

Statement of Diversity, Equity and Inclusion

- a. The section recognizes that the definition of diversity is constantly evolving. The section's definition of diversity includes, but is not limited to race, ethnicity, color, nationality, sex, sexual orientation, gender identity and expression, neurodiversity, ideology, class, religion, disability, age, status, geographic location.
- b. The purpose of IDEAS is to ensure a section whose actions and activities reflect the needs and experiences of workers throughout libraries. The section is committed to establishing, developing, and supporting inclusive and equitable practices for all library workers, and draws on their varied strengths and perspectives for input and feedback.
- c. The Section commits to the following active practices:
 - i. Each meeting features a standing agenda item of DEI. Topics may include, but are not limited to:
 1. DEI practices or programs in libraries
 2. Review of DEI books, news articles, trainings, or other materials
 3. Discussion of section and member actions in support of DEI
 - ii. Inclusion of DEI information and resources in section materials and programs, including:
 1. Curation of a repository of Diversity, Equity and Inclusion resources on the IDEAS website
 2. Sponsorship/facilitation of a minimum of 2 programs per year focused on practices of Diversity, Equity, and Inclusion
 - iii. Initiate and facilitate communication and collaboration throughout NYLA to:
 1. Develop Partnerships with Round Tables and coalitions within NYLA to provide support for the work of promoting Diversity, Equity and Inclusion
 2. Offer collaborative resources on projects, presentations, and initiatives to subgroups within NYLA, including fiscal support and volunteer hours
 - iv. Advocacy for the adoption of policies, practices, and procedures that promote DEI across the New York Library Association:
 1. Advocacy for adoption of Diversity, Equity, Access and Inclusion training to be counted towards Continuing Education Unit requirements for Civil Service Exams throughout New York State within the NYLA Civil Service Committee.
 2. Advocacy for the recommendations of the Coalition of Library Workers of Color, Pathways to Librarianship Task Force, Black Librarians Caucus, Ethnic Services Round Table, and LGBTQIART+ Round Table

Adopted by Membership 10/29/21