



## Equity Commitment Policy

*Approved by Lawrence Public Library Board of Trustees on 08/15/2022. Proposed review date: 8/18/2025.*

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Lawrence Public Library is committed to providing excellent service to all members of our community, and we are on a journey to be a more equitable, diverse, and anti-racist organization. We acknowledge public libraries' complacency in systems and practices that oppress historically marginalized communities, especially communities of color.<sup>1</sup> We are committed to dismantling structures that perpetuate systemic inequity and injustice. We strive to build new systems that equitably serve our staff and community. To achieve our goals, we are engaging in these ongoing actions:

1. Identifying and eliminating barriers to accessing library service.
2. Reviewing policies and procedures to identify and amend practices that have harmful impacts.
3. Regularly auditing our collections to cultivate diverse representation, and identifying and eliminating harmful and/or inaccurate language in the catalog.
4. Facilitating dialogues that inspire sharing of broad and divergent perspectives to advance our community's commitment to equity and racial justice.
5. Connecting with and listening to marginalized and underrepresented communities when evaluating library services, policies, and procedures.
6. Fostering a culture of learning, healing, belonging, and possibility for both patrons and staff.

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<sup>1</sup>"Equity, Diversity, and Inclusion", American Library Association, June 13, 2008.

<http://www.ala.org/advocacy/diversity> (Accessed August 16, 2022)

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