



Policy Name:	Equity, Diversity, and Inclusion Policy
Policy Type:	Foundation
Policy Number:	FN-06
Original Adoption Date:	April 2024
Current Approval:	April 2024
Review:	April 2027
Motion:	2024:22

Equity, Diversity, and Inclusion

1. Purpose

Orillia Public Library understands the need to recognize and embrace the diversity of our community and strives to be a truly inclusive place.

2. Policy

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.

3. Definitions

- a. **“Equity”** definitions 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.
- b. **“Diversity”** is 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)***.
- c. **“Inclusion”** is 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.



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4. Procedure

Section 1 - Declaration

The Library endorses the Canadian Federation of Library Association’s Position Statement of Diversity and Inclusion passed May 25, 2008, 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 2 - 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.

Section 3 - 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



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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.

Section 4 - Spaces

The Library will provide welcoming, inclusive spaces for all.

Related documents

- Orillia Public Library: Code of Conduct (Public) (OP-03)
- Orillia Public Library: Collection Development (OP-04)
- Orillia Public Library: Intellectual Freedom (FN-04)
- Orillia Public Library: Programming (OP-06)
- Orilla Public Library: Truth and Reconciliation (FN-05)