



POLICY

Policy Type: Library Services **Policy Number:** 03-19
Policy Title: Diversity, Equity, and Inclusion Policy

Purpose and Scope:

As a responsible, accredited public institution, St. Thomas Public Library (STPL) is committed to creating a workplace and community space that is free from any kind of harassment or discrimination, and to providing programs and services that are accessible to everyone.

While these commitments are necessary to a workplace and community space that recognizes the human rights of all, they are not, on their own, sufficient to achieve a truly equitable and inclusive workplace and community space.

Consequently, STPL is expanding its commitment to include the creation and maintenance of an environment that is actively and intentionally positive, inclusive, and affirming for all employees and library users.

Statement on Diversity, Equity, and Inclusion:

St. Thomas Public Library (STPL) endorses the Position Statement on Diversity and Inclusion as stated by the Canadian Federation of Library Associations.

Policy Statement on Diversity and Inclusion – Canadian Federation of Library Associations:

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.

Commitments:

St. Thomas Public Library commits to:

- Providing programs, services, and collections which are accessible and inclusive.
- Work with historically marginalized communities to identify and eliminate barriers to accessing library services.
- Work with historically marginalized communities to develop inclusive engagement processes.
- Work with historically marginalized communities to design and evaluate programs, services, and collections.
- Creating and implementing policies and procedures that will provide equitable opportunities for employment.
- Creating and implementing equitable and inclusive policies and practices.
- Creating and maintaining an equitable and inclusive organizational culture.
- Creating and maintaining an active Diversity, Equity, and Inclusion Committee.

This committee will have:

- Terms of reference
- Representation and co-chairs from the management team and from the unionized workforce
- An action plan which will be reviewed and updated annually.

Approved Date: May 19, 2021
Supersedes Date: none
Review Date: May 2025
Reference: Board Meeting May 19, 2021