

Purpose

Burlington Public Library recognizes its key commitments in fostering, cultivating, and supporting a culture of equity, diversity, and inclusion. As a trusted and enduring public institution, BPL acknowledges its responsibility to address barriers, promote, and nurture a culture that values diversity and fosters social inclusion.

BPL strives to create a respectful and welcoming environment for all, and this policy provides a framework within which to implement and measure the success of these commitments.

Scope

This policy applies to all employees, prospective employees, volunteers, contractors, and any other individuals performing work with BPL, customers, and to all facilities of BPL including library-hosted online spaces.

Definitions

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

Equity: Equity is about the process. It is about how criteria are applied in policies and procedures in order to provide access to resources and opportunities based on the needs and dimensions of diversity of individuals.

Inclusion: Inclusion is about the collective. It is about creating a culture that strives for equity and embraces, respects, and values difference.

Statement of Policy

Burlington Public Library is committed to fostering an environment of understanding and respect. BPL recognizes and affirms the dignity of those it serves and works with, respecting each individual's unique heritage, education, beliefs, race, income, religion, gender, age, sexual orientation, gender identity, gender expression, physical or mental abilities.

As a public library, BPL believes that respectful dialogue builds understanding and stronger communities. BPL supports everyone's learning regardless of their backgrounds or personal beliefs. We believe that by working together we can move from the acknowledgement of diversity and inclusion to enabling an environment that is supportive, accessible, and equitable in its practices.

BPL understands that an acceptance of differences can sometimes place individual and collective values in conflict. BPL's belief in the inherent dignity of all individuals is grounded in the United Nation's [Universal Declaration of Human Rights](#), Canada's [Charter of Rights and Freedoms](#) and Ontario's [Human Rights Code](#). BPL endorses the [Statement on Diversity and Inclusion](#) as set out by the **Canadian Federation of Library Associations (CFLA)**.

BPL is committed to working to achieve equity in the communities we serve by:

- recognizing and addressing systemic injustices by identifying and eliminating social equity barriers in library programs, services, policies and practices
- creating and maintaining an environment of diversity, inclusion and respect both within BPL and in all aspects of the Library's community role
- making equity, diversity and inclusion a priority in planning and decision-making.
- cultivating an environment of understanding, respect and inclusion for our staff, customers and communities
- working with Board members, staff, volunteers and communities in a manner that prioritizes and affirms dignity, equity, diversity and inclusion
- ensuring BPL programs, services and collections reflect the diversity of the Burlington community we serve
- seeking meaningful engagement, dialogue and collaboration with partner organizations, individuals, and members of underrepresented communities to shape and inform library services and programs
- fostering recruitment and human resources practices that attract and retain a talented workforce that is broadly reflective of the community
- offering a staff training and learning program to strengthen understanding and to build competencies in support of diversity and inclusion
- being forthright on tough issues that are important to our community

Appendix A

CFLA Position Statement on Diversity & Inclusion

Burlington Public Library endorses the Canadian Federation of Library Associations' Position Statement on Diversity and Inclusion:

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.

References

[Brampton Public Library – Inclusion Diversity Equity and Accessibility](#)

[CULC Statement on Race & Social Equity](#)

[Hamilton Public Library – Diversity & Inclusion Policy](#)

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Associated Procedures:	