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### Diversity Statement

As a queer non-binary person, I understand what it is like to live life in a marginalized identity, especially in a country where nearly 500 anti-trans bills have been and continue to be proposed this year. I understand what it is like to worry about whether my identity will be welcome or respected anywhere I go. At the same time, I do not experience the same level of discrimination as transfeminine people. I am also white and will never know what it is like to experience the world as BIPOC. What I can do is listen to and learn from the lived experiences of people who are different from me. I value learning from diverse perspectives. I believe in promoting diversity, equity, and inclusion, and especially belonging in any institution I am a part of.

In addition, I care strongly about accessibility. I believe in removing barriers to access for people who are disabled so that they can experience what the institutions I work at have to offer as well. It is important to listen to the needs of disabled people and understand when an organization is not meeting those needs. Only by listening to and working with disabled people is it possible to create an organization that is accessible for everyone.

As a librarian, I will include the values of diversity, equity, inclusion, and accessibility in every area of my work, whether that is making sure the catalog and website are accessible by

people who use screen-readers, working on reparative description projects, or many other possibilities.