



Peterborough Town Library

2 Concord Street, Peterborough, NH 03458-1511 ■ (603) 924-8040 ■ PeterboroughTownLibrary.org

Equity, Social Justice, and Inclusion Policy

The Peterborough Town Library is dedicated to addressing inequality and promoting racial equity, social justice, and inclusion within the library organization, within our policies, procedures, programs, services, and our collections.

The Library demonstrates its commitment by:

- Welcoming all people regardless of race, ethnicity, language, culture, religion, gender, sexual orientation, gender identity or expression, socioeconomic status, military status, physical or mental ability or disability.
- Engaging the board, leadership, and staff in ongoing social justice and inclusion training, education, and professional development.
- Evaluating our policies and procedures on a regular basis, to be defined by the Board, to confirm they support our goal of addressing inequality and promoting equity within the library.
- Creating a safe workplace environment in which employees' voices can be included, heard, valued, and treated with respect.
- Developing and implementing programs and services that incorporate the differences that make us a community, ensuring fair and equitable treatment with access to appropriate resources and opportunities.
- Auditing our programs, services, and collections, on an annual basis, to confirm they represent a balanced and inclusive variety of people and ideas.
- Supporting community efforts by organizations, town government, and individuals who are creating programs and services to improve social justice and inclusion in our region.

Approved by the Board of Library Trustees on February 18, 2021