**TO:** PLA Board

**SUBJECT:** Cultural Proficiencies for Racial Equity: Framework Approval

**BOARD REQUEST:** Board Action

**ACTION REQUESTED BY:** Joint ALA/ARL Building Cultural Proficiencies for Racial Equity Framework Task Force

**CONTACT PERSON:** Christina Fuller-Gregory, Project Facilitator, Email: christinarfuller@gmail.com

**DRAFT OF MOTION:** On the recommendation of the Joint ALA/ARL Building Cultural Proficiencies for Racial Equity Framework Task Force, the PLA Board approves the final draft of the *Cultural Proficiencies for Racial Equity: A Framework*.

**DATE:** June 25, 2022

**BACKGROUND:** The Cultural Proficiencies for Racial Equity framework has been developed as a tool both theoretical and practical in its orientation, as a guide for developing personal, organizational, institutional, and systems-level knowledge and understanding of the nature of racism and its many manifestations. Racism results in differential, inequitable, and devastating impacts on Black, Indigenous, and People of Color (BIPOC) in the library and information science (LIS) sector, the communities libraries serve, and beyond. The framework is not intended to be **liberatory practice** in itself,—an instrument or agent that will abolish racial inequity or a step-by-step guide—but, rather to provide the grounding needed to effect change in thinking, behavior, and **practice** that will lead to better outcomes for **racialized** and **minoritized** populations. Although the LIS sector cannot, on its own, solve the problem of racism in society, it can acknowledge the role it has played in contributing to and sustaining systems of inequity and oppression of communities of color, and own the responsibility for countering its effects, both historically and today.

To date, the Framework has been approved by PLA’s Committee on Equity, Diversity, Inclusion and Social Justice, the ACRL Standards Committee, the ACRL Board of Directors.

**ATTACHMENTS:** *Cultural Proficiencies for Racial Equity: A Framework* PDF