

Draft IDEA Statement

- Department statement (Lib/Mus):
 - Springfield Public Library & History Museum is committed to equitably delivering the highest quality of public service and nurturing a sense of welcome and belonging for all library users and community members. We are committed to inclusion, diversity, equity, access and antiracism in all of our work.
 - The Library & History Museum acknowledges that racism, discrimination and bias are societal and global problems. These problems are deeply embedded into our organizational structures, policies and systems. This yields different outcomes for Black, Indigenous, and persons of color (BIPOC), persons with disabilities and other historically marginalized groups.
 - We are committed to:
 - Demonstrating zero tolerance of membership or participation in hate groups, racial supremacist organizations or militant groups or including displays of racism or racial supremacy. hate speech, hate crimes or hate propaganda.
 - Investing resources to develop, organize, and support initiatives, collections and services that foster inclusion, diversity, equity, access, anti-racism, and decolonization.
 - Sustained outreach to and centering voices of Black, Indigenous, and persons of color (BIPOC), persons with disabilities and other historically marginalized groups.
 - Identifying and eliminating systemic, racial and social barriers to access in programs, services, policies and practices.
 - Definitions: (action item for next steps)
 - Start with highlighted terms above