Glossary

Important terms used within this assessment are defined as follows:

DEI: For the purposes of this assessment, when thinking about DEI, we ask you to consider race and antiracism work, keeping in mind intersectionality with LGBTQIA+ people and ableness. You may have done a lot of work in the area of antiracism, but if your computers are not up to the latest WCAG standard, there is more work to do.

BIPOC: Black, Indigenous, People of Color

System: Library System or consortium

System Members: Member libraries, museums, historical societies, and other organizations

Administration: Executive Director and Department Heads/Managers

Leadership: Board of Directors/Trustees and Executive Director

Internal: System's Board of Directors/Trustees, Executive Director, Staff, Interns, Volunteers (i.e., contributes to the functioning of the library system)

External: System members and broader community (users, patrons, non-users)