



Woodstock Public Library Policy

Policy Name: Diversity, Equity, and Inclusivity Policy

Category: Library Services

Version: September 9, 2025

Policy Statement and Rationale

The Woodstock Public Library believes that a diverse society is central to our community's identity and that libraries have a responsibility to contribute to a culture that recognizes diversity, and fosters social inclusion. The Woodstock Public Library recognizes and affirms the dignity of those it serves regardless of heritage, education, race, income, religion, gender, age, sexual orientation, gender identity, physical or mental capabilities. We strive to embrace cultural humility as a key foundation to our approach. The Woodstock Public Library places a high value upon community diversity and inclusive environments that are respectful and welcoming to all.

Scope

This policy shall apply to all Board members, staff, and volunteers of the City of Woodstock Public Library in their dealings with any members of the public.

Definitions

Cultural Humility means the process of self-reflection to understand personal and systemic biases and to develop and maintain respectful processes and relationships based on mutual trust.

Diversity means the range of human differences including, but not limited to, heritage, education, race, income, religion, gender, age, sexual orientation, gender identity, physical or mental capabilities, and any additional differences listed within the *Ontario Human Rights Code*, R.S.O. 1990, chapter H.19 s 5 (1).

Equity focuses 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.

Inclusivity means the act of creating environments in which any individual or group can feel welcomed, valued, respected, supported, and can fully participate. An inclusive and welcoming culture embraces differences and shows respect in words and actions for all people.

Declaration

The Woodstock Public Library is committed to fostering an environment which makes equity, diversity, and inclusivity a priority in planning and decision making for staffing, collections, services, and spaces. Our staff training will include accessibility, anti-racism, and cultural awareness training.

The Woodstock Public Library endorses the *CFLA Position Statement of Diversity and 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.”

Collections

The Woodstock Public Library will provide diverse collections relating to culture, languages, religious traditions, and peoples, in all our formats from books to audio and video materials. A broad range of authors, content creators, and experiences will be included and highlighted in our collection. Our bibliographic database will use subject headings and descriptors which are more inclusive, including the use of Indigenous subject headings as they become available.

Services and Programming

As we develop and deliver services and programs, we work with our many communities to develop inclusive consultation and engagement processes, and to develop services in appropriate ways. We will seek to understand how diverse community groups define and describe themselves, and we will listen to and learn from communities rather than relying on indirect sources.

In the spirit of equity, diversity, and inclusivity for all members, the Library welcomes the exhibition of displays and provision of programs and services that reflect and fit within

the library's communities (e.g., displays during various religious holidays, culturally significant dates, etc.).

Spaces

The Woodstock Public Library will provide welcoming spaces for all. Our spaces will be inclusive with areas free of bias.

Related Documents and Policies

Woodstock Public Library – Collection Development Policy

Woodstock Public Library – Intellectual Freedom Policy

Woodstock Public Library – Programming and Outreach Policy

Woodstock Public Library – Patron Code of Conduct

Canadian Federation of Library Associations – [Position Statement on Diversity and Inclusion](#)

Ontario Human Rights Code, R.S.O. 1990, chapter H.19 s 5 (1).

[Ontario Public Library Guidelines](#) - Diversity

Document Revision Record

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