

# Trent Lakes Public Library

**Policy Type:** Foundation

**Policy Title:** Diversity and Inclusion

**Policy Number:** FN-06

**Initial Policy Approval Date:** February 2022

**Last Review/Revision Date:** February 2022

**Year of Next Review:** 2030

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## Policy Statement

The Trent Lakes Public Library recognizes and values the diversity of our community. The Library is committed to creating an environment that is equitable, inclusive, and welcoming for all community members, reflecting the principles of the Ontario Human Rights Code and the Canadian Federation of Library Associations' Position Statement on Diversity and Inclusion.

Diversity, equity, and inclusion (EDI) principles guide planning, decision-making, staffing, collections, services, programs, and public spaces.

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## Section 1: 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, religious or ethical values, mental ability, education, and political beliefs. Many of these are reflected in the Ontario Human Rights Code (R.S.O. 1990, c. H.19 s. 5(1)).
2. **Equity** – Distributing resources and opportunities based on individual needs to create fairness and level the playing field, beyond mere equality.
3. **Inclusion** – The creation of spaces and environments where all individuals feel welcomed, valued, respected, and supported, and are able to fully participate.

## Section 2: Declaration

The Library is committed to:

- Fostering a culture where equity, diversity, and inclusion are priorities in all operations.
- Providing staff training on accessibility, anti-racism, cultural awareness, and inclusion.
- Ensuring services, programs, collections, and spaces reflect and respect the diversity of the community.

*“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.*” — CFLA Position Statement on Diversity and Inclusion

### **Section 3: Collection Development**

The Library will:

- Maintain and expand collections reflecting diverse cultures, languages, religious traditions, and experiences.
- Include works by authors and content creators from underrepresented communities.
- Ensure collections support equitable access to knowledge, learning, and cultural enrichment.

### **Section 4: Services and Programming**

The Library will:

- Develop services and programs in consultation with diverse community groups, ensuring cultural appropriateness and relevance.
- Provide opportunities for community engagement, learning, and exchange that respect and celebrate differences.
- Include culturally significant programming and displays (e.g., religious holidays, cultural heritage events).
- Ensure that all patrons can access services free from discrimination or bias.

Staff Responsibilities:

Library staff are responsible for applying EDI principles in collections, programs, services, and public interactions, ensuring equitable access for all patrons.

### **Section 5: Spaces and Accessibility**

The Library will:

- Provide welcoming and inclusive spaces, free from bias and accessible to all.
- Include gender-neutral and universal washrooms, bias-free collection arrangements, and accessible facilities in compliance with AODA.
- Ensure physical and digital spaces allow participation by patrons with disabilities or other access requirements.

### **Section 6: Accountability and Review**

- This policy shall be reviewed at least every three years or sooner if required due to legislative changes, evolving community needs, or professional standards.
- Progress on diversity and inclusion initiatives, including collections, services, spaces, and staff training, will be reported annually to the Board.
- This policy is integrated with FN-04 (Intellectual Freedom) and FN-05 (Respect and Acknowledgement Declaration) to ensure cohesive application of equity, access, and reconciliation principles.

### **Related Documents**

- FN-03 – Values Statement (Trent Lakes Public Library)

- FN-04 – Intellectual Freedom
- FN-05 – Respect and Acknowledgement Declaration
- CFLA Position Statement on Diversity and Inclusion ([link](#))