



Duxbury Free Library Policy: Diversity, Equity, and Inclusion

The Duxbury Free Library commits to promoting equity, diversity, participation, and human rights, and to fair and equal access to resources, all of which are the main principles of social justice. We recognize the systemic and cultural barriers that are present in the library system and will work to remove those obstacles. We commit to anti-racism, anti-sexism, and are actively fighting against all forms of bigotry and oppression.

The library commits to providing an environment where everyone, without bias or prejudice, has equal access to library and information resources, services, and technologies. To this end, the library will regularly 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 will provide a safe and inclusive space for *all* visitors, while upholding the rights of all individuals to use its facilities without fear of harassment or intimidation. The library's collection, programs, and policies will promote a sense of belonging and embrace our uniqueness as individuals.

The library particularly acknowledges an acute need to remove barriers to the recruitment, retention, and advancement of talented staff from historically excluded populations who are currently underrepresented. To this end, the library will actively pursue avenues that specifically reach, address, and support such populations by soliciting a diverse pool of candidates from job boards dedicated to elevating BIPOC applicants. The library commits to increasing and celebrating the cultural diversity of its staff, and recognizes and seeks to remove the barriers to doing so in our community. Because of this, we will promote and maintain diversity and equity in the hiring process and training of the staff.

As an organization and Board of Trustees, we will be guided by these principles and pledge that they will be reflected in our vision, mission, strategic planning, programming, governance, and board composition. Our commitment to diversity, equity, and inclusion extends to our staff, our members, and programs we develop and support.

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: 1/10/2023