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

**Level 2: Managing**

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

- **Members:**
  - Offer EDI guidance to libraries based on EDI 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:**
  - 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 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

- **Members:**
  - Offer EDI guidance to libraries based on best practices and using data-driven resources
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.

COSLA Leadership/Engagement Group:
- Formed 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

Board:
- Provides training on EDI topics such as unconscious bias, self-evaluation, etc. to increase understanding of EDI standards
- 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
- Provides oversight and ensures implementation of EDI leadership/engagement group output

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
- Standardizes and documents EDI-related grievance filing processes and restorative practices for use throughout the organization
- 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.

**Level 1: Initiating**
- Board: Non-actionable statements in support of EDI practices
- Informal inclusion of voices representing people of every racial, ethnic, gender, sexual orientation, economic, educational, geographic, and disability status based on the makeup of the organization

**Level 2: Managing**
- Board: Facilitation of conversations and training in unconscious bias, self-evaluation, etc. to develop a shared understanding of EDI terms, efforts, goals, and impacts
- Inclusion of voices representing people of many different backgrounds based on EDI best practices

**Level 3: Defining**
- Board: Formation of an EDI leadership/engagement group which the board oversees and ensures implementation of output
- Engagement Group: Development of an EDI statement
- Standardization of processes to include voices representing people of many backgrounds
- Provision of inclusive language standards
- Use of change management models to mitigate resistance across the organization

**Level 4: Executing**
- Board: Provides oversight of EDI leadership/engagement group and ensures the implementation of output
- Engagement Group: Creation of opportunities, like workshops, speaking events, focus groups, etc. to include voices representing people of many backgrounds
- Identification, measurement, assessment, and analysis of key EDI metrics

**Level 5: Optimizing**
- Board: Provides oversight and ensures the implementation of EDI leadership/engagement group output
- Engagement Group: Application of new methods, such as creating new positions, initiating community engagement, etc., to include voices representing people of many backgrounds in strategic planning and organizational design
- Regular collection and analysis of data to identify opportunities to improve EDI in organizational culture
- Transparency into metrics, goals, challenges, and corrective actions relating to EDI in 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.

**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

**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

**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.

**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.