



Courtright Memorial Library Diversity, Equity, & Inclusion Statement

New or Revised: Revised
Last Review Date: 12/5/2023 Approval Date: 12/5/2023

The Courtright Memorial Library actively affirms and supports the rights of all people. The Courtright Memorial Library partners with the University in its commitment to diversity, equity, and inclusion, acknowledging and uplifting the belief that each person's resources and contributions are recognized, respected, and used in service to the organization's goals. The library joins the University in acknowledging the acute need to remove barriers to the recruitment, retention, and advancement of students, faculty, and staff from historically excluded populations who are currently underrepresented.

The Courtright Memorial Library is committed to:

- Including diversity, equity, and inclusion as an integral part of the library's stated mission, goals, and strategic plan.
- Creating a welcoming and inclusive library environment that promotes mutual respect and open discussion where students, faculty, and staff can learn from their similarities, differences, and personal experiences.
- Promoting mutual respect by integrating diverse/multicultural perspectives and incorporating civil communication and inclusive participation into the library's outreach activities and instruction sessions.
- Encouraging universal design and accessibility as key elements within the library's resources, services, and holdings to nurture and support academic success for the diverse community.

- Improving the diversification of the library's collections to support the university's research, teaching, and service.
- Being a space where people feel valued, respected, and heard, and where people are fully able to contribute, opposing any speech or action that threatens the safety, equity, or dignity of any [member of our community](#).

The Courtright Memorial Library pledges to foster and support a culture of diversity, equity, and inclusion within the Courtright Memorial Library's workforce, collections, and services to users. The Courtright Memorial Library Diversity, Equity, & Inclusion statement is an evolving document, reviewed biannually and updated as needed. The library will include major accomplishments in reaching our diversity, equity, and inclusion goals in our annual report. The library welcomes [feedback and input](#) from our community as we develop and grow, holding us accountable.

To be revised by DEI Committee every year or as needed.
Created Date: March 2021
Previous Revisions (All known will be listed): September 2021