

VS-04	EQUITY, DIVERSITY & INCLUSION STATEMENT		
APPROVED	19 January 2022	EFFECTIVE	2021
AMENDED	New	NEXT REVIEW	2026

## 1. PURPOSE

To ensure that the Library recognizes and affirms the dignity of those it serves and works with, regardless of heritage, education, beliefs, ethnicity, religion, ethical values system, gender, age, sexual orientation, gender identity, physical or mental health, physical or cognitive capabilities, socio-economic status, or political beliefs.

## 2. SCOPE

The Library Board, Chief Librarian and Library employees will be guided by this policy in all aspects of planning and delivering library operations, services and programs.

## 3. DEFINITIONS

**Cultural Humility** – The process of self-reflection to understand personal and systemic biases, and to develop and maintain respectful processes and relationships based on mutual trust.

**Diversity** – The range of human differences, including but not limited heritage, ethnicity, age, education, religion, belief system, gender identity or expression, sexual orientation, physical or mental health, physical or cognitive capabilities, socio-economic status, or political beliefs.

**Equity** – The state, quality or ideal of being just, impartial, and fair in process and in results.<sup>i</sup>

**Inclusion** – The concept that any individual or group feels welcomed, valued, respected, and supported, and has the capacity to successfully engage and participate in a given setting.

## 4. GENERAL

- a. This statement is intended to provide a fuller context for Library employees who works with our diverse communities, and a framework from which to consider how the Library understands diversity and responds to our communities' needs.
- b. It is the responsibility of Canadian public institutions, including libraries, to support a society that enables equity, respects diversity and fosters social inclusion. The Library strives to work with the communities it serves to create services that diverse communities identify as respectful, inclusive, and accessible.
- c. The Library strives to deliver inclusive service, recognizing and affirming the dignity of those they serve, regardless of heritage, ethnicity, age, education, religion, belief system, gender identity or expression, sexual orientation, physical or mental health, physical or cognitive capabilities, socio-economic status, or political beliefs.
- d. Library employees acts to ensure that people can enjoy services free from any attempt by others to impose particular values, customs or beliefs.

## 5. STATEMENTS

- a. The Library is committed to fostering an environment of understanding and respect. As a public library we support everyone's learning regardless of their backgrounds or personal beliefs.
- b. Our belief in the inherent dignity of all individuals is grounded in the United Nation's [Universal Declaration of Human Rights](#), the United Nation's [Declaration of Rights of Indigenous People](#), Canada's [Charter of Rights and Freedoms](#) and British Columbia's [Human Rights Code](#).

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- c. The Library Board endorses the [Statement on Diversity and Inclusion](#) as set out by the Canadian Federation of Library Associations (CFLA).
- d. The Library understands that an acceptance of differences can sometimes place individual and collective values in conflict. However, the Library believes that respectful dialogue builds understanding and stronger communities. We strive to encourage mutual respect, inclusion and celebrations of differences by embracing cultural humility as a key foundation to our approach. We encourage the community to recognize, respect and embrace each individual's diversity. 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.

## 6. ACCOUNTABILITY STATEMENT

- a. The Library will:
  - ◆ Identify populations that may be under-represented or hard to reach based on diverse life circumstances;
  - ◆ Seek to understand how diverse community groups define and describe themselves;
  - ◆ Listen directly to communities rather than relying on indirect sources such as statistical reports, other public libraries, or community service providers;
  - ◆ Work with diverse communities to develop inclusive consultation and engagement processes;
  - ◆ Work with diverse communities to determine appropriate ways to design, deliver, and evaluate services.

## RELATED POLICIES

Nil.

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<sup>i</sup> [Definitions | Equity at McGill - McGill University](#)