

1. Policy Objectives

The County of Brant Public Library understands the need to recognize and embrace the diversity of our community and strives to be a truly inclusive place within the community. The objectives of this policy are to:

- a. Ensure that the County of Brant Public Library provides equitable and inclusive services, cognizant of all relevant legislation, including the Charter of Rights and Freedoms, Ontario Human Rights Code,
- b. Ensure that the County of Brant Public Library complies with the spirit, principles, and intent of the Canadian Federation of Library Association's Position Statement on Diversity and Inclusion.¹

2. Definitions

1. **Equity**- Definitions of equity vary but all focus on the ideals of justice and fairness. Whereas equality means providing everyone with the same number of resources regardless of whether everyone needs them, equity is when resources are shared based on what each person needs to adequately level the playing field.
2. **Diversity** - 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, many of which are listed within the *Ontario Human Rights Code*, R.S.O. 1990, chapter H.19 s. 5 (1).
3. **Inclusion** is the act of creating environments and 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.

3. Policy Statement

It is the responsibility of Canadian public libraries to support a society that respects diversity and fosters social inclusion. The County of Brant Public Library will ensure that our libraries are accessible, inclusive, and respectful of everyone we serve, regardless of: heritage, education, beliefs, ethnicity, religion, gender, age, sexual orientation, gender identity, physical or mental

¹ <http://cfla-fcab.ca/en/guidelines-and-position-papers/position-statement-on-diversity-and-inclusion/>

capabilities, or socio-economic status. Library staff acts to ensure that people can enjoy services free from any attempt by others to impose values, customs or beliefs.

4. Our Commitments

The County of Brant Public Library makes the following commitments:

- a. To make equity, diversity, and inclusion a priority in planning and decision making for staffing, collections, and service development.
- b. To listen directly to communities rather than relying on indirect sources such as statistical reports, other public libraries, or community service providers.
- c. To work with diverse communities to develop inclusive consultation and engagement processes.
- d. To monitor and review our policies to ensure equity, diversity, and inclusion are continually promoted in the library.