

The CSUDH University Library Faculty Council stand with those opposing white supremacy, the systemic anti-black racism reflected in the murders of George Floyd, Ahmaud Arbery, Rayshard Brooks, Robert Fuller, and Breonna Taylor by police officers, and the recurring acts of police and vigilante violence perpetrated against Black people in the United States. We state unambiguously that Black Lives Matter and must take concrete actions to bring about systemic change. We acknowledge that our buildings and our bodies are on unceded Tongva land and that our institutions and practices reinforce and perpetuate systems of inequity. This statement was prepared by library faculty and with contributions from library workers in other classifications at CSUDH.

Libraries have played a longstanding role as instruments of oppression, colonialism, and white supremacy, and we feel it is important to acknowledge, understand, and reject our role in perpetuating these structures. We are not separate from the institutions and their troubled histories of which we are a part. Librarianship has perpetuated white supremacy through racist classification schema,¹ creating racialized spaces of surveillance,² valuing service models as “apolitical,” “objective” and “neutral,”³ perpetuating segregation,⁴ investing significant subscription funds in for-profit publishers that create and perpetuate information privilege, racist knowledge production practices,⁵ and remaining a profession that solicits the performance of whiteness in order to be successful.^{6,7} In addition, librarians and archivists are majority white with only 6.8% identifying as Black in 2018.⁸ On the other hand, library staff are more likely to be BIPOC, which further perpetuates race and class divides. We have a responsibility to combat racism daily in society and in our profession.

We commit to the following actions:

- Support the [AFS statement](#) as action oriented allies including requesting that administration fund a faculty advocate position on the CARE team, launching a Black

¹ Adler, M. (2017). Classification along the color line: Excavating racism in the stacks. *Journal of Critical Library and Information Studies*, 1(1), 1-32. <https://doi.org/10.24242/jclis.v1i1.17>

² Brook, F., Ellenwood, D., & Lazzaro, A. E. (2015). In pursuit of antiracist social justice: Denaturalizing whiteness in the academic library. *Library Trends*, 64(2), 246-284.

³ Society of American Archivists. (June 2 2020). *SAA Council statement on Black lives and archives*. <https://www2.archivists.org/statements/saa-council-statement-on-black-lives-and-archives>

⁴ Knott, C. (2016). *Not free, not for all: Public libraries in the age of Jim Crow*. University of Massachusetts Press.

⁵ Roh, C., & Gabler, V. (2020). Systemic barriers and allyship in library publishing: A case study reminder that no one is safe from racism. *College & Research Libraries News*, 81(3), 141. <https://doi.org/10.5860/crln.81.3.141>

⁶ Galvan, A. (2015). Soliciting performance, hiding bias: Whiteness and librarianship. *In the Library with the Lead Pipe*, 135-160. <http://www.inthelibrarywiththeleadpipe.org/2015/soliciting-performance-hiding-bias-whiteness-and-librarianship/>

⁷ Schlesselman-Tarango, G. (2016). The legacy of Lady Bountiful: White women in the library. *Library Trends*, 64(4), 667-686. <https://scholarworks.lib.csusb.edu/library-publications/34/>

⁸ Department for Professional Employees. (May 15 2019). Library professionals: Facts and figures. AFL-CIO. <https://www.dpeaficio.org/factsheets/library-professionals-facts-and-figures>

student recruitment plan, and establishing an American Indian, Asian American, and Latinx Resource Center

- Critically review the curriculum for LIB 151: Fundamentals of Information Literacy to ensure BIPOC voices are present in the materials and issues addressing racist algorithm bias and institutional archival silences are more prominent in the material
- Critically review research guides and other online instructional materials and use these resources to increase the visibility of Black scholarship
- Recommend the establishment of collection development funds dedicated to undoing the white, western, heteronormative, abelist, male biases present in decades of library acquisitions
- Participate in ongoing discussions in the library and with the communities we serve on continuing the work of antiracism and how we can better support them in our work
- Urge library administration to enhance efforts for recruitment, retention, and professional development of BIPOC employees at every level within the University Library
- Urge library administration to begin addressing systemic racism through professional development for library workers
- Examine and make recommendations for revising policies and procedures in the library that reinforce systems of oppression, including microaggressions, and value whiteness, including addressing the role of public safety officers and “disruptive” behavior policies
- Request that library administration reinstate a student advisory board with compensation for students for participation

We recognize the need for transformational change and commit to doing better. We welcome further suggestions (via the [library's feedback form](#)) from students, staff, faculty, and other DH community members.

Signed,

Library Faculty Council