



## Sustainability Policy

The Board of the Mid-Hudson Library System believes that in order to fulfill our mission, our organization must adopt the “Triple Bottom Line” mindset of sustainability as defined by the American Library Association’s Resolution for the Adoption of Sustainability as a Core Value of Librarianship<sup>1</sup>: “To be truly sustainable an organization or community must embody practices that are environmentally sound AND economically feasible AND socially equitable.”

VENN DIAGRAM DEPICTING THE DEFINITION OF THE TRIPLE BOTTOM LINE



Source: Sustainable Thinking: Ensuring Your Library's Future in an Uncertain World [ALA Editions]

### *Environmentally Sound*

MHLS is committed to reducing our environmental footprint and promoting environmental stewardship at all levels of our organization. Our goal is to minimize our organization’s impact and maximize future generations’ ability to live, work, and play in our shared natural environment, with equal access to clean air, clean water, and natural resources.

MHLS staff are expected to participate in procedures and programs in our organization that strive to minimize pollution and waste, conserve energy and water, protect habitat, support renewable energy resources, buy environmentally friendly products, and encourage environmentally preferable transportation.

#### *Economically Feasible*

MHLS is committed to making good use of the public and private dollars invested in our organization to carry out the mission of the organization. Our goal is to leverage state and member funds to the maximum benefit of the communities served by our member libraries, while honoring our commitment to environmental stewardship and equity, diversity, and inclusion. This will be reflected in our fiscal policies.

#### *Socially Equitable*

The MHLS Board strives to govern the system in a way that promotes equity, diversity, and inclusion as a core value of the institution. The System is committed to a culture of inclusion and mutual respect that welcomes the differences and variety of backgrounds, perspectives, interests and talents represented by the members served and our staff members.

These efforts will extend to contractor and supplier relationships.

Employee understanding and involvement are essential to the implementation of our sustainability policies. All employees will have access to education about our organization's efforts to dedicate our work to creating a more equitable society and improve our environmental performance. Employees at all levels of the organization will be involved in supporting our goals.

---

<sup>i</sup> <https://connect.ala.org/HigherLogic/System/DownloadDocumentFile.ashx?DocumentFileKey=f83b763f-81b4-41ad-9f22-a8683e126760>

Approved: September 14, 2021