



## **NJLA Executive Board Statement to the NJLA Membership**

The New Jersey Library Association Executive Board thanks the membership for participating in challenging conversations. We are proud to serve and be members of a profession willing to take on uncomfortable and ongoing issues facing us in our work and in society.

The New Jersey Library Association condemns hate speech, oppression of any peoples, or bigotry of any kind.

We acknowledge that there is disagreement within our profession over NJLA and ALA's adopted policies and statements. In our evolving society it is imperative that we make room for differences of opinion and provide a space where all can speak openly and safely.

We recognize and regret that not all members have felt equally welcomed and included within our organization.

We are listening and will strive for ways to be more welcoming, inclusive and representative.

The NJLA Executive Board welcomes feedback, suggestions and criticism of the Association.

Regardless of platform ad hominem attacks on the personal character and commitment of NJLA staff, members and volunteers are harmful and hinder the important conversations and work of NJLA.

The NJLA Board stands ready to guide the organization through these difficult but necessary conversations.

**Adopted by the NJLA Executive Board Nov. 21, 2017**