



Dear OLA Colleagues and OLA Quarterly Readers,

As Oregon Library Association (OLA) President and Guest Editor of the OLA Quarterly (OLAQ) 25(2), I am writing on behalf of the OLA Board and Communications Committee to apologize for the impact and distress the inclusion of the article "*Yes, but ... One Librarian's Thoughts About Doing It Right*" has had on many readers, and especially Black, Indigenous and People of Color (BIPOC) communities. I have personally apologized to a number of individuals over the past two weeks, including Dr. Debbie Reese, REFORMA-Oregon members, the OLAQ 25(2) authors, and others. Clearly more needs to be said and done.

I am very sorry for the pain the decision to include this article in the OLAQ has incurred. Due to my own privileges and unconscious biases, as well as nascent experience as a guest editor, I missed my responsibility to more critically reflect on the editorial content of this article and understand the hurt and confusion it would cause others.

Equity, Diversity, and Inclusion (EDI) is the theme I chose for my OLA presidential year. Although theme selection is not a matter of course for the OLA presidency, I did this because I understand the importance and necessity of these conversations and OLA has not directly addressed them as an association. I recognized this was going to present challenges, and I continue to understand the long term value of EDI related conversations is more important than not engaging in these initiatives due to fear of making mistakes.

In August 2019 the OLA Board voted to create an EDI Task Force to develop an Equity, Diversity, and Inclusion Plan for the association. This plan will set direction for OLA by identifying priorities and strategies for OLA to become a more equitable and inclusive association. Equity, Diversity, and Inclusion is also the theme of the upcoming OLA Conference in April 2020. As a result of the serious concerns that have been raised about the recent issue of the OLAQ, the conference committee and OLA Board have created space in the conference program for a developing session entitled *OLA Quarterly: A Conversation about EDI in Context*. This session will be in collaboration with Oregon Humanities, an organization committed to bringing people together across difference.

The conversations we are having surrounding equity, diversity, inclusion, racism and white fragility are challenging and necessary. These include our conversations surrounding intellectual freedom and how this intersects with the development of inclusive and equitable libraries and communities. OLA has much to learn as an organization and understands open dialogue and

constructive criticism help us grow as an association. I have personally grown and developed my thinking in many ways over the past two weeks as a result of our conversations, and this includes a better understanding of anti-racism. Please join me in continuing to discuss and educate ourselves on issues related to equity, diversity, and inclusion.

Sincerely,  
Elaine Hirsch  
Guest Editor OLAQ 25(2)  
OLA President