**TRIGGER TERM**

Black Lives Matter

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| **HARMFUL DETOUR**  | **HEALING REDIRECT**  |
| Support for Black Lives Matter is a partisan stance, which isn’t appropriate for the library as a politically neutral institution. | Standing to actively and visibly affirm that Black Lives Matter is about human rights and is a direct extension of the library’s core mission and values. One of our key roles is leading our community toward a more equitable, inclusive and prosperous future by addressing critical societal challenges, which isn’t possible without activism, advocacy and bringing people together. The systemic racism embedded in our society is [a serious threat](https://www.cdc.gov/healthequity/racism-disparities/impact-of-racism.html) to the health and strength of our community, which is why the library believes it is not only appropriate – but vital – to support the Black Lives Matter social movement with our actions and voice. |
| You should say “All Lives Matter.” Saying “Black Lives Matter” implies that the library devalues non-Black individuals. | The library strongly believes that all lives matter, which is precisely why we are vocal in our support for the Black Lives Matter social movement. Our society is built on racist systems of oppression that disproportionately endanger, dehumanize and marginalize the lives of Black community members. These injustices flourish when they are met with silence or camouflaged in generalizations like “All Lives Matter.” It is vital to call out and drive action on anti-Black racism in order to build a world in which everyone is treated like their life matters. |