



## An Important Anti-Racism Message from TRL's Administrative Team

**Date:** July 15, 2020



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Executive Director



**Andrea Heisel**  
Director, Collection Services



**Kendra Jones**  
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### We Stand Against Racism.

We grieve for George Floyd, Ahmaud Arbery, Breonna Taylor, and so many others, who have tragically lost their lives to racist violence.

Timberland Regional Library (TRL) stands in opposition to injustice and is taking action, becoming directly involved in the movement to end systemic racism.

Our **2020-2022 Strategic Direction** has a strong focus on Equity, Diversity, and Inclusion (EDI). The reason we have EDI as the focal point in our Strategic Direction is because we recognize that we have a long way to go to integrate EDI into our daily practices. Our community recognizes this need as well, as evidenced by their contributions to the Community Conversations held last year.

We understand that our organization has built-in systems that are racist and ableist, we recognize those systems need dismantling. This work takes time. We are only at the beginning, and we are far behind where we should be. We will not solve all the problems within our library system during the 2020-2022 Strategic Direction timeline. However, we can and will make changes now and as we continue this important work in the future.

The Administration Team has largely begun this work internally. We are providing staff with the tools to incorporate EDI into daily practices, recruiting and retaining staff who reflect all members of our communities, not just the majority; and setting our staff up for success in outward facing EDI work.

We will develop an Action Plan by August 2020 for how we intend to move forward with EDI in our hiring practices, collection, staff, interactions, and services to patrons. This plan will not hold all of the keys to solving systemic racism in our district. It will be a start and we will be held accountable to turn that plan into actions.

We understand that talking about race can be uncomfortable. Public libraries are responsible for providing excellent and equitable services to everyone in their communities. We pledge to use our skills, share resources, promote knowledge and understanding, and work to reduce racial injustice. With our commitment to antiracism, we must step up and do the work to support not only our black, indigenous, and people of color (BIPOC) staff, but also our BIPOC community members.

TRL's most recent **Mission and Vision Statements** and our articulation of values were developed in the spirit of Equity, Diversity, and Inclusion for the 2020-2022 Strategic Direction.

**Our Mission:** welcoming everyone to a vibrant world of possibilities; connecting people, places, and ideas; and evolving to meet the needs of our communities came about from discussions and feedback from our community members.

**Our Vision:** Libraries connecting to our communities

**We Value:** access for all; working together; diverse communities and ideas; and responsible use of public resources.

These statements resonate now more than ever before.

Moving forward, TRL leadership and staff will be connecting with you by:

- posting the Equity, Diversity and Inclusion Action Plan at [TRL.org/action-plans](https://www.trl.org/action-plans) to share our progress
- requesting that you hold us accountable by asking questions and making recommendations when you see a need for change

We appreciate and value all voices in this process.

**Cheryl Heywood**, Executive Director

**Kendra Jones**, Deputy Director

**Andrea Heisel**, Collection Services Director

**Eric Lowell**, Finance & IT Director

**Brenda Lane**, Operations Director

**Rose Enos-Weedmark**, Executive Administrative Assistant

**Timberland Regional LIBRARY** provides for the entertainment, information, and lifelong learning needs of Grays Harbor, Lewis, Mason, Pacific, and Thurston county residents at 27 community public libraries and six library service partner locations. The library system is funded mainly by local property taxes, timber tax, fundraising efforts of TRL Friends of the Library, and generous donations by individual supporters.

**COVID-19 Closure:** All Library facilities are CLOSED to public access until further notice. More information can be found on our [Health & Safety Update](#) page.

For more information on Library Takeout or Online Virtual Events visit [TRL.org](https://www.trl.org)

Visit us online at [TRL.org](https://www.trl.org) to learn about your local libraries!

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