

## **Diversity, Equity, and Inclusion: duPont-Ball Library 10-1-2020**

**See: DEI Commitments document for updates and progress**

This is a living document and will evolve as we continue to assess our progress. We recognize that these issues will require continuous and constant work. Our current duPont-Ball Library Strategic Plan (2019-2023) embraces an *Inclusive Environment* as one of the foundational commitments that supports our entire plan. [https://www2.stetson.edu/library/green/wp-content/uploads/2019/11/1-2019\\_09\\_23-Strategic-Plan-Map-FINAL.pdf](https://www2.stetson.edu/library/green/wp-content/uploads/2019/11/1-2019_09_23-Strategic-Plan-Map-FINAL.pdf)

*The duPont-Ball Library:*

- Opposes discrimination based on race, ethnicity, nationality, class, gender expression, sexual orientation, religion, or ability.
- Strives to cultivate an organizational culture of respect, inclusivity, and empathy in which we understand our own limitations and biases, and for which we hold ourselves and others accountable.
- Works to build trust within the Stetson community that the library is a safe space for students, faculty, and staff members.
- Values diverse voices and a variety of perspectives, forms of knowledge, and learning styles.

*The duPont-Ball Library will actively:*

- Diversify our collections, including adding resources on LGBTQIA+ rights, Women's studies, Black studies, and materials on other underrepresented groups of people.
- Add materials to our collections by authors with diverse perspectives.
- Address the needs of neurodiverse students, both environmentally and in recognizing diverse learning styles.
- Create a welcoming environment for accessing information, sharing knowledge, and learning from one another.
- Promote diversity in the field of library and information science by encouraging diverse candidates to participate in a library internship experience.
- Conduct inclusive searches when vacant positions arise.
- Engage in professional development and cultivate cultural competencies that address diversity, equity, and inclusive practices.

*The duPont-Ball Library will:*

- Establish a dedicated committee to develop, guide, and assess the library's diversity, equity, and inclusion initiatives.
- Actively collect archival material from Stetson's historically underrepresented groups, including, but not limited to student multicultural organizations.
- Develop partnerships and collaborations with other campus departments engaged in social justice work.
- Continually assess our attitudes, services, and collections to identify and reduce any barriers our users may face.
- Compile research guides for resources on anti-racism, gender and sexuality, LGBTQ+ issues, neurodiversity, disability rights, and other relevant subjects.

The duPont-Ball Library utilizes Diversity, Equity, and Inclusion resources from our professional organizations:

- American Library Association: <http://www.ala.org/advocacy/diversity>
- Association of College & Research Libraries: <http://www.ala.org/acrl/issues/edi>

### **Statement on Racial Justice from the duPont-Ball Library**

The duPont-Ball Library affirms our commitment to racial justice. Specifically, we affirm that the persistent racial injustice in our nation stands in complete opposition to everything that libraries stand for and that we must demonstrate that Black lives matter at Stetson University and beyond. In our work, we will strive to provide access to these voices and look for ways to dismantle the racism embedded in American institutions, including our own.

The duPont-Ball Library commits to:

- Contribute to critical thinking about improving University campus climate
- Create a learning environment that welcomes diversity of thought and perspectives
- Improve our awareness of the diversity of our current collections
- Acquire new materials that represents African-American authors and literature
- Create a library community that actively welcomes and values Black students, staff, and faculty
- Engage in hiring practices that encourage a diverse pool of applicants for library positions
- Work to retain and mentor faculty and staff from diverse backgrounds

The duPont-Ball Library endorses the following statements of our professional organizations:

- American Library Association (<http://www.ala.org/news/press-releases/2020/06/ala-statement-condemning-police-violence-against-bipoc-protesters-and>)
- Florida Library Association (<https://www.flalib.org/fla-statement-on-racial-justice>)
- Association of College & Research Libraries (<https://acrl.ala.org/acrlinsider/archives/19911>)