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How Much Does a (Cultural) Salad Really Cost?

With budgeting social justice can be enhanced by marking it as a priority. As a priority it doesn't mean that the library is budgeting to support movements, instead it means that libraries are making commitments to certain programs, materials, and staff development.

Program wise a library could create community partnerships with established businesses or nonprofits that offer social equity services. With this the library would have to budget for the partnership (not sure what all goes into it) and could further justify budgets for updated meeting rooms and accommodating spaces. Which is another way libraries could support social justice by keeping their buildings accessible to all (like ADA).

As far as materials, the library could budget for a less traditional/more diverse collection (culturally, physically, religiously, ethnically, neurodivergent). By doing this they would be able to highlight more of the collection through displays, allowing more people to be seen, and creating more empathy. Also, the more diverse the collection the more areas of interest people are able to explore.

Lastly, is staff development. Libraries have to commit to training staff to be more culturally competent, and dealing with people from many different walks of life, not even as a social justice initiative but to offer great service (this has a social justice byproduct). Also, the more training initiatives the more culturally, ethnically, and generationally diverse a library can become. Also, by doing this similar to the physical building, cultural things can be a part of the budget which can create a sense of belonging for the marginalized people of the workforce, and hopefully encourage more hirings and applicants from those groups.