



Collingwood Public Library

Policy Type: **Foundational**

Policy Number: **FN – 06**

Policy Title: **Diversity and Inclusion**

Policy Approval Date: **June 2022**

Policy Review Date: **June 2026**

The Collingwood Public Library recognizes and affirms the dignity of those it serves and works with, regardless of heritage, education, beliefs, race, income, religion, gender, age, sexual orientation, gender identity, gender expression, physical or mental abilities.

Section 1: Definitions

Cultural Humility: 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: 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: 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.

Oppression: The institutionalized power that is historically formed and perpetuated over time. The use of that institutionalized power, allows certain groups of people or certain identities to assume a privileged position over other groups and identities.

Section 2: Declaration

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



The 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.”

The library encourages the community to recognize, respect and embrace each individual’s diversity with the aim of fostering an environment that is supportive, accessible and equitable in its practice. To this end, the library also recognizes that rights of individuals are supported by legislation. The library embraces and complies with:

- a) Canadian Charter of Rights and Freedoms
- b) Canadian Human Rights Act
- c) The Ontario Human Rights Code
- d) Accessibility for Ontarians with Disabilities Act.

Section 3: Commitments

Collections

The Collingwood 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. 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

As we develop and deliver services and programs, we work with our community 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 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 religious holidays, culturally significant dates, etc.)



Spaces

The Collingwood Public 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.)

Training

Staff, board members, and volunteers will receive training designed to promote their awareness, acceptance and celebration of diversity. They are trained on policies, procedures and mechanisms to ensure that every person can access and use library services and facilities, and is treated without discrimination or harassment.

Related Documents:

Collingwood Public Library. **OP-04 – Collection Development Policy.**

Collingwood Public Library. **OP-06 – Programming Policy.**

Collingwood Public Library. **FN-04 – Intellectual Freedom.**

Government of Ontario. *Ontario Human Rights Code.*

Government of Canada. *Canadian Charter of Rights and Freedoms.*

United Nations. *Universal Declaration of Human Rights.*

Canadian Federation of Library Associations. *Position Statement on Diversity and Inclusion, 2008.*