



Equity Sub-Committee

Equity Statement

North Carolina Community College Library Association (NCCCLA) seeks to raise awareness of the need to provide access to opportunities, resources, and support for all members of the communities we serve and to build a platform from which marginalized members of our communities can share their voices. All users have a right to feel safe in a welcoming environment that will foster opportunities for academic success and encourage integrity. We acknowledge equity, diversity, and inclusion as foundational principles of librarianship. It is critical for library communities to recognize and practice cultural awareness and condemn discrimination. NCCCLA will empower all library staff and our community partners to model and promote these principles in advancing issues of fairness and social justice. We remind our communities that libraries are for everyone, and we will continue to serve all users.

North Carolina Community College Library Association (NCCCLA) Equity Subcommittee facilitates the association's commitment to equity for North Carolina community college libraries. The subcommittee makes recommendations to the NCCCLA Executive Board and coordinates approved equity initiatives. These initiatives include advancement, recruitment, and retention; dignity and respect; and fair and supportive work environments for marginalized groups in the library profession. In addition, the subcommittee supports initiatives to promote social justice for members of our communities—both those served by and those serving in North Carolina community college libraries. Moreover, the subcommittee is guided by the following core values:

- Access—to resources, services, and opportunities that are fully inclusive of the diversity (including but not limited to: race, ethnicity, gender/gender identity/gender expression, sexual orientation, national origin, dis/ability, and economic status) embodied by our current and future NC community college library users.
- Action—to bridge equity gaps, raise awareness, and amplify the voices of marginalized groups through the development of practical frameworks, toolboxes, and best practices that member librarians can utilize in NC community colleges.
- Assessment—to make recommendations for data gathering, to analyze and evaluate the collected data, and to acknowledge successful initiatives and projects at member libraries and within the organization.
- Advocacy—to challenge orthodoxy, promote changemaking, and cultivate a culture of belonging, in collaboration with the NCCCLA Advocacy Committee, to benefit all NC community college libraries and the communities we serve.

Approved by NCCCLA Executive Board on September 23, 2020