Additional Recommendations to the Board

1. This Diversity Statement needs to be a living document that is regularly ("yearly"?) reviewed and updated, complete with a list of Annual Objectives/Actions (work plan/action plan/IDEA strategic plan).

2. Revise the Code of Conduct, including expanding it to cover interactions beyond in-person Annual Meeting (such as online interactions via MLA-L and video meetings).
   a. This document should include a list of unacceptable behaviors/non-negotiables, such as:
      i. Racist, sexist, misogynistic, ableist, or similarly diminishing and othering language and behavior;
      ii. Misgendering, dead-naming, or otherwise intentionally mis-identifying someone;
      iii. Racism denial, claims of reverse discrimination, gaslighting, sealioning, and other forms of dismissive words or actions;
      iv. Harassment of any kind;
      v. Re-traumatizing environments, words, actions, and requests.
   b. We also recommend it include specific actions the org (or committees, officers, etc.) can take if a member fails to comply with the Code of Conduct.

3. The Board should develop a plan to identify responsible ways and means to engage, invite, and collaborate with indigenous knowledge and culture creators as well as indigenous librarians and archivists. This can include a land acknowledgement, but should not be limited to just words. There needs to be restorative actions as well.
   a. A land acknowledgement could be written for the organization as a whole and another one crafted for each Annual Meeting specific to that area. The tribes in question should be included in this writing, as it should reflect how they would want to be recognized and their land acknowledged.
   b. For the Annual Meeting, the land acknowledgement should be accompanied by specific restorative actions with local indigenous group(s).
   c. Any planning should include indigenous voices and participation, including in the development of a land acknowledgement. We might consider forming a native advisory council.

4. Conduct an in-depth review of MLA's investments, to be aware of what we are actually investing in and to align our investments with our values. Our investments, including those that are "socially responsible" include exceedingly broad portfolios, and "socially responsible" might relate to green initiatives,
diverse boards, or any number of things. To live up to our Diversity Statement, we should audit these investments and work with our advisors to divest ourselves of anything that does not fit our stated values.