

Navigating EDI in Academic Libraries: A Strategic Framework for Inclusive Library Practices

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The Problem

Planning **Equity, Diversity, and Inclusion** (EDI) work at your library is overwhelming and politically fraught. It can be difficult to know **where to begin** or **how to continue meaningful efforts**.

Our Solution

Our choose-your-own-adventure **Pathways to EDI Framework** offers an accessible, interactive approach to planning equity, diversity and inclusion efforts in two versions: **Interactive (Online)** and **Table (PDF)**.

At the intersection of six key **Areas of Focus** and five **Themes**, the Framework provides prompts to inspire action for practitioners or groups at any level.

Every institution and library is unique, but we hope that with this framework, anyone will be able to **identify actions** that they can pursue to **meet their EDI goals and needs**.

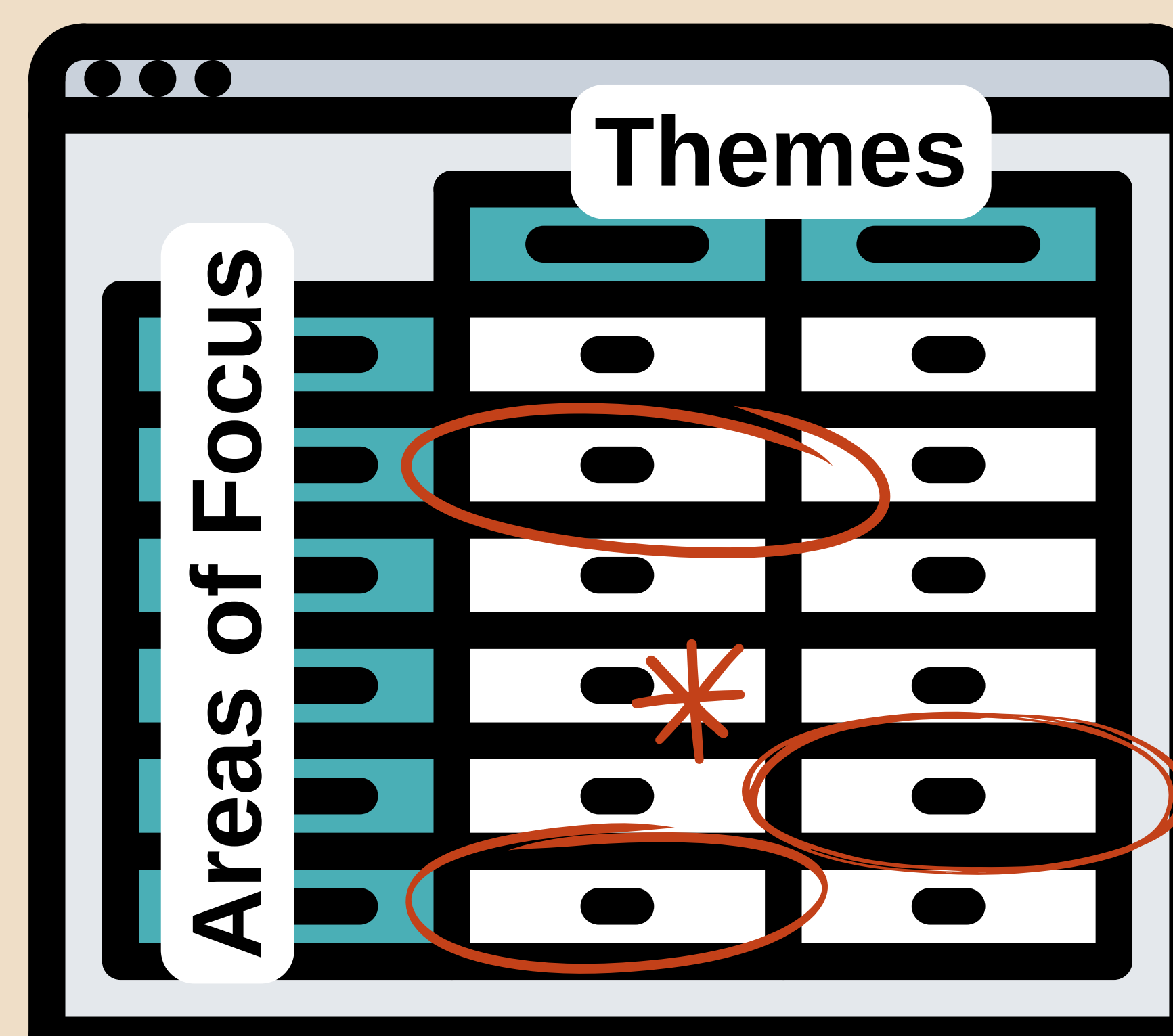
Areas of Focus

User Services	Collections
Culture & Climate	Human Resources
Library Spaces	Leadership

Themes

Representation	Accountability
Access	Resources
Care & Repair	

Using the Framework



The **Framework** has reflection questions and ideas at the intersection of each **Area of Focus** and **Theme**.

Getting Started

Are you here?	Try these approaches!
Brand new to EDI?	The Representation and Access themes are typically the most approachable for beginner groups.
Want to create a supportive environment for employees?	Take a look at the Accountability theme, and the Culture & Climate , Human Resources , and Leadership areas of focus.
Want to improve accessibility?	Look at the Access theme, as well as the User Services and Library Spaces areas of focus.
Want to take action but are concerned about EDI controversy?	Consider addressing issues of Access , incorporating Universal Design into Library Spaces , or conducting an inventory of Resources available on campus.



Visit our **website** for access to both versions of the full **Framework** draft and other resources:
bit.ly/pathways_edi