

# **MLA Equity, Diversity and Inclusion Statement**

*Adopted by the MLA Members on October 17, 2019*

The Michigan Library Association (MLA) and its Board of Directors, staff, and volunteers are committed to recognizing, enhancing and promoting diversity, equity and inclusion in all forms. MLA is committed to create an equitable and inclusive environment that fully supports and promotes our commitment to modeling diversity and inclusion for the entire library community, and to maintaining an inclusive environment with equitable treatment for all. In order to do this, we will:

- Certify that all organizational leadership, staff and volunteers embrace the values of mutual respect and dignity for all persons when looking at our internal practices and policies with relation to governance, volunteer service, and employment, ensuring equality of opportunity that is free from unfair discrimination and harassment.
- Ensure open, responsive and respectful communication with staff, members, volunteers, and any/all statewide stakeholders.
- Create a strong collaboration and partnership with the community in any interactions regarding issues of diversity and equity, ensuring that we are reflective and responsive to the needs of the diverse state we serve.
- Continually monitor and evaluate our internal and external activities to ensure we are providing an environment that welcomes equality and diversity in all its forms, allowing us to set an example of best practices to create a culture of shared values and cross-cultural understanding.

MLA is committed to expanding diversity and inclusiveness across the State, including embracing and encouraging the rich socio-economic, physical, cultural, racial and ethnic differences that make-up the Michigan library community.