

Category: Foundation FN-06
Policy Name: **Equity, Diversity and Inclusion Policy**
Date Approved: February 27, 2024

The Lake of Bays Township Public Library (the Library) understands the need to recognize and embrace the diversity of our community and strives to be a truly inclusive place within the community.

Section 1: Definitions

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.
2. **Diversity-** 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).
3. **Inclusion-** Respects values and engages all community members. Creates an environment that offers affirmation, celebration, and appreciation of different approaches, styles, perspectives and experiences.

Section 2: Declaration

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.

The 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."

Section 3: Collections

The Library will provide diverse collections relating to cultures, 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.

Section 4: 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 inclusion for all members, the Library welcomes the exhibit of displays and provision of programs and services that reflect and fit within the location's communities (e.g., displays during various holidays, culturally significant dates, etc.)

Section 5: Spaces

The Library will provide welcoming spaces for all. Our spaces will be inclusive with areas free of bias (e.g., gender neutral, universal washroom facilities, collection arrangement, etc.)

Related Documents

FN-04 Statement of Intellectual Freedom

FN-05 Statement of Indigenous Awareness and Reconciliation

OP-05 Code of Conduct for Sharing Library Space

OP-04 Collection Development

OP-06 Programming

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

Signature of the Chairperson _____

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