

Title Diversity and Inclusion Policy
Policy Number CPL-20-26
Policy Type Operational
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Purpose

Libraries are trusted and enduring institutions, central to their communities and are positioned to play a vital role in the movement for racial and social equity. Caledon Public Library acknowledges its responsibility to promote and nurture a culture that values diversity and fosters social inclusion. Everyone has the right to equal treatment with respect to access and use of the Library's services and facilities without discrimination or harassment on the grounds of race, heritage, religion, gender, age, income, education, sexual orientation, gender identity or expression, physical or mental abilities and all other grounds set out in the Ontario Human Rights Code.

This policy confirms Caledon Public Library's commitment to fostering an environment of understanding and respect for residents and staff, providing services and spaces that are welcoming to all.

Definitions

For the purposes of this policy:

"Diversity" is defined as the range of human differences, including but not limited to race, heritage, religion, gender, age, income, education, sexual orientation, gender identity or expression, physical or mental abilities.

"Inclusion" is the act of ensuring that all community members feel valued, respected and supported and are able to make full use of library services and spaces.

"Equity" is defined as the delivery of services in a manner that is just and fair, recognizing that services that are delivered equally do not ensure equity. This delivery must consider the unique needs and histories of those served.

Guidelines

Caledon Public Library is working to achieve equity in the communities we serve by:

- Recognizing and addressing systemic injustices that remain in place.
- Making diversity and inclusion a priority in planning and decision making.
- Accepting, respecting and celebrating differences.
- Supporting everyone's learning regardless of their backgrounds or personal beliefs.
- Identifying, addressing and removing barriers in processes, policies, plans, programs and services.

- Delivering programs and seeking content that is created by and/or representative of marginalized and underrepresented groups, as per the Caledon Public Library Collection Development Policy (CPL-16-12) and Programming Policy (CPL-18-25).
- Facilitating collaboration and communication with community organizations and agencies to improve and enhance library services for diverse communities.
- Actively participating in community and Town of Caledon working groups, roundtables, and meetings to provide consistency of service and leverage communal expertise
- Seeking meaningful engagement, dialogue and collaboration with marginalized individuals and members of underrepresented communities to shape and inform library programs, services, policies and practices, acknowledging that we have much to learn from these conversations and collaborations.
- Implementing recruitment and hiring practices that attract a talented workforce that is broadly reflective of the community.
- Offering ongoing staff training to strengthen staff understanding and to build competencies in support of diversity and inclusion.

In alignment with these commitments, Caledon Public Library endorses the Canadian Federation of Library Association's (CFLA) Position Statement on Diversity and Inclusion ([Appendix A](#)) and the Canadian Urban Library Council's (CULC) Statements on Diversity and Inclusion ([Appendix B](#)) and Race and Social Equity ([Appendix C](#)). As an active member of the Regional Diversity Roundtable, the Library also endorses the Diversity and Inclusion Charter of Peel ([Appendix D](#)).

The Library also recognizes that the rights of individuals are supported by legislation. Caledon Public Library embraces and complies with the following:

- [Canadian Charter of Rights and Freedoms](#)
- [Canadian Human Rights Act](#)
- [The Ontario Human Rights Code](#)
- [Accessibility for Ontarians with Disabilities Act](#)

Related documents

- CPL-16-11 Caledon Public Library Public Code of Conduct
- CPL-16-12 Caledon Public Library Collection Development Policy
- CPL-16-14 Caledon Public Library Accessibility Policy
- CPL-18-25 Caledon Public Library Programming Policy

Appendix A

Canadian Federation of Library Association's (CFLA) Position Statement on Diversity and Inclusion

Acknowledgment - Canadian Library Association (CLA), Approved May 25, 2008

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.

Appendix B

Canadian Urban Libraries Council (CULC) Statement on Diversity & Inclusion

October 2008

Canada's urban public libraries recognize that a diverse and pluralistic society is central to our country's identity. Public institutions, including public libraries, have a responsibility to contribute to a culture that recognizes and celebrates this diversity.

Libraries can help to encourage an attitude of inclusion by ensuring that all residents of Canada receive public library service that is respectful. Canada's large urban public libraries recognize and will energetically affirm the dignity of those they serve, regardless of capabilities, or personal wealth. All Canadian residents should be able to seek information and engage in personal discovery free from any attempt by others to impose values, customs, or beliefs.

Appendix C

Canadian Urban Libraries Council (CULC) Statement on Race & Social Equity

Originally endorsed by the Urban Libraries Council

As leaders of North America's public libraries, we are committed to achieving racial and social equity by contributing to a more just society in which all community members can realize their full potential. Our libraries can help achieve true and sustained equity through an intentional, systemic and transformative library-community partnership. Our library systems are working to achieve equity in the communities we serve by:

- Eliminating racial and social equity barriers in library programs, services, policies and practices
- Creating and maintaining an environment of diversity, inclusion and respect both in our library systems and in all aspects of our community role
- Ensuring that we are reaching and engaging disenfranchised people in the community and helping them express their voice
- Serving as a convener and facilitator of conversations and partnerships to address community challenges
- Being forthright on tough issues that are important to our communities

Libraries are trusted, venerable and enduring institutions, central to their communities and an essential participant in the movement for racial and social equity.

Diversity and Inclusion Charter of Peel



The Diversity and Inclusion Charter of Peel is a regional initiative to foster inclusiveness and equity in Peel. Developed through extensive community consultation, the Charter is a living document that supports the implementation of existing national and provincial legislation.

Peel, comprising of Brampton, Caledon and Mississauga, is amongst the most diverse, fast growing and rapidly changing regions in Canada. This diversity can create both challenges and opportunities. The Charter's goal is to ensure the full inclusion of all who live, work and play in Peel.

Residents, communities, organizations and governments in Peel seek to cooperatively create change and to strive for the achievement of this Charter's unified vision.

DIVERSITY is the presence of a wide range of human qualities and attributes, both visible and invisible, within a group, organization or society.

EQUITY is a condition or a state of fair, inclusive and respectful treatment that recognizes and acknowledges the accommodation of differing needs and expectations. Equity acknowledges the fact that equal treatment does not always yield equal results.

INCLUSION is creating an environment where people have both the feeling and reality of belonging and are able to achieve their full potential.

Endorsed by: _____

Name: _____ Date: _____

VISION

An inclusive Peel Region that values, respects and embraces diversity and equity so that everyone can achieve their full potential.

COMMITMENTS

To realize this vision, individuals and organizations endorsing the Diversity and Inclusion Charter of Peel commit to:

- Integrating the values of equity and inclusion into personal lives, work, relationships and participation as residents
- Supporting vibrant neighbourhoods where diverse people come together as communities
- Ensuring equitable and inclusive behaviours, practices, policies, with regular review
- Enabling full participation and engagement by all through equitable access to information, services, opportunities
- Providing ongoing learning that facilitates equity and inclusion at individual, organizational and community levels
- Creating safer spaces that foster mutual understanding, respect and growth
- Supporting inclusive leaders and change champions
- Dedicating resources, including people, time and/or money, to equity and inclusion
- Building transparent and accountable relationships and systems
- Partnering and collaborating to support and build equity and inclusion
- Recognizing individuals and organizations implementing best practices in equity and inclusion
- Recognizing and celebrating Peel Region's rich diversity.