

Policy Type: **Foundation**

Policy Number: **F-8**

Policy Title: **Diversity, Equity and Inclusion Policy**

Policy Reviewed: November 2022
Effective: January 2023 - December 2025

1. PURPOSE

1.1 The Diversity, Equity and Inclusion Policy promotes equitable access to information and recognises the diverse community Windsor Public Library serves.

2. SCOPE

2.1 The Windsor Public Library Board within the meaning of the *Public Libraries Act, R.S.O.1990,C.P44 as amended 2019, CH14, Sched.12.*, provides governance and management of public library services in Windsor, and is supported by the Windsor Public Library / City of Windsor Service Agreement (2015), as amended March 21, 2017.

2.2 The Windsor Public Library Board endorses the *Municipal Freedom-of-Information and Protection of Privacy Act (MFIPPA), Copyright Act, Canadian Criminal Code, Canadian Charter of Rights and Freedoms, Ontario Human Rights Code, Accessibility for Ontarians with Disabilities Act, Accessibility Standards for Customer Service, Canadian Anti-Spam Legislation (CASL), Integrated Accessibility Standards, CLA Statement on Intellectual Freedom, OLA Children's Rights in the Public Library*, the Canadian Federation of Library Association's (CFLA) *Statement on Diversity and Inclusion*, the Canadian Urban Libraries Council's (CULC) *Statement on Race and Social Equity* and the City of Windsor *Diversity-and-Inclusion-Initiative*.

2.3 This policy applies to all services, resources and operations of the Windsor Public Library Board, its customers, volunteers and employees.

3. POLICY

3.1 The Windsor Public Library Board on July 21, 2021, authorized the following statement (Motion 20.53):

Together Against Racism and Social Inequity

The Windsor Public Library Board is committed to providing inclusive public library services, resources and facilities where everyone feels safe, welcome and valued. The public library belongs to everyone. The Windsor Public Library respects the rights of all individuals to access information, participate in programming, and engage with the community regardless of race, citizenship, gender, income level, education, sexual orientation, including those living with a disability, addiction, mental illness, or experiencing homelessness. **The Windsor Public Library is actively working to promote knowledge over ignorance, understanding over intolerance and access over inequity.**

3.2 To achieve this the Windsor Public Library will:

- a) Eliminate racial and social barriers to library programs, services, policies and practices.
- b) Acquire library resources that reflect the rich diversity of the Windsor community.
- c) Create and maintain a welcoming environment for all races, which respects both customers and employees.

The Windsor Public Library Board stands with the community against racism and reinforces the library's mission and values to promote equity.