

Equity, Diversity, and Inclusion Statement of the MHLS Directors Association

The Mid-Hudson Library System (MHLS) Directors Association (DA) is committed to cultivating a professional environment that is open, representative, respectful and equitable to all.

This professional statement on equity, diversity, and inclusion, developed by the System Services Advisory committee, is provided as a framework to acknowledge our goal to be an association that values differences and creates a welcoming environment that is comfortable, inclusive, and empowering while opening the door for innovation, increased participation and an elevated sense of community and belonging for all.

We broadly define diversity to include ability, age, ethnicity, gender, gender expression, gender identity, immigration status, national origin, race, religion, sexual orientation, and socioeconomic status.

The MHLS DA is committed to supporting our members to be leaders in their communities and our profession. To this end, we strive to:

- ensure that our DA leadership, policies, and practices are inclusive
- promote and nurture an environment in which diverse perspectives and experiences are respected and valued
- celebrate diversity in our professional development opportunities
- recruit and retain association leaders from traditionally underserved groups

We acknowledge that there is much work to be done by both individuals and institutions in pursuing equity, diversity, and inclusion, and we are committed to continuous, proactive growth and action to counter oppression as we strive to ensure that all constituents can see themselves reflected in their libraries and in their communities.