

## Exercise #1

### Our Mission

In this exercise you will analyze your organization's mission statement content related to diversity or Latino outreach, and consider ideas to expand that content and make it more explicit and inclusive.

Even if you cannot actually change your organization's mission statement, goals, or policies, you can bring into discussion the way you and your co-workers understand diversity and outreach goals, one employee, manager, or trustee at the time!

**A. Look at your library's mission statement** (if you didn't bring yours, work with a partner who did):

- Does the mission statement include specific strategies to offer inclusive services?
- Does it mention terms such as "diverse," "diversity," "Latino immigrants," "underserved populations," "underprivileged," "underprovided," "cultural competency," "equality of access" or other terms referring to the same? (These are keywords; the statement could express the same idea in other ways.)

**Answer the following questions**

1. What are the Latino diversity purposes of your organization?
  
2. What actions is your organization taking in order to achieve those purposes? Please mention at least three goals you know are present in your library's policies.
  
3. How does your organization show commitment to those purposes? Please mention at least three actions to implement these goals (regarding personnel, facilities, funding, collection, etc.).

**B. What ideas would you like to add or change in your mission statement? What new actions should be taken to increase support of diversity purposes?**

- Is the mission statement diverse or Latino customer-focused?
- What new goals or pursuits could be added?
- Who will be supporting these new goals?

**I would add/change the following ideas and/or take these actions:**