



# OP 19 Diversity & Inclusion

<b>Policy Type:</b>	Operations	<b>Policy Number:</b>	OP 19
		<b>Policy Approval Date:</b>	November 7, 2019
<b>Policy Title:</b>	Diversity & Inclusion	<b>Policy Review Date:</b>	April 11, 2024
		<b>Next Review Date:</b>	April 2028

## 1.0 Purpose

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The Whitchurch-Stouffville Public Library is committed to fostering an environment of understanding, respect, and inclusion. The Whitchurch-Stouffville Public Library Board endorses the *Statement on Diversity and Inclusion* as set out by the Canadian Federation of Library Associations (CFLA).

## 2.0 Policy Statement

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Libraries strive to deliver inclusive service. Equity, diversity, and inclusion are central to the promotion of intellectual freedom. The Whitchurch-Stouffville Public Library recognizes and affirms the dignity of those it serves, regardless of heritage, education, beliefs, race, income, religion, gender, age, sexual orientation, gender identity, physical or mental abilities.

The Library is committed to fostering an environment of respect, understanding and accepting differences. The Library acts to ensure that people can enjoy services free from attempts by others to impose values, customs or beliefs.

Whitchurch-Stouffville Public Library's commitment to diversity and inclusion aligns with our core values of service excellence, intellectual freedom, accessibility, community engagement and integrity & accountability.

Whitchurch-Stouffville Public Library makes diversity and inclusion a priority in planning and decision making for staffing, collections and service development.

Additionally, the Whitchurch-Stouffville Public Library embraces and complies with the:

- Canadian Charter of Rights and Freedoms
- Canadian Human Rights Act
- Ontario Human Rights Code
- Accessibility for Ontarians with Disabilities Act
- Diversity & Inclusion Charter of York Region

## 3.0 Appendix

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### **Canadian Federation of Library Associations (CFLA) Position Statement on Diversity and Inclusion**

Approved by Executive Council ~ May 25, 2008

*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.*