

WLA Equity, Diversity, and Inclusion (EDI) Statement

The Wyoming Library Association acknowledges that systemic racism and discrimination has harmed people in our communities, across our state, our country, and internationally. WLA commits to first looking inward and understanding how we got here and how we perpetuate these systems. With this knowledge, we will dismantle these structures and build equitable, diverse, and inclusive systems.

WLA recognizes its constituents' and members' deep connection to the land and natural environment, and how it intersects with culture, economy, and policy, in forms such as ranching, mineral extraction, national parks, public lands, tourism, recreation, spiritual inspiration, rural character, and other aspects. WLA acknowledges these lands were established and founded through the forced removal and continued oppression of Indigenous peoples and have historically excluded the presence and voices of marginalized identities. The nation's history of settler colonialism and slavery, along with its capitalistic structures and beliefs in rugged individualism imposed on the land, serve as the foundations to Wyoming's vast and textured human landscapes.

WLA commits to serve all members and constituents regardless of the many intersecting dominant and marginalized identities we occupy including, but not limited to, race, ethnicity, gender identity, socioeconomic status, sexual orientation, religion, ability, language, age, sex, national origin, and size. WLA will promote EDI through shifts in all aspects of library service: internal as well as public facing; individual as well as organizational; in a continual feedback loop with each layer informing the others. Transformations through day-to-day practices, long-range planning, hiring practices, space design, collection development, programs, etc., aim to include participation of people who have been historically left out of the decision-making process. We recognize that ongoing education and working consistently toward EDI is necessary to achieving our mission; this statement is the foundation of WLA's commitment to the process.

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