

Inclusion and Diversity

Date: November 1, 2018

Review Date: July 3, 2020

Purpose:

To promote a respectful and supportive environment at Kitchener Public Library for staff, volunteers and customers by implementing inclusion and diversity values and practices.

Policy:

Kitchener Public Library is committed to an inclusive and diverse framework where our behaviours and actions reflect our values of trust, mutual respect and dignity for all individuals. In this environment we respect each person has an opportunity to participate fully in creating success and is valued for their distinctive skills, experiences, and perspectives.

We value diversity by:

- Accepting, respecting and valuing differences.
- Appreciating and utilizing the diverse backgrounds and experiences of our staff, volunteers and customers.

We value inclusion by:

- Identifying, addressing and removing barriers in processes, policies, plans, practices, programs and services.
- Facilitating opportunities that result in effective and meaningful participation.
- Creating ideas and solutions built upon a range of perspectives.



| kpl.org

We endorse the statement on diversity and inclusion published by the Canadian Federation of Library Associations:

“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.”

<http://cfla-fcab.ca/en/guidelines-and-position-papers/position-statement-on-diversity-and-inclusion/>

The library also supports the Communiqué on Anti-Black Racism published by the Canadian Federation of Library Associations (CFLA-FCAB) on June 9, 2020.

<http://cfla-fcab.ca/en/uncategorized/communique-on-anti-black-racism/>

Procedures:

Establish, implement and maintain an annual inclusion and diversity plan, which will identify goals and activities that build on ways to integrate inclusion, diversity and anti-racism practices and principles into all of the library’s activities and prevent and remove barriers that may exist.

Key Actions:

- Support and uphold the work of the Inclusion and Diversity Advisory team to initiate, advise and support, on an ongoing basis, appropriate actions related to inclusion and diversity in the library
- Develop standardized criteria that supports changes in the way the library operates and eliminates systemic barriers to equity
- Create and maintain a working and learning environment that respects and values the rights and dignities of all individuals and where harassment and discrimination are not tolerated
- Review and develop recruitment and hiring practices that attracts a talented workforce that is broadly reflective of the community

- Actively work to identify and engage other skill sets and perspectives that bring added value to the organization.
- Identify on an ongoing basis organizations that reflect the diverse demographic of our community and actively seek opportunities to build relationships with these organizations.
- Share with these diverse organizations job opportunities and information to promote the idea that a career in libraries is achievable.
- Welcome partnerships with diverse individuals and community groups to provide content that amplifies voices to inspire and enrich the community.
- Develop and build on staff education and awareness of inclusion and diversity
- Integrate inclusion and diversity objectives within the annual business plan
- Develop and maintain inclusive collections that support community needs and uphold intellectual freedom principles
- Ensure inclusive communication is used for both internal and external resources (e.g. use inclusive language such as 'partner' instead of 'husband' or 'wife' and 'parent' instead of 'mother' or 'father')