

Muskoka Lakes Township Public Library
LIBRARY BOARD POLICY

Policy Type: Governance Foundation	Policy Number: GF-07
Policy Title: Diversity and Inclusion	Policy Approval Date: 04/12/21
Chairperson: V. Duke	Policy Review Date: 06/25

Intent:

The Muskoka Lakes Public Library Board (herein after referred to as the Board) is committed to diversity and inclusion which is the right of people in the community to have equal access and to enjoy the benefits of Muskoka Lakes Public Library's (herein after referred to as the Library) services and facilities.

The Library believes in the dignity and worth of every person and that each person has the equal right and opportunity to enjoy and benefit from the Library services in an environment free of discrimination. The Library endeavours to promote and sustain a sense of belonging.

Regulations:

The Library supports and is compliant with human rights legislation including, but not limited to, the Canadian Charter of Rights and Freedoms, Canadian Human Rights Act and the Ontario Human Rights Code.

Procedures:

Definitions

Diversity – An understanding that each person is unique, and a recognition of individual differences. It encompasses the range of human differences, including but not limited to race, national or ethnic origin, colour, religion, sex, gender identity, gender expression, age, physical or mental health, physical or cognitive capabilities or attributes, education, or socio-economic status.

Inclusion – Recognizing the worth and dignity of all people through involvement and empowerment.

To ensure that diversity and inclusion are a priority in planning and decision making for Library services and facilities and that discrimination and harassment are not encouraged or tolerated, the Library will:

1. Review its policies and practices to assess and eliminate barriers in accessing services and facilities
2. Seek opportunities to involve people of diverse backgrounds in the governance, design, use and evaluation of Library services and facilities.



3. Promote equal participation by working toward the elimination of bias, prejudice and discrimination (which can be intentional, unintentional or systemic) and by promoting awareness of the benefits of a diverse community through its services.
4. Encourage members of the public to provide feedback to the Library related to any barrier experienced while using the Library.
5. Train Board members, staff and volunteers on policies, procedures and mechanisms which are designed to ensure that every person can access and use Library services and facility and is treated without discrimination or harassment.
6. Ensure that the Collection Development Policy (OPCOL-02) promotes the collection and services of a diverse nature. A broad and diverse range of authors, content creators, and experiences are to be included and highlighted.

Related Documents:

MLPL GF-01 – Mission Statement
MLPL GF-02 – Vision Statement
MLPL GF-03 – Statement of Values
MLPL GF-04 – Intellectual Freedom
MLPL GOVBL-03 – Composition of the Board and Terms of Reference for Officers
MLPL OPCOL-02 – Collection Development
MLPL OPHR-02 – Human Resource Management
MLPL OPHR-06 – Workplace Discrimination and Harassment
Canadian Charter of Rights and Freedoms
Canadian human Rights Act
The Ontario Human Rights Code

