



Section of Policy Manual: Governance	Policy No.: GOV-09
Subject: Diversity, Equity, and Inclusion (DEI)	Policy Approval Date: October 10, 2024
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### Section 1: Purpose

The Gravenhurst Public Library values diversity and fosters social inclusion for all those it serves and for its employees. This policy outlines the Library’s principles for creating and preserving a diverse and inclusive environment. It also provides a framework for the Library to understand and support diversity and inclusion to meet community needs.

### Section 2: Definitions

1. **Diversity** – The presence of a wide range of human qualities and attributes listed as protected grounds within the Ontario Human Rights Code.
2. **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.
3. **Inclusion** – Appreciating and utilizing our unique differences – strengths, talents, limitations, and needs – in a way that shows respect for the individual and ultimately creates a dynamic multi-dimensional organization.

### Section 3: Declaration

The Gravenhurst Public Library is committed to fostering an environment which makes diversity, equity, and inclusion a priority in planning and decision making for collections, staffing, services, and spaces. Library staff training will include accessibility, anti-racism, and cultural awareness training.

The Library endorses the *CFLA Position Statement of Diversity and Inclusion* (2008) 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 4: Commitments**

##### **Collections**

The Gravenhurst 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 the collection. Efforts will be made to include materials written by individuals who are from these diverse groups or have lived experience. The Library's 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 the Gravenhurst Public Library develops and deliver services and programs, the Library will work with the community to develop inclusive consultation and engagement processes and to develop services in appropriate ways. The Library will seek to understand how diverse community groups define and describe themselves and 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 Gravenhurst Public Library will provide welcoming spaces for all. The 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**

*GPL Policy GOV-14 – Intellectual Freedom*

*GPL Policy MAT-01 – Collection Development Policy*

*GPL Policy PAT-03 – Patron Code of Conduct*

*GPL Policy SER-13 – Programming Policy*

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

Government of Ontario. *Ontario Human Rights Code.*

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