



Duxbury Free Library Policy: Diversity, Equity, and Inclusion

The Duxbury Free Library is committed to diversity, equity, and inclusion, and social justice. This includes recognizing the systemic and cultural barriers that are present in the library system, and working to remove those obstacles. We are committed to anti-racism, anti-sexism, and our active responsibility in fighting all forms of bigotry and oppression.

The library upholds equal access to information for all persons and recognizes the ongoing need to increase awareness of and responsiveness to the diversity of the community we serve. The library recognizes the critical need for access to library and information resources, services, and technologies by all people, especially those who may experience: language or literacy-related barriers, economic distress, cultural or social isolation, physical or attitudinal barriers, racism, discrimination (on the basis of appearance, ethnicity, immigration status, religious practice or background, sexual orientation, gender identity, gender expression), or barriers to equal education, employment, and housing. The library also recognizes the need to constantly re-evaluate its collection, programs, and displays to ensure that they reflect the wide range of cultures and cultural values that constitute our town, country, and world.

In support of these principles, the library welcomes all members of the community and seeks to provide a safe and inclusive space for all visitors, and upholds the rights of all individuals to use its facilities without fear of harassment or intimidation. The library makes decisions regarding our collection, programs, and policies that both promote a sense of belonging and embrace our uniqueness as individuals.

The library also recognizes the need to promote and maintain diversity and equity in the hiring process and training of the staff and in the composition of the Board of Trustees. The library has an active commitment to increasing the cultural diversity of its staff, and both recognizes and seeks to remove the barriers to doing so in our community.

This policy will be reviewed annually by the Board of Library Trustees and ratified or amended at that time.

Adopted: Library Board of Trustees, 6/8/2021

Last Revised: n/a