

## **SDSU Library Collection Development Diversity Statement 1**

In 2020, the San Diego State University Library adopted a Library Diversity Plan aligned with diversity, equity, and inclusion initiatives across the university and with the university's strategic plan. As part of its Diversity Plan, the SDSU Library will embrace collection strategies that reflect Association of College & Research Libraries' Diversity Standards: Cultural Competencies for Academic Libraries, including Standard 4: "Librarians and library staff shall develop collections and provide programs and services that are inclusive of the needs of all persons in the community the library serves." The library's collections practices and systems "respond respectfully and effectively to people of all cultures, languages, classes, races, ethnic backgrounds, religions, and other diversity factors in a manner that recognizes, affirms, and values the worth of individuals, families, and communities, and protects and preserves the dignity of each" (ACRL Definition of Cultural Competence).

We develop collections that support an equitable and inclusive approach to the SDSU curriculum and that reflect the entirety of the SDSU community. We value diversity within the collections and the variety that is found among those collections. We value a range of coverage in perspectives, authorship, audience, and subject matter. We recognize that the diverse community the library serves needs inclusive collections which are a foundation for learning and a basis for the creation of new knowledge. This statement acknowledges and protects the rights of all members in our community. 2

We affirm that considering the needs of under-resourced groups is integral to collection development and management. We recognize the linguistic and cultural diversity of the communities we serve. As we purchase more e-resources, we advocate for the institution to provide technological solutions that make possible inclusive community-wide services to ensure equitable collection access for all.

We commit to regularly assessing the adequacy of existing collections to ensure they are reflective of the diversity of the library's constituent populations. We review demographic trends for our user communities to inform our work. We advocate for inclusive cataloging that improves equity in access to materials. Our librarians use collections building practices which are transparent and that consider university community input.

We commit to a continued review and revision of an equity-centered collection strategy which responds to the emergent context of new policies and practices established by the library profession. 3

1 This statement was endorsed by the SDSU Library Diversity Council on March 19, 2021.

2 This paragraph is inspired by the University of Maryland University Libraries Collection Development Diversity Statement.

3 This refers to being responsive to emerging professional association work such as ALA Resolution CD #43