

Julia L. Butterfield Memorial Library  
DIVERSITY, EQUITY, & INCLUSION STATEMENT

The Julia L. Butterfield Memorial Library is committed to embracing and encouraging diversity, equity and racial understanding through actions and policies, directing resources to support and respect individual differences.

Our library is an equitable and inclusive community resource that strives to meet the needs of all regardless of age, cultural background, disability, ethnicity, family status, national origin, race, religion, sex, sexual orientation, gender identity, health, socioeconomic and veteran status.

We will continue to:

- Make technology accessible to help bridge the digital divide
- Regularly evaluate our library programs, policies and collections to ensure we are meeting diverse patron needs
- Seek out diverse staff and Board members to run and govern the library
- Ensure appropriate marketing reaches the communities we serve
- Train staff on topics of equity, diversity and inclusion
- Provide materials that address the history of social and racial injustice

We recognize these actions as a continuous process of leading and learning. By adopting this statement library staff and the Board of Trustees pledge to engage in opportunities for equity, diversity and inclusion throughout all aspects of our organization.

Adopted 10.19.22