

Board Motion Number:	2022-33	Date of Review:	2023
Date Approved:	October 17, 2022	Chairperson's signature:	Original signed by: Chair, Marcus Ryan

Diversity and Inclusion Policy

BACKGROUND

Oxford County Library values diversity and social inclusion in a respectful and welcoming environment for all staff, volunteers and customers. The library aims to create services and spaces that diverse communities recognize as respectful, inclusive, relevant, and accessible.

The Oxford County Library Board endorses the Canadian Federation of Library Association's *Position Statement of Diversity of Inclusion* (2008) as well as the *Communiqué on Anti-Black Racism* published on June 9, 2020.

PURPOSE

This policy outlines how the library will work to become a diverse and inclusive environment for library staff, volunteers and customers.

PROCEDURES

Definitions

Diversity is 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.

Equity is the delivery of services in a manner that is just and fair, recognizing that services that are delivered equally do not ensure equity. This delivery must consider the unique needs and histories of those served.

Inclusion is the act of creating environments or spaces in which any individual or group feels welcomed, valued, respected, supported and can fully participate. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people.

Collections

Oxford County Library recognizes its responsibility to provide access to material created by diverse authors and creators. With an aim to creating diverse and inclusive collections the library will:

- a. Seek content created by, and representative of, underrepresented and systemically oppressed groups and those protected by *The Canadian Charter of Rights and Freedoms* (1982).
- b. Apply an inclusive approach on how materials and resources are catalogued, labeled, displayed, promoted, and withdrawn.

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- c. Advocate for inclusive and anti-oppressive cataloguing standards and strive to eliminate systems oppression found in library classification.

Services

The library aims to provide services, materials, information, and programs that reflect diverse views and experiences. The library encourages feedback from its members to suggest programs and services of interest to the community including those that reflect diversity and support social inclusion.

Spaces

OCL aims to provide welcoming and safe spaces that embrace a diversity of abilities, perspectives, and interests in accordance with the Library's Service Delivery Policy.

Commitment

The library reviews its inclusion, diversity, equity, accessibility, and anti-racism practices regularly to consider the addition of other library activities, programs, services, collections, and spaces as well as to remove any barriers to access that may exist. The library offers staff training opportunities when available to help strengthen understanding and build support for equitable and inclusive services.

References and Related Documents:

Oxford County Library Policies

Oxford County Library. (2022, June). *Library Code of Conduct*.

https://www.ocl.net/en/library/resources/Your-OCL/Policies/Code-of-Conduct_2022.pdf

Oxford County Library. (2022, October). *Library Mission, Vision and Values statement*.

Oxford County Library. (2022, June). *Collection Development Policy*.

https://www.ocl.net/en/library/resources/Your-OCL/Policies/Collection-Development-Policy_2022.pdf

Oxford County Library. (2022, September). *Information and Readers' Advisory Services Policy*. <https://www.ocl.net/en/library/resources/Your-OCL/Policies/Information-and-Readers'-Advisory-Policy-2022.pdf>

Oxford County Library. (2022, October). *Programming and Outreach Policy*.

Oxford County Library. (2017, May). *Service Delivery Policy*.

<https://www.ocl.net/en/library/resources/Your-OCL/Policies/Service-Delivery-Policy-2017.pdf>

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Legislation

Canadian Charter of Rights and Freedoms, Part 1 of the *Constitution Act*, 1982, being Schedule B to the *Canada Act 1982 (UK)*, 1982, c.11, s. 2(b) and s. 7.

Human Rights Code, R.S.O. 1990, c. H. 19.

Public Libraries Act, R.S.O. 1990, c. P. 44.

Position Statements

Canadian Federation of Library Associations. (2008). *Position Statement on Diversity and Inclusion*. <http://cfla-fcab.ca/en/guidelines-and-position-papers/position-statement-on-diversity-and-inclusion/>

Canadian Federation of Library Associations. (2020, June). *Communiqué on Anti-Black Racism*. <http://cfla-fcab.ca/en/uncategorized/communique-on-anti-black-racism/>