

**OPEN LETTER TO THE UO COMMUNITY
FROM THE UNDERSIGNED LIBRARY STAFF, FACULTY, AND ADMINISTRATORS**

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In this time of increasing polarization of worldviews and escalating acts of aggression against members of marginalized groups, we the undersigned staff, faculty, and administrators in the UO Libraries wish to express our solidarity with students, faculty, and staff who advocate for the protection of human rights. We stand with those who oppose supremacist ideologies, bigotry, racism, sexism, xenophobia, homophobia, ableism, and sexual predation and assault. We affirm that social injustices and oppression of people are wrong, and are a danger to the open, respectful environments we need to carry out our university and library missions.

Libraries empower all members of our community to explore their cultures and identities, to create and access knowledge, and to connect with the full range of human experience. The values of equality and intellectual freedom, and a belief in the intrinsic worth of individuals are foundational to this work. We express these values by embracing diversity and inclusion in all of its forms including, but not limited to, differences in race, ethnicity, sex, gender identity, sexual orientation, ability, age, religion, national origin, and economic status. We oppose any attempts, political or otherwise, to use these human characteristics to demean, devalue, or harm members of our community.

The search for truth and knowledge requires access to the perspectives of not only those in the dominant culture, but also the voices of people with less power in our society, people whose viewpoints are often suppressed or omitted from the narrative. It demands critical thinking, reflection, and respectful community dialogue. It calls for the use of courageous intellectual exploration, analysis, and evidence to advance knowledge, ideally in an environment free of discrimination and intimidation.

For this reason, in our roles as library and educational professionals, we pledge to honor diversity and inclusion, to support all students, faculty, and staff – including those who are feeling vulnerable and who struggle against prejudice, discrimination, harassment, and violence -- and to offer library services, content, and collections that will enable our communities' inquiries about political, racial, and other social injustices occurring in our world.

Yours respectfully,

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