**Draft IDEAA 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 for acts of hate. The library is a place of freedom, safe from discrimination on the basis of race, color, religion, national origin, sex, disability, age, or gender orientation.
    - 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. \*2 (see notes)
    - 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…