

Pembroke Public Library



Policy Type:	Foundational	Policy Number:	FN-06
Policy Title:	Equity, Diversity, and Inclusion	Initial Policy Approval Date:	September 21, 2023
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		Year Of Next Review:	2027

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

Definitions:

1. “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).
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”: 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.

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. Our staff training will include accessibility, anti-racism, and cultural awareness training.

Equity, Diversity, and Inclusion (Continued)

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.”

Collection:

The Pembroke Public 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.

Services:

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 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 Pembroke 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.)