



# Leeds and the Thousand Islands Public Library Board

## Policy

<b>SECTION: FOUNDATIONAL</b>	<b>NO: FO-04</b>
<b>TITLE: Inclusion and Diversity Statement</b>	<b>Date: October 2021</b>
	<b>Next Review Date: October 2024</b>

### 1.0 Policy Statement

1.1 The Leeds and the Thousand Islands Public Library Board recognizes the responsibility of Canadian Public Libraries to support a society that respects diversity, and fosters social inclusion. This policy outlines the Library's commitment to diversity and inclusion.

### 2.0 Anti-Discrimination Policy

- 2.1 The Leeds and the Thousand Islands Public Library is committed to ensuring our libraries are accessible, inclusive, and respectful of everyone we serve.
- 2.2 The Leeds and the Thousand Islands Public Library will not discriminate based on heritage, education, beliefs, race, religion, gender, age, sexual orientation, gender identity, marital status, physical or mental health, physical or cognitive capabilities, or socio-economic status.
- 2.3 Library staff will act to ensure that all patrons can enjoy services free from any attempt by others to impose their values, customs, or beliefs.

### 3.0 Commitment to Inclusion and Diversity

- 3.1 As part of our commitment to inclusion and diversity the Leeds and the Thousand Islands Public Library Board endorses the Canadian Federation of Library Associations' Statement on Diversity.
- 3.2 The Leeds and the Thousand Islands Public Library commits to:
  - Make diversity and inclusion a priority in planning and decision making for all areas of library service, including staffing, collection development, programming, and service development.
  - Engage with the community directly, and create space to listen to the feedback and needs of community members.
  - Be open to feedback from the community about how we can improve our diversity and inclusion efforts, and respond to feedback in a timely manner.

- Work with diverse communities to develop an inclusive consultation and engagement process for outreach and planning.
- Monitor and review our policies and procedures, to ensure that equality, diversity, and inclusion are key considerations across all policy.

History			
<b>Approval Date:</b>	October 20, 2021	<b>Approved by:</b>	B Lolley
<b>Amendment Date:</b>		<b>Approved by:</b>	
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