

Monash University Library EDI Action Plan

Vision Statement

Our vision

Our vision is to create a community where everyone feels safe, supported, respected and has a sense of belonging.

Our values and impact

Monash University Library is committed to equity, diversity and inclusion (EDI). More than 2.4 million people visit our branches and 5.5 million visit our online spaces every year. We believe the work we do and the partnerships we build will have a significant impact at Monash. We welcome the opportunity to review every aspect of our work so that we can better support our communities.

Our approach and timeframe

We will develop a three-year action plan that will launch in April 2025 and conclude in December 2027. We will engage widely with our community, use evidence to facilitate changes in behaviours and will enhance our services, spaces and initiatives in an equitable way.

We work in partnership

We will align our plan with Monash's [Equity, Diversity and Inclusion EDI Framework](#) and Enabling Plan. We will develop it in consultation with our communities, stakeholders and experts. We are working closely with Monash's Equity, Diversity and Inclusion team at DVC Education.

Our current initiatives reflect our ongoing commitment to EDI

- Our Libraries for Belonging program explores how we can leverage our spaces and services to boost belonging and enhance wellbeing. We are developing the program with partners from across Monash and will embed EDI in its design and delivery.
- Our close collaboration with Disability Support Services helps us improve our services and spaces for people with a disability, as well as building the skills and capability of our staff.
- Our Indigenous Initiatives Program reflects our commitment to respecting Indigenous knowledges in the collection, fostering cultural competency and ensuring activities are guided by respect, inclusivity and community engagement.

We embrace the principles of Monash's EDI Framework

Whole of community

Every member of the Monash community values their role in progressing EDI, no matter where they are in the world. This includes staff, students, local community members, or other partners and collaborators.

Intersectional

We acknowledge that individuals have many facets that make up their identity. If we focus on ending disadvantage through only one lens, we will miss the compounding impacts discrimination can have. In our EDI practice, we seek to apply a consistent intersectional lens.

People-centered

Our focus is on caring for, and supporting members of our community through understanding the diversity of individuals' lived and living experiences. It means not taking a one-size-fits-all approach. Instead, ensuring we work meaningfully with many different people to capture the diverse realities of our communities' experiences.

Dynamic and iterative

We do not have all the answers, nor do we know with any certainty that each initiative or action will be effective. We create extensive and evolving standards for monitoring and evaluating our new Framework and practices. This is to ensure we remain dynamic and contemporary.