

Middleton Public Library Board of Trustees Statement on Equity, Diversity and Inclusion

The Middleton Public Library is committed to the practices of equity, social justice, diversity, antiracism, and inclusion among its staff, patrons, collections, spaces, and services. The library aims to develop and deliver services that are inclusive and accessible to all members of the community, to empower participation by diverse populations, and to promote an environment where everyone feels safe, welcomed, and respected regardless of gender, sexual orientation, race, religion, age, ability, national origin, or identity.

To support these ongoing efforts library leadership and the board of trustees will engage in continuing education opportunities and consult resources like those listed below. This will provide a framework for examining policies, staffing, collections, programming and services as well as for assessing facilities needs and community engagement activities. Library staff, trustees, and volunteers commit to ensuring that the Middleton Public Library is for everyone as “evident through every point of access or interaction with the library.”

Beyond internal assessment, evaluation, and dialog, the library will continue conversations with members of the community to understand and represent a diversity of voices, especially of those who are underserved or underrepresented, in order to provide culturally responsive and inclusive practices that evolve sustainably over time.

Additional resources:

Engage and Normalize

- 2020-2022 [Ripple Project](#) in collaboration with Dane County libraries to engage communities in meaningful reflection and dialogue about race

Organize

- The Government Alliance on Race and Equity (GARE) published the [Racial Equity Toolkit](#), An Opportunity to Operationalize Equity

Operationalize

- American Library Association resources on [Equity, Diversity and Inclusion](#)
- South Central Library System Resource Library, Madison Public Library (<https://www.madisonpubliclibrary.org/resources/guides/racial-equity-resources>)

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