



Leeds and the Thousand Islands Public Library Board

Policy

SECTION: FOUNDATIONAL	NO: FO-06
TITLE: Diversity and Inclusion	Date: October 2022
	Next Review Date: October 2025

1.0 Policy Statement

1.1 The Leeds and the Thousand Islands Public Library understands the need to recognize and embrace the diversity of our community and strives to be a truly inclusive place within the community.

2.0 Definitions

2.1 For the purposes of this policy the following definitions shall apply:

- **Diversity** refers to the range of human differences, including but not limited to race, ancestry, place of origin, citizenship, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, mental ability, education, and political beliefs, many of which are listed within the *Ontario Human Rights Code*, R.S.O. 1990, chapter H.19 s. 5 (1).
- **Equity**- Definitions of equity vary but all focus on the ideals of justice and fairness. Whereas equality means providing everyone with the same number of resources regardless of whether everyone needs them, equity is when resources are shared based on what each person needs to adequately level the playing field.
- **Inclusion** is the act of creating environments and spaces in which any individual or group feels welcomed, valued, respected, supported and can fully participate. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people.

3.0 Declaration

3.1 The Library is committed to fostering an environment which makes equity, diversity, and inclusion a priority in planning and decision making for staffing, collections, services, and spaces.

3.2 The Library will develop training plans that include training on issues around accessibility, cultural awareness, diversity and inclusion.

3.3 The Leeds and the Thousand Islands Public Library endorses the *CFLA Position Statement of Diversity of Inclusion* prepared by the Canadian Federation of Library Associations which reads:

“The Canadian Federation of Library Associations (CFLA-FCAB) believes that a diverse and pluralistic society is central to our country’s identity. Libraries have a responsibility to contribute to a culture that recognizes diversity and fosters social inclusion.

Libraries strive to deliver inclusive service. Canada’s libraries recognize and energetically affirm the dignity of those they serve, regardless of heritage, education, beliefs, race, religion, gender, age, sexual orientation, gender identity, physical or mental capabilities, or income.

Libraries understand that an acceptance of differences can place individual and collective values in conflict. Libraries are committed to tolerance and understanding. Libraries act to ensure that people can enjoy services free from any attempt by others to impose values, customs or beliefs.”

4.0 Collection

- 4.1 The Leeds and the Thousand Islands Public Library will provide diverse collections relating to cultures, languages, religious traditions, and peoples, in a variety of formats. A broad range of authors, content creators, and experiences will be included and highlighted in our collection.
- 4.2 The Library will follow accepted best practices in implementing subject headings and descriptors which are more inclusive. This will include the use of Indigenous Subject Headings as they become available.

5.0 Services

- 5.1 The Board will use community consultation and engagement to ensure that the library develops and delivers inclusive and representative services and programs.
- 5.2 We will seek to understand how diverse community groups within our community define and describe themselves and we will listen to and learn from communities rather than relying on indirect sources.
- 5.3 In the spirit of diversity and inclusion for all members, the Library welcomes the exhibit of informational displays and provision of community-led programs that reflect and fit within the branch location’s communities (e.g., displays during various religious or cultural holidays, culturally significant dates, etc.). Displays are subject to the guidelines outlined in *OP-14 Facility Use Policy*.

6.0 Spaces

- 6.1 The Leeds and the Thousand Islands Public Library will provide welcoming spaces for all.

History			
Approval Date:	October 19, 2022	Approved by:	B. Lolley
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