

As Chair pro tem of the Committee on Diversity, it is my privilege to present two action items:

The Committee on Diversity moves the adoption of the following action items:

CD # 44.1, Definitions of Equity, Diversity, and Inclusion

CD # 44.2, Resolution on Libraries as Responsible Spaces

The Committee on Diversity thanks the affiliated round tables, ethnic affiliates, the Equity, Diversity and

is to create a just and equitable Association, profession, and society where everyone has access to social power, resources, and physical and psychological safety. The definition was adapted from the University of British Columbia (<http://diversity.ubc.ca/valuing-difference/equity-and-diversity-%E2%80%93>



Whereas a study from the Center for the Study of Hate and Extremism has documented a 20% increase in hate crimes in 2016¹;

Whereas the ALA Offices for Intellectual Freedom and Diversity, Literacy, and Outreach Services (ODLOS) are now collecting statistics on hate crimes in libraries after a rise in the number of incidents in libraries²; and

Whereas Article V of the Library Bill of Rights states that the right of free access to libraries should not be denied or abridged because of origin, age, background, or views; now, therefore, be it

Resolved, that the American Library Association, on behalf of its members:

1. urges libraries to embrace the mantle of responsible spaces by adopting and enforcing user behavior policies that protect patrons and staff from harassment while maintaining our historic support for the freedom of speech;
2. encourages libraries to develop community partnership programs with and promote services to underrepresented and unacknowledged community members;
3. encourages libraries to sponsor programs fostering meaningful and respectful dialogue in community; and
4. directs the Committee on Diversity, with the support of the Office for Diversity, Literacy, and Outreach Services and the ODLOS Advisory Committee, to develop, provide, and disseminate materials and programming for libraries that deter hate, foster community, and oppose bigotry toward or oppression against any group.

Adopted by the Council of the American Library Association
Monday, June 26, 2017, in Chicago, Illinois

Keith Michael Fiels
Executive Director and Secretary of the ALA Council

¹ California State University, San Bernardino: <https://csbs.csusb.edu/hate-and-extremism-center>; [http://www.nbcnews.com/news/us-](http://www.nbcnews.com/news/us-news/u-)