Oregon Library Association
Equity, Diversity, Inclusion & Anti-racism Committee

OREGON LIBRARY ASSOCIATION
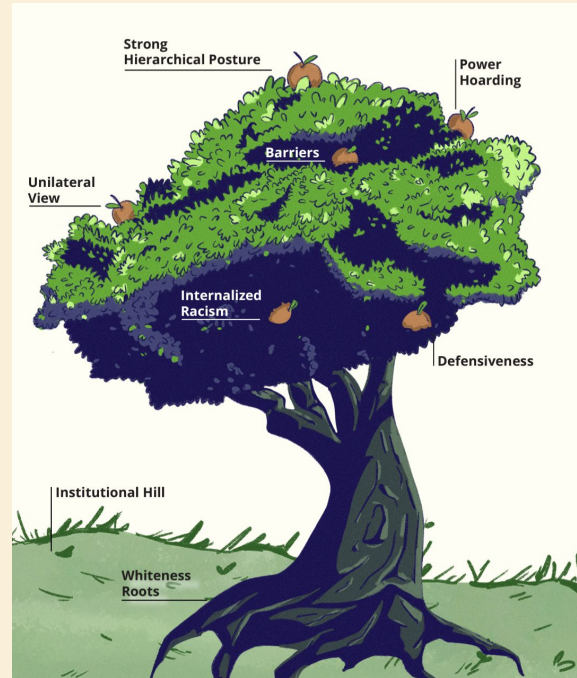EDI & Antiracism Committee

EDIA Committee Mission Statement

We recognize libraries serve a vast range of individuals with unique experiences and characteristics. We encourage an inclusive environment that promotes freedom of speech in conjunction with strong policies that protect patrons and library staff of all gender, national origin, ethnicity, religion, race, sexual orientation, disability, income level, age and all other personal, social, cultural and economic perspectives.

What IS EDI?

"Equity, Diversity, Inclusion (EDI) is an acronym that is often associated with institutional compliance obligations. It works as an initiative or an institutional attempt to create awareness and adherence to a more equitable, diverse and inclusive workplace.

...EDI cannot be detached from Antiracism best practices, because Antiracism is the factor that appeals to us not just as employees but as humans and where we can use our knowledge and influence to create not only a better workplace but a better world."

From EDIA Toolkit

The Committee Creation

EDIA advocates meet with OLA President to encourage best EDIA best practices

December 2019

Winter 2020

EDIA Task Force is formed to give recommendations and inform on best practices for OLA

EDIA Task Force becomes a Special Committee

July 2020

September 2021

EDIA Special Committee becomes a Standing Committee

THE EDI & ANTI-RACISM TOOLKIT

A 2020 project created and led by committee founder, and past OLA Vice President,
Marci Ramiro-Jenkins

EDI & Anti-Racism Toolkit Overview

Toolkit Contents

- EDI Antiracism
- Collection Development
- Intellectual Freedom
- Advocacy
- Professional Development

OVERDUE: WEEDING OUT OPPRESSION IN LIBRARIES

The OVERDUE Podcast was launched in March of 2022, with an interview with Toolkit creator Marci Ramiro-Jenkins.

Since its pilot episode, the committee has recorded 16 unique episodes, on topics such as: *Facilitating EDI Conversations, Navigating Book Challenges*, and *Mentorship and Development for Library Professionals*.

A podcast attempting to shine light on the radical inequities and the oppressive nature of the library profession, specifically as it pertains to BIPOC professionals and the communities they serve in the state of Oregon.

Possible Focus Areas

What's Next?

- Starting new committee term in September
- Creating Best Practices for recruitment, hiring and retention of BIPOC library staff
- Toolkit 2.0
- Updating committee website with accessible resources and training tools

Interested in serving on the committee?

What we look for:

Prioritize BIPOC Voices

We prioritize our BIPOC colleagues, as their voices, lived-experiences, and perspectives are crucial to necessitate change.
However, we do not burden them with all the work.

Established understanding

We expect that all committee members come with an established understanding of EDI & Anti-racism language, practices and the ability to observe areas for growth.

Advocacy at all levels

This work requires input, representation, action and advocacy at all levels of employment, and in various geographic locations throughout the state.

Land & Labor Acknowledgement

We would like to take time to acknowledge historical injustices. We recognize Oregon was established as a white sanctuary state with the intent to exclude African American and Black people on ancestral lands stolen from dispossessed indigenous peoples. We recognize and honor the members of federally recognized tribes and unrecognized tribes of Oregon. We honor Native American ancestors, past, present, and future, whose land we still occupy. This acknowledgement aims to deconstruct false histories, correct the historical record, and disrupt genocidal practices by refocusing attention to the original people of the land we inhabit, the slave trade and forced labor that built this country, and to the oppressive social systems interwoven into the fabric of our national and regional heritage. We ask that you take a moment to acknowledge and reflect as well.

Contact Us

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