

Diversity and Inclusion

Authority: Library Board

Date Created: November 30, 2020

Date Reviewed:

Purpose

The purpose of this policy is to ensure that Library services, programs, resources, and staffing practices meet the goals of:

- creating a welcoming environment for all those it serves and for its employees, regardless of heritage, education, beliefs, race, income, religion, gender, age, sexual orientation, gender identity, physical or mental abilities;
- fostering an environment of empathy, respect, understanding and acceptance of differences consistent with a recognition of universal human rights;
- affirming the rights of customers and employees to intellectual freedom, including the freedom of constructive and respectful dissent.

Policy Statement

The Library respects the rights of all individuals to access information, participate in programming, and engage with the community regardless of race, citizenship, income level, education, gender, gender identity/expression, and sexual orientation, including those experiencing disability, addiction, mental illness, or homelessness.

The Library recognizes the right of customers to enjoy services free from attempts by others to impose values, customs, or beliefs.

The Library understands that an acceptance of differences can sometimes place individual and collective values in conflict.

The Library strives to develop inclusive services and programs in partnership with others in the community and approaches such partnerships with a spirit of humility, respect, and trust.

The Library welcomes exhibits, displays, and programs that celebrate the diverse groups in the community it serves, including seasonal displays celebrating religious or cultural traditions.

The Library takes the foregoing into consideration in planning and decision making in all areas of activity, including but not limited to staffing, collections, training and service

development. Where there are demonstrated barriers to participation, the Library strives to mitigate or eliminate these barriers to the best of its ability. In instances where values may be in conflict, the Library is guided by rigorous evidence and by Canadian law in its approach and response.

It is noted that this Policy may impact the interpretation of other Policies of the Library. Policies that shall be interpreted in consistence with this Policy include, but are not limited to:

- Hiring Policy
- Art Exhibit and Display Policy
- Collection Development & Local History Policy
- Customer Code of Conduct & Library Suspension Policy
- Accessibility Policy
- Children's Services Policy
- Circulation Policy
- Media Policy
- Operational Policy

The Library is committed to meeting the needs of customers with disabilities and will provide, upon request, alternate formats and communication supports, in compliance with the *Integrated Accessibility Standards Regulation, Ontario Regulation 191/11* and the *Accessibility for Ontarians with Disabilities Act, 2005 (AODA)*

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