

# Diversity and Inclusion Policy

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**Date Created:** November 30, 2020

**Date Reviewed:** December 10, 2022

**Motion Number:** 2023-31

## 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.

## Definitions<sup>1</sup>

**Diversity:** Is about knowing, understanding, accepting, and valuing the unique dimensions, qualities, and characteristics we all possess.

**Inclusion:** Is about creating an environment where everyone can develop to their full potential, participate freely, and live with respect, dignity, and freedom from discrimination.

## 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.

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<sup>1</sup> <https://www.eastwillimbury.ca/en/government/celebrating-our-community.aspx#What-is-diversity-and-inclusion>

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.

This policy may impact the interpretation of other all other policies of the Library.

# Appendix A

York Region Inclusion Charter, endorsed by the Town of East Gwillimbury



## OUR COMMITMENT TO WELCOMING AND INCLUSIVE COMMUNITIES

The **Inclusion Charter for York Region** is a community initiative that brings together businesses, community organizations, municipalities, police services, hospitals, school boards, conservation authorities and agencies with a common commitment to create an inclusive environment with equality for all who work, live and play here. Together our organizations share the vision of York Region as a welcoming and inclusive community where diversity is celebrated and where everyone can develop to their full potential, participate freely in society and live with respect, dignity and freedom from discrimination.

The Charter reflects an evolving approach in support of existing federal and provincial legislation that promotes human rights and accessibility. By endorsing this Charter we affirm our commitment to inclusion, whereby all people feel they belong and have access to the same opportunities.

### THE TOWN OF EAST GWILLIMBURY

The Town of East Gwillimbury, together with our partner organizations, is committed to creating an accessible and inclusive municipality. East Gwillimbury is proud to be a strong livable community and by working together we will continue to build a balanced tomorrow that celebrates inclusion.

The Town is committed to taking action to achieve the vision of the Inclusion Charter both within our organization and in the community.

These commitments will be part of the Town's foundation, where we ensure that we have a strong and inclusive staff team which fosters the creation of programs and services that meet the changing needs of our community and ensures an environment of customer service excellence for all residents.

Endorsed by: \_\_\_\_\_

**Virginia Hackson**  
Mayor

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**Thomas R. Webster**  
Chief Administrative Officer

This 5<sup>th</sup> day of March, 2019.