

***DEI Collection Development Statement:***

As part of national and campus efforts to align our actions with our values, The UWM (University of Wisconsin Milwaukee) Libraries are undertaking an assessment of our collection development policies and procedures. UWM's Guiding Values state that "we embrace innovation, creativity and diverse perspectives within an inclusive and equitable environment for all."

We extend this principle to the UWM Libraries' collections, building on the UWM Libraries Strategic Plan for Diversity, Equity, and Inclusion, approved by the Libraries' Executive Leadership Committee in 2021. Specifically, the plan addresses collections in:

***Goal 2, Initiative 1***, "Revise collection development policies; enhance the diversity of library collections; remove outdated and offensive language in library descriptions," with an initial ***action item*** to "Revise collection development policies to emphasize our commitment to acquiring and maintaining diverse and inclusive collections that support UWM's research, teaching, and service needs."

We are also guided by our professional values as librarians and scholars. We are inspired by the embrace of DEI at the center of values expressed by our affiliated professional organizations, including ALA (American Library Association), ACRL (Association of College and Research Libraries), SAA (Society of American Archivists), DPLA (Digital Public Library of America), and others.<sup>1</sup>

As an urban research university, our faculty, staff, and student body are drawn from a diverse range of backgrounds and our collection strategies and services should reflect and support that diversity in all its forms. As a public institution, we also recognize that we provide information services to the broader community, in our city, in our state, and both nationally and internationally. The Milwaukee region has a long and complex history of diverse populations. Importantly, we acknowledge that in Milwaukee we live and work on traditional Potawatomi, Ho-Chunk, and Menominee homelands, where the people of Wisconsin's sovereign Anishinaabe, Ho-Chunk, Menominee, Oneida, and Mohican nations remain present. This policy reflects our obligation to all of the communities we serve in supporting education, critical inquiry, lifelong learning, and open access to information.

The UWM Libraries have developed this statement as a framework to further this initiative. This is – and will continue to be – a work in progress. We are committed to continually evaluating the development of our collections to best serve the evolving needs of every member of our university community. We welcome input from faculty, students, staff, and the broader community to better understand how our collections and collection descriptions might foster inclusion, and how they may continue to perpetuate exclusion and inequity. We commit to creating and maintaining communication channels that enable open dialogue and productive feedback.