

# DIVERSITY & INCLUSION

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## PURPOSE

West Perth Public Library recognizes and affirms the dignity of those it serves and works with, regardless of heritage, education, beliefs, race, income, religion, gender, age, sexual orientation, gender identity, gender expression, physical or mental abilities.

## RESPONSIBILITY

West Perth Public Library is committed to fostering an environment of understanding and respect. We support everyone's learning, regardless of their backgrounds or personal beliefs. The inherent dignity of all individuals is grounded in the United Nation's *Universal Declaration of Human Rights*, the *Canadian Charter of Rights and Freedoms*, and Ontario's *Human Rights Code*. The West Perth Public Library Board endorses the *Statement on Diversity and Inclusion* as set out by the Canadian Federation of Library Associations (CFLA):

*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.*

The library also supports the Communiqué on Anti-Black Racism published by the Canadian Federation of Library Associations (CFLA-FCAB) on June 9, 2020.

<http://cfla-fcab.ca/en/uncategorized/communique-on-anti-black-racism/>

## COMMITMENTS

With this policy, West Perth Public Library makes the following commitments:

- To build an inclusive environment throughout internal, external, and virtual spaces where everyone feels a sense of belonging and is treated with respect, dignity and freedom from discrimination;
- To eliminate systemic discrimination and barriers in both internal practices and external services in order to ensure equitable access to the Library by all;
- To include diverse voices and viewpoints in service development;
- To integrate best practices and actions that break down systemic oppression and barriers within our services and internal practices;
- To make inclusion a priority in planning and decision-making for staffing, training, and organizational change.

West Perth Public Library strives to learn from, and to develop services and programs in partnership with others, and believes that respectful dialogue builds understanding and stronger communities.

## RELATED DOCUMENTS:

West Perth Public Library Policy. *Accessibility.*

West Perth Public Library Policy. *Code of Conduct.*

West Perth Public Library Policy. *Collections.*

West Perth Public Library Policy. *Human Resources Management.*

West Perth Public Library Policy. *Intellectual Freedom.*

West Perth Public Library Policy. *Meeting Space Rentals.*

West Perth Public Library Policy. *Programming and Community Partnerships.*

West Perth Public Library Policy. *Respect and Acknowledgement.*

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

Canadian Federation of Library Associations. [Communiqué on Anti-Black Racism](#), June 9, 2020.

Government of Ontario. *Ontario Human Rights Code.*

Government of Canada. *Canadian Charter of Rights and Freedoms.*

United Nations. *Universal Declaration of Human Rights.*

**POLICY TYPE:** Operational  
**POLICY NUMBER:** OP-09  
**DATE ADOPTED:** February 2021  
**LAST REVIEWED:** February 2025  
**NEXT REVIEW:** February 2029