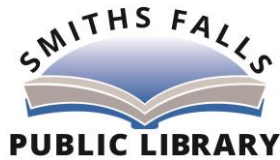

Smiths Falls Public Library



Policy Type: **Foundational**

Policy Number: **FN-06**

Policy Title: **Diversity and Inclusion**

Policy Approval Date:
June 21, 2022

Last Review Date:

The Smiths Falls 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:** whereas equality means providing everyone with the same number of resources regardless of whether everyone needs them, equity means resources are shared based on what each person needs to level the playing field.
3. **Inclusion:** the act of creating spaces in which any individual or group feels welcomed, valued, respected, supported and can fully participate. An inclusive and welcoming space embraces differences and offers respect in words and actions for all people.

Declaration

The Smiths Falls Public 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. Staff will be encouraged to participate in accessibility, anti-racism, and cultural awareness training.

The Smiths Falls 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 Smiths Falls Public Library will provide a diverse collection in all formats offered. A broad range of authors, content creators and experiences will be included and highlighted in our collection.

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 Smiths Falls Public 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 Smiths Falls Public Library will provide welcoming spaces for all. We will work to create spaces that will be inclusive with areas free of bias (e.g., gender neutral, universal washroom facilities).