



Maine State Library Commitment to Diversity, Equity, and Inclusion

The Maine State Library (MSL) recognizes that library services across the state must be equitable and inclusive. As such, MSL is making a commitment to examine all aspects of our operations and services in a deeper and deliberately thoughtful manner. This includes intentionally analyzing and re-imagining policies and practices to underscore the importance of diversity, equity, and inclusion (DEI) in our work. Our leadership role and duty as the Maine State Library is to give meaning to this important effort, and it will be informed through our own organizational growth.

To begin this work, we have initiated a co-design process for MSL staff in the Continuing Education Division of the Library Development Department, which requires participating staff to examine the work they do with, and for, libraries through an equity lens. At the same time participating staff will consider their own role in supporting equity practices across the state of Maine. As this work is completed, the co-design process will lay a foundation for a set of principles to further the commitment of MSL to move this work forward internally, and to also include ways MSL can support Maine's libraries in their own equity work.

As we embark on this work, we are consciously committed to an ongoing process that requires continual effort. Our commitment extends to building understanding and solutions through deliberate collaboration. Through this, we will stand truer to our mission than ever before: To Help People, Make Maine's Libraries Stronger, and to Transfer Information into Knowledge.