

Montrose Regional Library District DEI Statement

The Montrose Regional Library District brings people of all backgrounds together to access information, resources, and life-long learning. The library is a community hub that welcomes everyone regardless of race, color, ethnicity, language, culture, religion, sex, gender (identity and/or expression), sexual orientation, socioeconomic status, family status, military status, physical or mental ability/disability. As an inclusive gathering space, we recognize that we have a unique opportunity to engage with diversity, equity, and inclusion (DEI) in our work. By putting DEI into practice, we can act as a catalyst for change in library services and foster community dialogue across our cultural landscape. The District believes that DEI is an integral component to the fulfillment of our mission statement and the bettering of our community.

We affirm that DEI are principles that guide and inform our practices and culture, both as an organization and as a member of the community. The Montrose Regional Library District is committed to advancing diversity, equity, and inclusion by:

- Providing staff opportunities to engage with DEI trainings and discourse with one another in a safe and proactive space.
- Designing our services by attentively listening to the needs and aspirations of our communities, especially from voices who have been historically underrepresented.
- Creating and maintaining a diverse collection that embraces a multitude of viewpoints.
- Actively and intentionally reviewing our policies and practices with a DEI lens.
- Developing metrics to help us evaluate our progress towards becoming a more diverse, equitable, and inclusive organization.

Our library district is committed to working with the people we serve to build fruitful relationships and ensure that everyone's needs are met in a safe and welcoming environment. Together we can create a supportive community hub that ensures equitable access to resources and opportunities, embraces diversity, and promotes inclusivity.

Definitions

Diversity, Equity, and Inclusion

Diversity, equity and inclusion together create a framework from which we can work towards more fair and equitable outcomes in our community. Diversity promotes the idea that all voices should be present in a conversation, and that they all have important contributions to make based on different identities and lived experiences. Equity acknowledges that some voices have been and continue to be excluded, and that it is necessary to correct this imbalance as a matter of fairness. Finally, inclusion recognizes that integrating these voices fosters understanding, empathy and trust, and creates better outcomes for everyone.