

# WE SUPPORT



# RACIAL JUSTICE + EQUALITY

## **BookTrails Statement on Racial Justice and Equality:**

"As a 501c3 non-profit, BookTrails recognizes the important role we play in our community with regards to childhood education and outdoor experiences. We pledge to make a steadfast commitment to diversity and inclusion along with an absolutely zero-tolerance policy for discrimination on the basis of race, national origin, culture, gender identity, sexual orientation, religion, creed, ability, or any other personal attribute. We also acknowledge that we must act with empathy and open-mindedness in an effort to understand difference. Lastly, we recognize that we must continuously strive for equity and equality and we must implement this in all aspects of our work and goals."

## **Current steps BookTrails is taking:**

- **Incorporating diversity into our curriculum and lessons, including using texts in various languages.**
- **Cultural sensitivity and implicit bias training for our staff**
- **A commitment to serving children from all different backgrounds and cultures**

