



Groton Public Library IDEAS Statement

We encourage and empower I.D.E.A.S. at our Library: Inclusive, Diverse, Equitable and Accessible Services. Programs, collections, and services at our Library reflect the community that we serve and offer diverse perspectives. Our Library is for everyone.

The Groton Public Library is committed to advancing social justice, inclusion, diversity, equity and accessibility in our collections, programs, hiring practices and services. We will routinely review our policies, procedures and organization for bias and will collaborate with our community to do the same.

We will identify and share resources that reflect diverse experiences and amplify the voices of BIPOC individuals, the LGBTQ+ community, individuals with disabilities, individuals with neurodiversity, economically disadvantaged and other historically underrepresented or marginalized groups. Increasing representation in collections, programs and services ensures that our Library is safe and welcoming space for everyone.

Inclusion, diversity and accessibility provide more equitable services. This means that in order to achieve equality, we understand that some people may need different amounts of representation and resources to provide them with equal opportunities and access.

Action Steps:

- Collaborating with FLLS, SCRLC and other organizations with the same vision
- Commitment to IDEA (Inclusion, Diversity, Equity, Accessibility) by staff
- Utilizing the DEI audit tool that will be developed by FLLS in conjunction with SCRLC
- Utilizing the IDEA toolkit developed by FLLS
- Participating in FLLS's IDEA committee
- Participating in FLLS's Social Justice Book Club
- Frequently reviewing and updating policies and procedures through an equity lens
- Increasing diverse titles and authors in our physical and digital collections
- Increasing IDEA-related workshops and viewing all programs, collections, hiring practices and services through an equity lens
- Sharing our values on social media

Glossary of Terms:

[Accessibility](#): Easily used or accessed by people with disabilities : adapted for use by people with disabilities.

[BIPOC](#): Black, Indigenous, (and) People of Color.

[Diversity](#): The condition of having or being composed of differing elements; especially - the inclusion of people of different races, cultures, etc. in a group or organization.

[Equality/Equal](#): The quality or state of being equal.

[Equity/Equitable](#): justice according to natural law or right; specifically, freedom from bias or favoritism. Dealing fairly and equally with all concerned.

Historically underrepresented or marginalized groups:

[Inclusion](#): The act or practice of including and accommodating people who have historically been excluded (as because of their race, gender, sexuality, or ability).

[LGBTQ+](#): An acronym for “lesbian, gay, bisexual, transgender and queer” with a “+” sign to recognize the limitless sexual orientations and gender identities used by members of our community.

[Neurodiversity](#): The concept that differences in brain functioning within the human population are normal and that brain functioning that is not neurotypical should not be stigmatized.

[Social Justice](#): A state or doctrine of [egalitarianism](#); a belief in human equality especially with respect to social, political, and economic affairs.