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|  | Huron County Library Policy | | Page 1 of 3 |
| Policy Type: Foundational | Number: LIB-FS-5 | Approved: April, 14, 2022 | |
| Equity Diversity and Inclusion Statement | | Next Review: 2026 | |
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Policy Statement

Equity, diversity and inclusion are fundamental values of librarianship. This policy confirms that Huron County Library has a responsibility to not only uphold these values but to encourage others to as well.

It is a priority of Huron County Library to provide a workplace that offers a sense of belonging for staff through equity, diversity and inclusion. In addition to providing a welcoming and inclusive working environment, Huron County Library aims to act as a leader in the community by promoting equity, diversity and inclusion through example. An organization creates a sense of belonging by engaging the full potential of individuals and by providing an environment where innovation thrives, and views, beliefs and values are respected and integrated.

Definitions

Equity means fairness and freedom from bias in a respectful environment. Equity seeks to ensure fair treatment and equality of opportunity for all individuals to access resources and to thrive.

Diversity means the respect for psychological, physical, and social differences that occur among individuals. A diverse group is one in which a variety of social and cultural characteristics exist.

Inclusion means building a culture of belonging by actively inviting the participation and contribution of all members of society. It is the validation and recognition of diversity as well as lived experiences and the shared aspirations among people.

Policy

1. Endorsement

- 1.1. The Library endorses the Canadian Federation of Library Associations (CFLA) *Position Statement on Diversity and Inclusion* 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.”

2. Goals

Huron County Library adopts the *County of Huron Equity, Diversity and Inclusion Framework* which includes the following goals.

- 2.1. Foster an inclusive workplace.
 - 2.1.1. Collect data on inclusion and diversity to inform decision-making and to measure progress of EDI initiatives to identify areas requiring more support.
 - 2.1.2. Provide accessible and on-going learning opportunities and training materials to all staff.
 - 2.1.3. Provide on-going support of and model EDI best practices to staff and the community
 - 2.1.4. Create an EDI Lens to support all County departments to consider equity, diversity and inclusion as part of decision-making processes.
- 2.2. Increase engagement in EDI related opportunities and activities.
 - 2.2.1. Identify staff champions to help carry forward EDI work through the establishment of an EDI Committee.
 - 2.2.2. Support and enhance opportunities to celebrate and promote diversity within the corporation.
- 2.3. Attract and retain a diverse workforce.
 - 2.3.1. Review and refine Human Resources practices and policies.
 - 2.3.2. Create guidelines for Equity & Anti-Racism Communications to ensure messages foster inclusion, respect and equity.
 - 2.3.3. Perform an audit of County spaces and buildings to ensure that they reflect diversity and are inclusive of diverse needs.
- 2.4. Create barrier-free services and practices.
 - 2.4.1. Audit County policies for adherence to relevant EDI standards or guidelines.
 - 2.4.2. Designate staff to provide oversight of EDI work.
 - 2.4.3. Establish and enhance community EDI partnerships.

2.4.4. Conduct strategic planning with an equity lens.

3. Services and Spaces Commitments

3.1. Collections

3.1.1. Huron County Library will provide diverse collections relating to cultures, languages, religious traditions, and peoples, in all our formats from books to audio and visual 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 updated Subject Headings as they become available.

3.2. Services

3.2.1. As Huron County develops and delivers services and programs, consultation with local communities will occur to understand how diverse community groups define and describe themselves. It is important to listen and learn from communities directly rather than relying on indirect sources.

3.2.2. The Library welcomes the provision of programs and services as well as the exhibit of displays that reflect and fit within the local community's diversity. These include but are not limited to culturally significant dates and various holidays.

3.3. Spaces

3.3.1. Huron County Library provides the community with inviting and accessible spaces that are inclusive and welcoming for all.

Citations

Canadian Charter of Rights and Freedoms
Canadian Human Rights Act
Ontario Human Rights Code
Accessibility for Ontarians with Disabilities Act

Related Documents

Intellectual Freedom Statement LIB-FS-2
Collection Policy LIB-OP-20
Accessible Customer Service Policy LIB-OP-30
Code of Patron Conduct LIB-OP-80
County of Huron. *Equity, Diversity and Inclusion Framework*
County of Huron. On the Job Policies: Accessibility Standards for Customer Service & Use of Assistive Devices

Replacement Statement

This is a new policy.