

EDI @ BC LIBRARIES

Who We Are

EDI Advisory Committee

The Equity, Diversity, and Inclusion Advisory Committee (EDIAC) is responsible for overseeing the overall work of the EDI action areas.

**Associate University Librarian
Access, Administration & Diversity**

**University Librarian &
Library Leadership**



What We Believe

The Boston College Libraries acknowledge **historical, structural, and systemic injustice**. The struggle against racism, prejudice, stereotyping, and discrimination is central to our mission and profession. Rooted in the Jesuit tradition of social justice, we commit to:

- building a culture that is **respectful, open to change, and empathetic to all perspectives**
- **holding ourselves accountable** to our commitment and to our community
- fostering intellectual freedom and diverse discourse
- ensuring our services, spaces, and resources are **representative of diverse cultures and perspectives, intentionally inclusive, and accessible** to everyone
- opposing any speech or action that threatens the **safety, equality, or dignity** of any member of our community, including:
 - ableism, hate speech, homophobia, misogyny, racism, religious persecution, sexism, transphobia, xenophobia, and all other forms of discrimination and oppression
- **recognizing, valuing, and empowering** all members of our community, **celebrating** all aspects of their identity, including:
 - age, ancestry, citizenship status, color, creed, culture, disability/ability, gender expression, gender identity, genetic information, geographic origin, language, marital status, national or ethnic origin, neurodiversity, parental status, pregnancy, race, religion, sex, sexual orientation, socioeconomic status, veteran status, and all others.

Within our evolving cultural environment, this labor is **ethically imperative**. Our **commitment is ongoing**, and our work is never complete.

What We've Done

Process

- EDI Working Group formed in 2019
- Values Statement drafted
- Action Plan created covering six areas with associated subgroups
- Standing EDI Advisory Committee established in 2021
- Work continues with **mix of subcommittees and task forces**

Practices

- EDI goal incorporated in annual appraisal
- Staff led **programs** like Conversation Partners and drop-in discussions
- **\$270,000** committed to global and diverse collections
- **Pronoun usage** program offered at department meetings
- **Statement on library collections** (library.bc.edu/collections)
- **Recruiting process** revised to address gendered language, implicit bias, and identity-oriented posting sites
- **Job postings** include library EDI statement
- **Exit interviews** changed to incorporate EDI questions
- Meeting **schedules adjusted** to fit differing staff shifts



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or get in touch!**
libraries.bc.edu/edi