

安全和友好的

Ан тоан и Чào мұңг

An toàn và Chào mừng

図書館は安心できるみんなの居場所

Lloc segur i d'acollida

பாதுகாப்பான மற்றும் வரவழைகாம்

Ligtas at bukas para sa lahat

Удобно и гостеприимно

ਸੁਰੱਖਿਅਤ ਹੈ ਅਤੇ ਤੁਹਾਡਾ ਸਵਾਗਤ ਹੈ

Entorno de acogida seguro

પુસ્તકાલય સલામત છે અને તમારું સ્વાગત છે

Espace accueillant et positif

লাইব্রেরি নরীপদ এবং আপনাকে স্বাগত জানাই

Ein sicherer und einladender Ort

به فضای امن و آزاد کتابخانه ی دانشگاه مریند خوش آمدید

SAFE AND

WELCOMING

# DIVERSITY STATEMENT

**The University of Maryland Libraries are committed** to advancing diversity, equity, and inclusion and to serving as an exemplar for the campus community. We cultivate an environment that is **safe and welcoming**, and that allows everyone to thrive.

**Diversity** is the psychological, physical, and social differences that exist among any and all individuals; including, but not limited to, race, ethnicity, nationality, religion, socioeconomic status, education, marital status, language, age, gender, sexual orientation, cognitive or physical ability, and learning styles.

**An equitable environment** is one of fair treatment, equal access, opportunity, and advancement. We strive to identify and eliminate barriers that have prevented the full participation of all.

**Inclusion** is an environmental state, supported by actions, where any individual or group can be and feel welcomed, respected, supported, and valued to fully participate. An inclusive and welcoming climate embraces and leverages differences for the good of the organization and offers respect in words and actions for all people.

**The University of Maryland Libraries will support** broader campus efforts to create a diverse, equitable, and inclusive campus climate, understanding the unique, interdisciplinary focus of libraries and archives as collectors and curators of the historical, literary, artistic, and scientific record.

- **We acknowledge the historical legacy of inequity and oppression** for those of particular identities and expressions and commit to countering those experiences in our organizational mission.
- **We do this by providing collections, services, and programs** that reflect the diversity of our community, that heighten cultural awareness, and that reflect the histories, experiences, and expressions of those who have been historically marginalized and/or underrepresented.
- **We will work to ensure equitable access to our facilities, resources, and services,** and endeavor to improve our workforce by attracting and developing talented faculty and staff from diverse backgrounds.

**Moreover, we will work to mitigate the barriers to inclusion** that come from traditionally hierarchical organizational structures, and sustain a culture that honors the contributions made to the mission of the university by all employees.



UNIVERSITY  
LIBRARIES