

Bunch Library Statement on Diversity

[Along with the American Library Association](#) (ALA) we affirm that, "...equity, diversity, and inclusion are central to the promotion and practice of intellectual freedom. Libraries are essential to democracy and self-government, to personal development and social progress, and to every individual's inalienable right to life, liberty, and the pursuit of happiness. To that end, libraries and library workers should embrace equity, diversity, and inclusion in everything that they do."

Our staff strives to create an environment that appreciates, acknowledges, encourages and celebrates differences by functioning and communicating effectively, and respectfully, within the context of a community whose individuals possess varying beliefs, behaviors, orientations, identities and cultural backgrounds. We believe in the values of diversity, inclusion and equity. We continually seek to improve our understanding and application of these values not because of their utility or contribution to our bottom line but because they are goods in themselves.

Lila D. Bunch Library adheres to [Belmont University's definition of diversity](#):

We are all created in the image of God, living as Christ's body on earth with respect to differences that include, but are not limited to, ethnicity, gender identity, race and sexual orientation. The institutional definition of diversity at Belmont is consistent with our mission to engage and transform the world with disciplined intelligence, courage and faith. Our words and actions toward everyone must be embodied with respect, dignity and compassion.

Lila D. Bunch Library keeps this concept front of mind in all of our endeavors but especially in the matters of customer service and collection development.

Customer Service

At Bunch Library, as at Belmont, diversity is both an organizational and a service imperative. Our library serves a vibrant, diverse community, and all library users are treated with respect and dignity, regardless of status. We strive to convey this idea in all user-interaction through not only the words we choose, but in our tone, demeanor, and actions.

We are committed to providing equitable access to library resources and services for all users and understand, in particular, the critical role libraries play in the lives of persons with disabilities. In alignment with [The Association of College & Research Libraries' \(ACRL\) diversity standards](#), Bunch Library "strive[s] to prevent exclusion of diverse constituencies from accessing and using library services." We continue to develop policies and acquire resources and methods of access that meet current ADA standards in order to support students with disabilities.

Arrangements for reasonable accommodations are coordinated through the office of Student Support and Disability Services.

Collection Development

Lila D. Bunch Library builds, maintains, and provides access to an international and multilingual collection, representing the broadest possible spectrum of cultures, ideas, and information while supporting the Belmont curriculum. Materials will not be excluded from this collection because of the origin, age, background, or views of those contributing to their creation. Intellectual freedom and equitable access to information, the keystones of librarianship, are the foundations for our commitment to collect materials that reflect the full spectrum of ideas and perspectives.

Per the library's Collection Development Policy, and in alignment with the [ALA Library Bill of Rights](#), Bunch Library strives to select, maintain, and support access to content on subjects by diverse authors and creators that meets the needs, interests, and abilities of all the people the library serves. This includes (but is not limited to) selecting content in a variety of formats, seeking content from marginalized and underrepresented groups, and providing resources in formats that meet the needs of users with disabilities.

Bunch Library will work closely with diverse communities to help ensure that all Belmont community members feel welcomed and included by ensuring they see themselves reflected in the collection and in the library's programming.

Goals:

1. Create and maintain Diversity LibGuide
2. Maintain a list of resources available for disabled patrons
3. Maintain information about best practices for diversity and disabilities in libraries
4. Ensure resources are allocated to support collection development priorities with regards to diversity
5. Pursue regular training, development opportunities, and programming related to diversity, equity, and inclusion

Lila D. Bunch Library champions [The Belmont State Of Mind](#): "The Belmont State of Mind is inclusive, it's celebratory, it's open-minded and welcoming, it's transparent and honors differences, it challenges ideals and encourages dialogue." The library seeks to be an embodiment of this idea.