


COSLA CORE COMMITMENT 1: INDUSTRY LEADERSHIP & PROGRAM DEVELOPMENT

COSLA uses its unique position of leadership within the wider library sphere to advocate for equity, diversity, and inclusion. Through initiatives, education, and resources, COSLA empowers and inspires libraries throughout the nation to better meet the needs of all communities and individuals.




Level 1: Initiating

Board:

- Non-actionable statements in support of EDI practices *

Members:

- Informal EDI guidance based on individual judgement and state political climate
- Informal EDI advocacy for programs and funding based on individual judgement




Level 2: Managing

Board:

- Training is provided on EDI topics such as unconscious bias, self-evaluation, etc. to support equitable leadership

Members:

- EDI guidance to libraries based on EDI best practices
- EDI best practices are used to advocate for EDI in programs and funding



Level 3: Defining

Board:


- Formation of an EDI leadership/engagement group, with external stakeholders, the board oversees and ensures implementation of output

Engagement Group:

- Standardization and documentation of EDI guidance for member libraries
- Processes, training, and change management strategies are developed for EDI funding and program advocacy

Members:

- Offer EDI guidance to libraries based on best practices
- Use EDI best practices to advocate for EDI in programs and funding



Level 4: Executing

Board:


- Provides oversight and ensures implementation of EDI leadership/ engagement group output

Engagement Group:

- Identification and analysis of key EDI metrics
- Development of an action plan to address EDI needs
- Creation of resources to provide EDI best practices and programming recommendations to librarians
- Creation of assets for members to use in advocating for EDI in programs and funding

Members:

- Offer EDI guidance to libraries based on best practices and using data-driven resources
- Use EDI best practices and data driven resources to advocate for EDI in programs and funding.



Level 5: Optimizing

Board:

- Provide oversight and ensures the implementation of EDI leadership/ engagement group output

Engagement Group:

- Lead advocacy for EDI programs and funding uses data-driven, human-centered strategies
- Key metrics are regularly assessed and analyzed to identify strengths, opportunities, and change management strategies for EDI funding and resource adoption
- Resistance at the state and national levels is addressed through change management support


Members:

- Offer EDI guidance to libraries based on best practices and using data-driven resources
- Use EDI best practices and data driven resources to advocate for EDI in programs and funding.

COSLA CORE COMMITMENT 2: ASSESSMENT & ACCOUNTABILITY

Current Level: 1


COSLA develops and nurtures the knowledge, processes, and behaviors that address harms, mitigate risks, and provide opportunities for honest accountability. We ensure the psychological safety of all, especially those who find the courage to address behaviors that harm individuals and the collective culture.



Level 1: Initiating

Board:


- Identifies harmful behaviors and system-wide deficiencies relating to EDI through individual disclosure
- Addresses grievances on an ad hoc basis based on individual judgement



Level 2: Managing

Board:

- Provides training on EDI topics such as unconscious bias, self-evaluation, etc. to increase understanding of EDI standards
- Identifies harmful behaviors and system-wide deficiencies relating to EDI through individual disclosure
- Addresses grievances using a somewhat consistent process based on EDI best practices




Level 3: Defining

Board:

- Forms an EDI leadership/engagement group of members and/or other experts in EDI assessment and accountability
- Provides oversight and ensures implementation of EDI leadership/ engagement group output

COSLA Leadership/Engagement Group:

- Standardizes and documents EDI-related grievance filing processes and restorative practices for use throughout the organization
- Utilizes change management models, like ADKAR, to mitigate resistance across the organization




Level 4: Executing

Board:

- Provides oversight and ensures implementation of EDI leadership/engagement group output.

COSLA Leadership/Engagement Group:

- Develops anonymous and responsive methods for members to disclose concerns about EDI in organizational cultural and initiate restorative practices
- Identifies, measures, assesses, and analyzes key EDI metrics in areas like EDI perceptions of behavioral standards, grievance process use, member satisfaction with restorative practices, etc.



Level 5: Optimizing

Board:

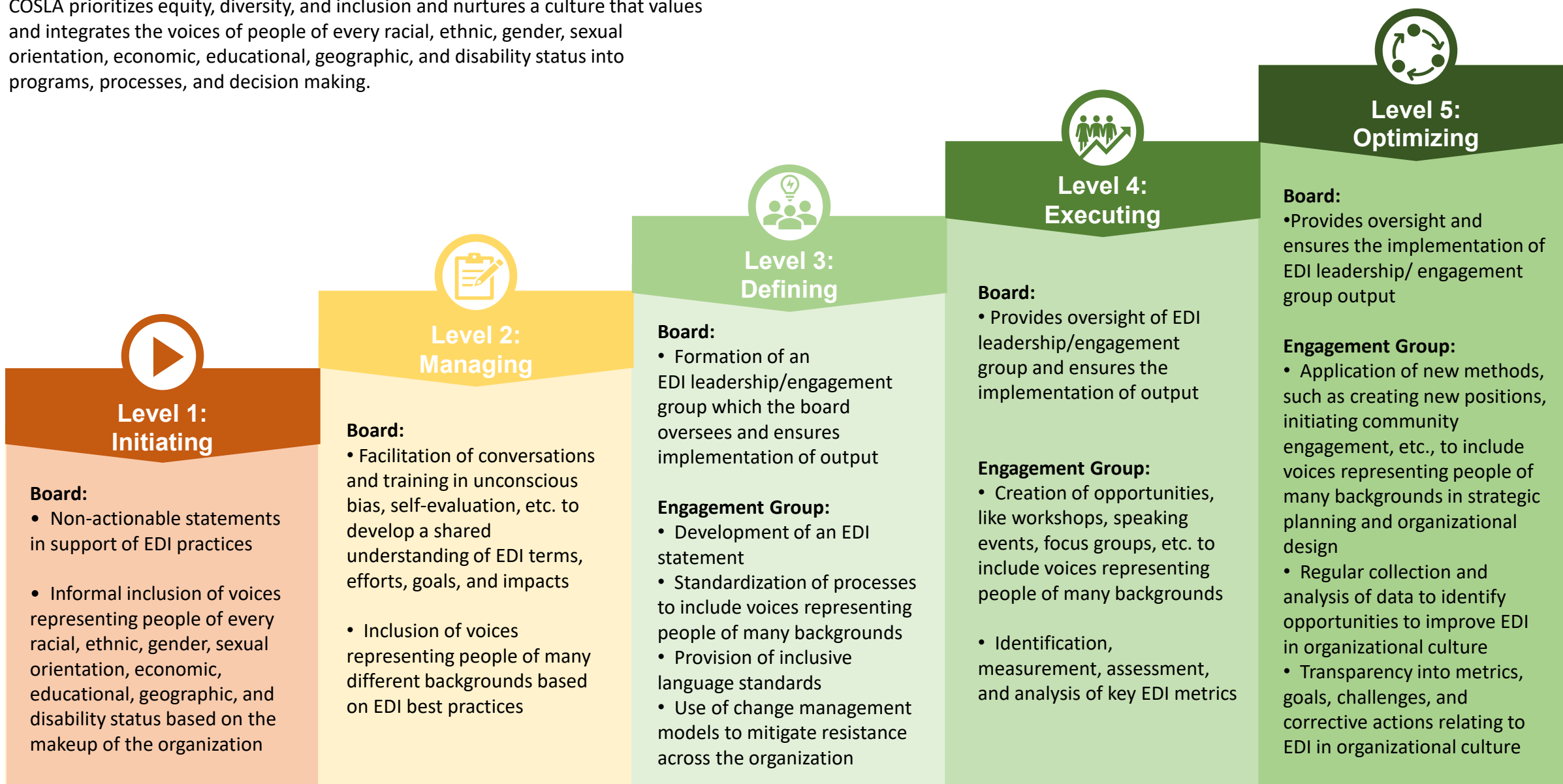
- Provides oversight and ensures the implementation of EDI leadership/ engagement group output

COSLA Leadership/Engagement Group:

- Regularly collects, assesses, and analyzes data and testimonials to identify strengths and opportunities to improve adoption of behavioral standards, use of grievance process, and efficacy of restorative practices
- Provides transparency into metrics, goals, challenges, and corrective actions relating to EDI assessment and accountability.

COSLA CORE COMMITMENT 3: ORGANIZATIONAL CULTURE

COSLA prioritizes equity, diversity, and inclusion and nurtures a culture that values and integrates the voices of people of every racial, ethnic, gender, sexual orientation, economic, educational, geographic, and disability status into programs, processes, and decision making.



COSLA CORE COMMITMENT 4: BUSINESS & HIRING PRACTICES

COSLA values and champions diversity among the membership, incorporates EDI principles in its business practices and supports members as they promote libraries in which all people of every racial, ethnic, gender, sexual orientation, economic, educational, geographic, and disability status feel valued and supported.




Level 1: Initiating

Board:

- Advocacy for EDI best practices in recruitment, hiring, compensation, and retention activities to comply with labor policies and regulations

Members:

- Individual judgement may be used to informally advocate for EDI in the selection of SLAA workforce




Level 2: Managing

Board:

- Completion of training on topics such as unconscious bias, self-evaluation, etc.
- Engage in somewhat consistent EDI best practices in recruiting, hiring, compensation, contracting, and retention

Members:

- Complete training in areas such as unconscious bias, self evaluation, etc.
- Use EDI best practices to advocate for EDI in the selection of SLAA workforce




Level 3: Defining

Board:

- Standardize, document, and consistently use EDI best practices in recruitment
- Develop programs and policies to encourage professional growth and create leadership opportunities for people of many backgrounds
- Develop resources to support members as they advocate for EDI in the selection of SLAA workforce

Members:

- Use EDI best practices and available resources to advocate for EDI in the selection of SLAA workforce.




Level 4: Executing

Board:

- Identify, measure, assess, and analyze key EDI metrics in areas like applicant pool, hiring, retention, compensation, and membership
- Create data-driven resources for members to use to advocate for EDI in the selection of SLAA workforce

Members:

- Use training and data-driven resources to advocate for EDI in the selection of SLAA workforce.



Level 5: Optimizing

Board:

- Initiate relationships with diverse professional groups to find and recruit people of every racial, ethnic, gender, sexual orientation, economic, educational, geographic, and disability status
- Provide transparency into efforts concerning EDI in hiring, compensation, etc.
- Regularly collect and analyze data to identify opportunities to improve parity in recruitment, retention, etc.
- Apply new methods to address data-informed pipeline and talent pool issues

Members:

- Use EDI best practices and data-driven resources to advocate for EDI in the selection of SLAA workforce.