



Woodstock Public Library Policy

Policy Name: Diversity and Inclusion Policy

Category: Library Services

Version: 23 August 2021

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 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

In reading and interpreting this policy, the following definitions shall apply:

'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.

'Inclusion' 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.

'Library' means the Woodstock Public Library.

POLICY, PROCEDURE AND IMPLEMENTATION

1.0 Responsibility

- 1.1 The CEO is responsible for implementing the appropriate procedures in order to ensure that the Library patrons, volunteers and staff understand and adhere to the intent of this policy.

2.0 Scope

- 2.1 Establish, implement and maintain a diversity and inclusion plan which will identify goals and activities that integrate diversity, inclusion and anti-racism practices and principles into all of the Library's activities and prevent and remove barriers that may exist.

3.0 Key Actions

- 3.1 Support and uphold the work of the staff to initiate, advise and support appropriate actions related to diversity and inclusion in the Library.
- 3.2 Create and maintain a working and learning environment that respects and values the rights and dignities of all individuals and where harassment and discrimination are not tolerated.
- 3.3 Review and develop recruitment and hiring practices that attracts a talented workforce that is broadly reflective of the community.
- 3.5 Identify on an ongoing basis organizations that reflect the diverse demographic of our community and actively seek opportunities to build partnerships and relationships with these organizations.
- 3.6 Welcome partnerships with diverse individuals and community groups to provide content and programming to inspire and enrich the community.
- 3.7 Develop and build on staff education and awareness of diversity and inclusion.
- 3.8 Develop and maintain inclusive collections that support community needs and uphold intellectual freedom principles.
- 3.9 Ensure inclusive communication is used for both internal and external resources.

4.0 CFLA Position Statement on Diversity & Inclusion

- 4.1 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.

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