



# **BPL Social Justice Mission Statement**

**January 2021**

At the heart of Bloomfield Public Library's mission is ensuring that staff and patrons are treated fairly and respectfully, that resources are provided equitably, and that we consistently strive toward inclusion for all members of the community we serve. We want to provide a safe environment for our staff and public. We want to be proactive with our social justice efforts by engaging in staff development around these topics to help us better understand one another, learn and grow through dialogue and resource sharing, and better serve the public as we build capacity for empathy and a wider range of perspectives. We also want to bring this dialogue to our public.

Our social justice work is both internal and external in nature. It includes an internal professional development component that focuses on personal growth and reflection. It also includes regular meetings on this topic as a staff to keep this work at the forefront of everything we do and to help us to be more intentional and accountable to our entire public. We hope that this continued internal conversation on social justice and equity will impact and improve every aspect of our work. Finally, this work includes an external component that focuses on bringing dialogue about this issue to our public in many formats. Our intention is to be part of the change by bringing more awareness about social justice issues to our public and moving the conversation forward in a constructive, intentional and productive manner.

Our social justice work is multidimensional. We hope this work will improve the BPL experience for all residents, with special attention focused on addressing racism, sexism, ageism, heterosexism, genderism, classism, religionism, sizeism, ableism and socioeconomics with the awareness that many barriers people are facing are intersectional in nature.

We are working on breaking down barriers to access everyday, and this work includes but is not limited to: external communication and branding, customer-service aimed at non-users, going fine free, updating the collection, creating a safe and purposeful space that can accommodate the various needs of our public and increasing the number of library card holders in town.

*Approved by the Board of Trustees of the Bloomfield Public Library on 7/27/21*