

## Black Lives Matter and Our Commitment to Action Statement

### A message from the University Library Leadership Team at CSU Dominguez Hills

Black Lives do indeed *matter*! The pervasive, ubiquitous, insidious, injurious racist climate and structural inequities that exist in our current society cannot continue to co-exist with this country's stated ideals. Black people, Indigenous people, LatinX, and other People of Color (BIPOC) can no longer remain marginalized in a country that they largely built. Institutions of higher education and academic libraries within must examine their contributions to systemic and institutional racism. We commit ourselves in the library at CSUDH to engage in this necessary work to dismantle individual, structural, and institutional racism, discrimination, bias, and inequities. Although difficult, and at times painful, this necessary labor will bring us to a healthier, proactive, and more responsive ecosystem of academic support that will facilitate the success of members of the Toro Nation.

Change is not change until *we all* change. With that in mind and in support of the Black Lives Matter movement, the CSUDH University Library commits to:

- Working on antiracist, equitable, and inclusive actions in an *ongoing* manner, understanding that changing and then sustaining this desired environment and culture require a cycle of continual reflection, planning, action, and assessment of the action. We will not succumb to superficial, “quick fixes” to centuries’ long, deeply rooted problems. These steps will be augmented, as needed, to ensure that we are continuing this work in a proactive, responsible, authentic, and transparent manner.
- Engaging in activities that educate us on issues of systemic, institutional, and individual racism in libraries and institutions of higher education, and other relevant topics, in order to provide a common understanding of the problems that foreground the work ahead of us.
- Ongoing examination, revision, and assessment of recruitment, hiring, and retention practices to improve the ethnic and cultural diversity in the Library.
- Ongoing examination, revision, and assessment of library policies, processes, practices, spaces, and roles to ensure that they are antiracist, equitable, and inclusive. This includes examination and interrogation of library and special collections and archival collection development and management policies, approaches to reference and information literacy instruction, digital initiatives and open education and user services activities to ensure that they are antiracist, equitable, and inclusive.
- Including all library employee voices in this work and reaching out to campus stakeholders to join their voices, opinions, and ideas to ours.
- Being the change that we wish to inculcate into our library organization. This requires that we work first to be better individuals, increasing our cultural competence and emotional intelligence, and then working collectively to be the best urban model academic library that is both proactive and responsive to our community of users.
- Partnering with campus stakeholders on programming around antiracism, equity, inclusion, and other similar, relevant topics.

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