

CUWL Statement of Solidarity

Dear UW System students, faculty, staff, and communities,

The Council of University of Wisconsin Libraries stands firmly with our Black, Indigenous, and People of Color (BIPOC) communities who are subject to discrimination, systemic oppression, and social injustice. The recent and violent killings of George Floyd, Ahmaud Arbery, Breonna Taylor, and others highlight that we must actively work to end structural racism in our society. Libraries embrace the values of free speech and social justice, but we must be proactively anti-racist, inclusive, and equitable. To not be only perpetuates the status quo.

As leaders of libraries and archives within the UW System, it is imperative that we acknowledge our responsibility to examine how our practices of librarianship contribute to systemic oppression that has led to inequities and injustice not only within our institutions, but also within our communities and beyond. We are actively listening and are ready to educate ourselves to promote change.

As stated in our [Strategic Directions 2018-2020](#), as members of CUWL we value equity, diversity, and inclusion as reflected in access, collections, staffing, and services. But it is not enough to simply state this in a strategic document. It is time to join these values to action and work locally at our own institutions and collaboratively across UW libraries on behalf of anti-racist and social justice practices. We commit to the following:

- Build our personal knowledge and spend time in self-reflection in order to recognize our own implicit biases, so that we can continue to engage in more meaningful anti-racist practices.
- Ensure that our hiring practices and professional development opportunities for all employees, student workers, professional staff and faculty advance and curate a culture of equity and inclusion.
- Expand investment in, and curation of, collections and resources that represent the experience and perspective of BIPOC scholars and stories and document the history of oppression and protest.
- Work within our campus and broader communities to foster respect, highlight injustice, and share the lived experiences of those calling us to action. As regional centers of learning across the state we serve as a connective thread woven through all corners of Wisconsin to amplify oppressed voices and bring understanding.

The Council of University of Wisconsin Libraries works collectively to create one library for you; our students, campuses, and communities. As one library, we have hard, uncomfortable, and essential work ahead and we stand committed to that work.

-- The Council of University of Wisconsin Libraries Members

Jill Markgraf, UW-Eau Claire

Paula Ganyard, UW-Green Bay

John Jax, UW-La Crosse

Lisa Carter, UW-Madison

Anna Lewis, UW-Madison

Michael Doylen, UW-Milwaukee

Sarah Neises, UW-Oshkosh

Anna Stadick, UW-Parkside

Todd Roll, UW-Platteville

Maureen Olle-LaJoie, UW-River Falls

Mindy King, UW-Stevens Point

Susan Lindahl, UW-Stout

Kate Kramschuster, UW-Stout

Laura Jacobs, UW-Superior

Paul Waelchli, UW-Whitewater

Lisa Saywell, Wisconsin Historical Society

Julie Pohlman, UW System Administration