



Race and Equality Policy
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REVISION # 0.0

LIBRARY POLICY

Race and Equality Policy

PURPOSE

Condemnation of racism and intolerant practices.

POLICY

The Frankfort Public Library District condemns the violence and racism evident in our society. It is our purpose to identify the ways the Library will work to address and eliminate racism.

Specifically, we are committed to:

- Encouraging each member of our library staff to further equity, inclusion, and diversity.
- Assessing and developing more educational programming to focus on racial justice, systemic racism and the history of racial inequality.
- Supporting library staff in attending diversity conferences and events.
- Finding new and creative ways to celebrate the works of Black people, Indigenous people and all people of color.
- Dedicating resources to support material collections on race and inequality.
- Curating resources and collections that direct people toward credible and diverse information.
- Supporting People of Color in their career development and advancement.
- Continuing to evaluate and improve our hiring practices to reflect the diversity of our community.
- Fostering a sense of belonging and inclusivity within our library facilities.

We realize that we are on a journey to learn, understand, and act to eliminate racism and these actions are just the very first steps on our walk. We are committed to the goal of eliminating systemic social injustice and embracing the richness of our diverse society.