

WLA Ad Hoc Equity, Diversity, and Inclusion (EDI) Committee Report December 10, 2020

Committee Members

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Darcy Acord, Campbell County Public Library
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Committee Report

In July 2020, then-President Abby Beaver created an ad hoc Equality, Diversity, and Inclusion committee to create an EDI statement for the WLA as well as recommend future activities related to EDI in libraries for WLA. A call for volunteers was sent out via the WLA listserv and committee meetings were held on August 20, August 21, September 15, September 28, October 14, November 18, and November 19. The committee also reached out to others with a history of EDI work in Wyoming for feedback on statement drafts. The final EDI statement for Board consideration is on the following page.

The ad hoc committee also recommends that a standing EDI committee be formed to ensure that resources and future activities are responsive to the needs of WLA members. This committee should be charged with creating and maintaining information and resources pertaining to EDI initiatives on the WLA website for ease of access. Suggested information includes land acknowledgements, diversity audits, and policies that impact those affected by systemic racism and discrimination. Because the EDI statement below is WLA's starting point, the committee will also provide an annual update to the statement. Additionally, the ad hoc committee encourages the Board to waive or sponsor WLA membership for any potential standing committee members who may be experiencing financial hardship, as fees for professional organization membership present their own EDI issues.

If the committee is not formed, the statement should end with a general link to EDI resources provided by the American Library Association's Office for Diversity, Literacy, and Outreach Services.

Respectfully submitted,

Conrrado Saldivar
Chair - Ad Hoc EDI Committee

WLA Equity, Diversity, and Inclusion (EDI) Statement

The Wyoming Library Association acknowledges that systemic racism and discrimination has harmed people in our communities, across our state, our country, and internationally. WLA commits to first looking inward and understanding how we got here and how we perpetuate these systems. With this knowledge, we will dismantle these structures and build equitable, diverse, and inclusive systems.

WLA recognizes its constituents' and members' deep connection to the land and natural environment, and how it intersects with culture, economy, and policy, in forms such as ranching, mineral extraction, national parks, public lands, tourism, recreation, spiritual inspiration, rural character, and other aspects. WLA acknowledges these lands were established and founded through the forced removal and continued oppression of Indigenous peoples and have historically excluded the presence and voices of marginalized identities. The nation's history of settler colonialism and slavery, along with its capitalistic structures and beliefs in rugged individualism imposed on the land, serve as the foundations to Wyoming's vast and textured human landscapes.

WLA commits to serve all members and constituents regardless of the many intersecting dominant and marginalized identities we occupy including, but not limited to, race, ethnicity, gender identity, socioeconomic status, sexual orientation, religion, ability, language, age, sex, national origin, and size. WLA will promote EDI through shifts in all aspects of library service: internal as well as public facing; individual as well as organizational; in a continual feedback loop with each layer informing the others. Transformations through day-to-day practices, long-range planning, hiring practices, space design, collection development, programs, etc., aim to include participation of people who have been historically left out of the decision-making process. We recognize that ongoing education and working consistently toward EDI is necessary to achieving our [mission](#); this statement is the foundation of WLA's commitment to the process.