

Civility Pledge

Whereas, the Oshkosh Public Library Board of Trustees and the staff of the Oshkosh Public Library recognize that we build a stronger and more diverse community by actively sharing our ideas and opinions with others in thoughtful and considerate ways; and

Whereas, the Library's board and staff endorse the idea that by practicing a basic commitment to civility, we learn and grow from one another - even in disagreement; and

Whereas, the Oshkosh Civility Project has put forward nine skills of civil discourse which, if widely and habitually practiced, will foster a community that allows the expression of all views freely and without fear; and

Whereas, these nine skills of civil discourse are as follows:

1. Pay Attention

Be Aware of Others & Sensitive to the Immediate Context of Actions

2. Listen Closely

Understand Other Points of View

3. Be Inclusive

Welcome All; Don't Exclude Anyone

4. Don't Gossip

Remind Others of the Importance of this Practice

5. Show Respect

Honor Others (Especially in Disagreement)

6. Be Agreeable

Find Opportunities to Agree

7. Apologize Sincerely

Repair Damaged Relationships

8. Give Constructive Comments, Suggestions & Feedback

No Personal Attacks (Focus on Issues)

9. Accept Responsibility

Don't Shift Blame; Share Disagreements Publicly; and

Whereas, the Oshkosh Common Council and the Oshkosh Public Library Board, in 2011, adopted resolutions affirming the principles of civility and adopting them as part of their operating procedures; and

Whereas, the Mayor proclaimed August 2018 to be "Civility Month in the City of Oshkosh" at the meeting of the Oshkosh Common Council on August 15, 2018;

Therefore, be it resolved that we, the members of the Oshkosh Public Library Board, re-commit ourselves to practicing and promulgating the nine skills of civil discourse as we discharge our duties as trustees; and

Be it further resolved that we charge the staff of the Oshkosh Public Library with practicing and promulgating the nine skills of civil discourse as they serve the people who use the library and as they interact with their library co-workers.

Christine Melms-Simon, President
Oshkosh Public Library
Board of Trustees

Jeff Gilderson-Duwe, Director
Oshkosh Public Library

Drafted by:	Oshkosh Civility Project, OPL Administration
Adopted by:	Library Board
Last updated date:	08/30/2018
Amended:	--
Original approval:	08/30/2018