

What we are looking for in a statement:

- Actual actionable statements and commitments to improving as an institution (Not “reaffirming our commitment” or other language that suggests maintaining the status quo)
- Commitment of the President personally to doing that work and the advocacy that will be performed (Not simply a laundry list of staff-created lists that are available elsewhere)
- Frank admission of [library's role](#) in racial inequity and upholding white supremacy in the past (Not platitudes about how we have “always” been on the side of freedom or justice)
- Actual, direct naming of victims of police violence and a direct statement of support for ongoing Black Lives Matter Protests (Not vague and broad assertions that “the time to act is now” without mention why or acting on what)
- The statement to be publicized widely and consistently (Not buried in a news post that is off the front page by next week)

Note: All of the examples below are those that either specifically state “Black Lives Matter” or, even better, include concrete ways the library is involved in the current movement for social justice and/or is making internal systemic changes to rout out racism.

Massachusetts Public Libraries

- [Brookline Public Library](#)
- [Cambridge Public Library Actively promoting local protests through official channels](#)
- [Watertown Free Public Library](#)
- [Concord Free Public Library](#)
- [Cary Memorial Library, Lexington](#)
- [Griswold Memorial Library](#), Colrain MA (this was a letter presented to the citizens of the town and directly calls on the Board of Trustees to adopt anti-racist policies)

Statements by Local Politicians and Officials

- Mayor Marty Walsh’s [executive order declaring racism a public health emergency](#) calls on all city departments to combat racism (to be discussed in detail later):
 - “Develop policy and practice solutions that work to dismantle the systemic racism that creates a barrier to public health.”
 - “Engage historically marginalized communities in identifying problems and solutions and support community-driven responses.”
 - “Develop direct service programs and services to address the negative impact that these inequities have had on specific populations as well as programs that empower communities to tackle these systemic barriers.”
 - “Advocate at the state and federal level for policies and funding opportunities that directly combat systemic racism.”

- City Councilor Arroyo pressed for treating [racism in the City as a public health crisis](#) as early as March
- City Councilors Edwards, Mejia, and Wu [introducing an ordinance](#) to direct nonviolent 911 calls away from Boston Police Department and to health and outreach workers instead
- City Councilors Campbell and Mejia call for a hearing on [use for force by Boston Police Department](#)
- A [Majority of City Councilors](#) push for reducing BPD's budget by at least 10% and reinvesting in social programs
- [Dr. Karilyn Crockett appointed as Chief of Equity for the City of Boston](#)
- Senator Elizabeth Warren's [support for fighting racism in the government](#)
- Both Senator Ed Markey and Representative Joseph P. Kennedy [support police reform and defunding](#)
- Representative Ayanna Pressley on [the need to combat systemic racism in American society](#)

Public Libraries outside of Massachusetts

- [Altadena \(CA\) Libraries](#) (Note the action statements)
- [Brooklyn Public Libraries](#) (And [second statement](#))
- [Carmel \(CA\) Public Library](#) (Note: While not an explicit statement, these concrete lists of how people can get involved, where folks can donate, and what concrete achievements have been made is even more valuable)
- [Cleveland Public Library](#) (Note that the statement is connected to an active request for community members to tell the library what it can do to enact meaningful change)
- [Denver Public Library](#) (note the commitment to challenging the social status quo)
- [Grand Rapids \(MI\) Public Library](#) (Note "Buildings can be repaired, but lives cannot be replaced.")
- [Hennepin County Library \(Minneapolis\)](#)
- [Howard County \(MD\) Library System](#) (Note particularly the statement by Trustee Phillip Dodge)
- [Kalamazoo Public Library](#) (Not the creation of a dedicated Antiracism team within the organization)
- [Lawrence \(KS\) Public Library](#) (Note the statement starting with the clear phrase "It is time the Police to stop killing Black people.")
- [Lexington \(KY\) Public Library](#)
- [Los Angeles Public Library](#)
- [Monroe County \(IN\) Public Library](#) (Note the direct connection of changes to their fine structure to racial justice)
- [Multnomah County \(OR\) Library](#) (Note the public commitment to internal staff culture change)
- [Oakland Public Library](#) (Note the public acknowledgement of racial inequity in staffing and the formation of a dedicated team to work on the issue. See also [their second](#)

[statement](#) with a list of direct ways for folks to get involved, including local justice organizations.)

- [Piscataway \(NJ\) Public Library](#) (Note the specific concrete steps the library is taking)
- [Portland \(ME\) Public Library](#)
- [Prince George's County \(MD\) Memorial Library System](#)
- [River Forest \(IL\) Public Library](#) (Note that they explicitly and publicly name the antiracism training their staff is doing)
- [Sacramento Public Library](#)
- [Springvale \(ME\) Public Library](#)
- [State Library of Oregon](#)
- [Spokane \(WA\) Public Library](#)
- [Teaneck \(NJ\) Public Library](#)
- [Yolo County \(CA\) Library](#)

Professional Organizations

- [American Library Association](#)
 - Of particular note is [this recent ALA Resolution](#) which “urges libraries to proactively adopt person-centered, trauma-informed policies that support staff in keeping staff and patrons safe by finding alternatives to bringing in police”.
- [American Library Association Black Caucus](#)
- [Art Libraries Society of North America](#)
- [Asian/Pacific American Librarians Association](#)
- [Association for Library Services to Children](#)
- [Center for Research Libraries Global Resources Network](#)
- [Council on Library and Information Resources](#)
- [Digital Public Library of America](#)
- [International Image Interoperability Framework](#)
- [Kansas Library Association](#)
- [Library Freedom Project](#) (Staff have attended trainings run by and held programs assisted by the LFP before, and their strident statement is a benchmark for larger organizations. The specific opportunities for Divestment listed in their statement are a great place for us to start)
- [Metropolitan New York Library Council](#) (note the concrete steps listed)
- [North American Serials Interest Group \(NASIG\)](#)
- [Nebraska Library Association](#)
- [Pennsylvania Library Association](#) (Note them spinning up a whole new section of the organization)
- [Preservation of Electronic Government Information Project](#) (Note that their website has a popup that directs you to their statement immediately upon entry)
- [ProQuest](#) (Note the direct financial contributions and commitment to providing more relevant resources free of charge)
- [REFORMA](#)

- [Society of American Archivists](#)
- [Southwest Association of Law Libraries](#)
- [YALSA](#) (Note the call on Public Officials)

Academic Libraries and other non-Public Libraries

- [Arizona State University Libraries](#)
- [Brown University Libraries](#)
- [Princeton University LibGuide on BLM, Policing, and Incarceration](#)
- [City College of New York](#)
- [Colorado State University Library](#) (Note that while the cutesy substitution of the school's mascot into the phrase "Black Rams Matter" is not great, the commitment to organizational change is important)
- [Emory University Libraries](#)
- [Florida State University](#) (Note the public commitment to use collections funds to diversify the collection)
- [Medical Heritage Library](#) (Note their frank admission of complicity in the past and choice to change that)
- [MIT Libraries](#)
- [The Oberlin Group](#)
- [Ohio State University Libraries](#) (Note the section: "What are we going to do?")
- [Ohio University Libraries](#)
- [Ramstein & Vogelweh Air Force Libraries](#)
- [St. Mary's College Libraries](#)