
4. **Evaluation Criteria:** The procurement process will include criteria that assess a supplier's commitment to diversity, including diversity in ownership, workforce, and business practices.
5. **Partnerships:** The library will explore partnerships with organizations and initiatives that support supplier diversity.

Review and Evaluation:

The Supplier Diversity Policy will be periodically reviewed by the Administration Team and evaluated to ensure its effectiveness. Adjustments will be made to this policy as necessary to achieve the library's goals for diversity and inclusion in procurement.

Communication:

The Ferguson Library will communicate its commitment to supplier diversity internally and externally through various channels, including the library's website, publications, and public announcements.

Responsibility:

The Ferguson Business Office will be responsible for overseeing the implementation and compliance of this Supplier Diversity Policy.

Date of Adoption: [Insert Date]