

Chatham-Kent Public Library

Board Governance Policy

Diversity and Inclusion

Why

Chatham-Kent Public Library recognizes and embraces the diversity of our community and strives to be an inclusive and equitable place within the community.

Chatham-Kent Public Library recognizes and affirms the dignity of those it serves and is committed to fostering an environment of understanding and respect.

What

The library is committed to fostering an environment which makes equity, diversity, and inclusion a priority in planning and decision making for staffing, collections, programs, services, and spaces.

The Chatham-Kent Public Library Board and staff endorse the position statement of the Canadian Federation of Library Associations on diversity and inclusion.

The library supports the Canadian Charter of Rights and Freedoms, The Canadian Human Rights Act, The Ontario Human Rights Code and The Accessibility for Ontarians with Disabilities Act.

Definitions

Diversity – is about the individual. It is about the variety of unique dimensions, qualities and characteristics we all possess.

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 means resources are shared based on what each person needs to adequately level the playing field.

Inclusion – is about the collective. It is about creating a culture that strives for equity and embraces, respects, accepts and values differences.

How

The library endorses the *CFLA Position Statement on Diversity and Inclusion* prepared by the Canadian Federation of Library Associations 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.”

Issue Date: June 2022

Revision Date:

Board Approved Date: June 2022

Author: Tania Sharpe

Background Documents:

Strategic Plan 2022-25

Collections Policy

Programming Policy

Statement on Intellectual Freedom

Accessibility for Ontarians with Disabilities Act

Canadian Charter of Rights and Freedoms

Canadian Centre for Diversity and Inclusion

Canadian Federation of Library Associations. [Position Statement on Diversity and Inclusion](#). 2008.

Canadian Human Rights Act

Ontario Human Rights Code

Ontario Library Association

For more information or alternative formats of this document, please email cklibrary@chatham-kent.ca.