From your perspective, what is your library’s current positioning with Diversity, Equity & Inclusion.

**Q-1:** Is there a general understanding of what Diversity, Equity and Inclusion means at your library?

________________________________________________________________________

________________________________________________________________________

**Q-2:** Who is the diversity champion at your library and are they visible (internally and externally) and actively working at a strategic level?

________________________________________________________________________

________________________________________________________________________

**Q-3:** What about your library’s Diversity, Equity & Inclusion journey:

Makes Me Proud: _______________________________________________________

________________________________________________________________________

________________________________________________________________________

Upsets Me: _____________________________________________________________

________________________________________________________________________

________________________________________________________________________

I Would Change: _________________________________________________________

________________________________________________________________________
TABLE EXERCISE: MY LIBRARY’S DE&I JOURNEY

Discuss your library’s current positioning when it comes to Diversity, Equity & Inclusion.

Q-1: Who are the communities you are serving? Is your team reflective of these communities?

Q-2: Who is being overlooked/missed or what marginalized group is not represented in your library community?

Q-3: Is your library truly inclusive? Would others say you are Welcoming & Affirming?

Q-4: Do you have a DE&I strategy in-place to better serve your communities, does this include a sustainability plan?