

## **Memorandum of Mutual Accountability: Beyond the Page/Ripple**

Dane County generates and maintains some of the starkest racial disparities in the nation across every indicator of well-being, as outlined in the 2013 Race to Equity Report and the 10-year update. Libraries, due to their public service role and connection to local government, are uniquely situated to support equitable, inclusive and just communities.

Between Fall 2020 & Spring 2022, Dane County libraries participated in ongoing internal work to root out racism and white supremacy on both individual and institutional levels. This work supported the initiative of diversifying BtP programming and engaging the public in meaningful conversations about race and justice, as well as creating more welcoming, inclusive and equitable libraries. *The Ripple Project*, as it is known, brought the following initiatives to fruition:

*Phase 1: Assessing organizational culture*

*Phase 2: Formation of regional equity teams*

*Phase 3: Foundational workshops*

*Phase 4: Support ongoing work of regional equity teams*

Moving forward BtP has absorbed the underpinnings of the Ripple Project. The next 5 years will involve the following initiatives:

- BtP designates at least \$5K/year to support local library equity initiatives
- BtP events incorporate an equity focus in addition to the Humanities focus
- Libraries actively participate in Regional Equity Teams whenever possible
- Libraries identify annual (or longer term) DEI goals in conjunction with RETs
- Library leadership considers the recommendations of equity teams which may include:
  - On-going professional development opportunities for staff
  - Changes to library policies/practices
  - Changes to recruitment, hiring and retention policies/practices

This agreement acknowledges that municipalities may have their own DEI/equity plans and initiatives, and that those may take priority over the initiatives of this agreement.

The \_\_\_\_\_ agrees to operate within the above memorandum.  
(Library name)

---

Signature, Library Director

Date

---

Signature, Library Board President

Date