Libraries Without Borders US

DEIA/Equity Consultant

Service Areas:*Diversity, Equity, Inclusion & Accessibility*

Position Overview

The DEIA/Equity Consultant helps library partners embed equity principles throughout their programs, services, and organizational practices. This role involves assessing current practices through an equity lens, developing recommendations for more inclusive service delivery, facilitating difficult conversations, and building staff capacity to center the needs of historically excluded communities.

Key Responsibilities

- Conduct equity assessments of library programs, services, policies, and practices
- Develop recommendations for removing barriers and increasing accessibility for underserved populations
- Facilitate conversations and learning experiences on equity, inclusion, and cultural humility
- Support libraries in developing equity action plans with measurable goals
- Advise on culturally responsive programming and community engagement approaches
- Review communications, materials, and spaces for accessibility and cultural responsiveness
- Build staff capacity to recognize and address systemic barriers
- Support inclusive stakeholder engagement and community input processes
- Connect libraries with resources and best practices from the equity and inclusion field

Qualifications

- Deep knowledge of diversity, equity, inclusion, and accessibility frameworks and practices
- Experience conducting equity assessments and developing organizational equity plans
- Demonstrated ability to facilitate difficult conversations on race, equity, and inclusion
- Understanding of systemic barriers facing economically disadvantaged communities, communities of color, immigrants, refugees, and other marginalized groups
- Experience with accessibility standards and practices for people with disabilities
- Strong facilitation, coaching, and interpersonal skills
- Ability to build trust and credibility with diverse stakeholders
- Experience in library, education, nonprofit, or public sector settings preferred
- Bachelor's degree required; advanced training or certification in DEI, organizational development, or related area preferred

To Apply

Interested applicants may apply by filling out this form.