

OPL Diversity, Equity, and Inclusion Initiatives for 2023

Programs

- The Decolonization Myth - An evening with Patty Krawec (Understanding the role of settler colonialism in how organizations function and the impacts on Indigenous people as a necessary first step to making the kind of change that matters.)
- Fay & Fluffy Storytime (LGBTQ+ inclusive family story time aimed at building acceptance and understanding in the community)
- Fay and Fluffy - Drag Queen Storytime for Teens (LGBTQ+ inclusive talk for teen and adults)
- The Art of Allyship – Presented by Drag Academy (This program aims to build equity & inclusion in the community by become good allies. In this class we explored why allyship is an important tool in creating inclusive spaces)
- Pride Book Club Me, Myself, They: Life Beyond the Binary by Luna Ferguson. (This book delves into what it is like to live with a non-binary identity in today's world. The author explores the discussion of gender, sex, and sexuality and the challenges faced by people who fit into this group.)
- Celebrating African Cultures Through Stories with Ekiuwa Aire
- Indigenous Family Storytime – with TRAC (an inclusive family storytime focused on indigenous stories)
- Diverse Voices Book Club (We invited members of the community to engage in exploring diverse titles that dig deeper into equity, diversity, and inclusion.)
- American Sign Language (This program aimed to support hearing impaired communities by building beginner skills in American Sign Language)
- Discover Your World (This program aimed to provide inclusive opportunities for individuals with developmental and cognitive exceptionalities.)
- Oakville's Black History in Kerr: Walking Tour
- Oakville's Black History in Kerr: Bike Tour
- Black History Explorers (this program raised awareness of local Black history with Oakville Museum staff on a family-friendly exhibit tour)
- Big Dreamers (This program aimed to introduce young children to the diversity of remarkable people in history – highlighting culturally diverse figures)
- Celebrating African Cultures through Stories – Ekiuwa Are (This program raised awareness of black history and culture through stories, discussion, and activities.)
- Reading Buddies (this program provided access to a supportive reading experience for children experiencing reading hesitancy)
- Moccasin Identifier Project (This program provided a deeper understanding of Indigenous relationships to the land through an art-based activity, celebrating Indigenous heritage and culture)
- English Conversation Circles with Halton Multicultural Centre
- First Nation's Library Week Elder's Panel
- Library Pals (This program is for youth with intellectual and physical disabilities to connect with youth volunteers through shared activities)
- Kids and Me Partnership with Halton Health (Library staff attended programs in communities with families identified at-risk/vulnerable by Halton Health)

Appendix D

Collections

- Offered content in a variety of formats, such as large print, DVS videos, downloadable audiobooks, and books on CD.
- Offered print and physical content in a variety of languages, including a newly launched collection of Ukrainian language material.
- Provided access to online resources to help improve language skills:
 - Mango Languages: courses in 72 languages teaching practical conversation skills and English as a second language.
 - Little Pim: language learning program aimed at children up to six years old
 - Road to IELTS (International English Language Testing System): preparation course covering listening, reading, writing, and speaking.
- Provided access to a variety of digital content through various services: Flipster, Hoopla, LinkedIn Learning, and cloudLibrary
- Provided access to digital content in several languages through:
 - Naxos: streaming music including international music and spoken word in multiple languages translated in Chinese (traditional and simplified), Korean, Spanish, French, Portuguese, and German
 - TumbleBook Library: interactive eBooks and eAudiobooks for children featuring titles in English, French and Spanish
 - Kanopy: streaming documentary, international, independent, and educational films in over 180 languages
- Provided access to Connection Kits, including tablet + Wi-Fi Kits and accessible reading tablets to seniors.
- Through purchasing programs, materials by authors and illustrators from BIPOC and LGBTQ2+ communities are automatically included in OPL purchasing profile with vendors.
- Provided access to a growing collection of decodable books for a variety of age groups to support literacy development in students with dyslexia and struggling readers.

Services

- Added Public Access Laptops as an alternative to Public Access Computers in all library branches.
- Updated computer for accessible Kurzweil station

Web/Social Media

- Enabled Text to Speech feature for accessibility on library self-checkout equipment.

Professional development

- Leadership staff completed the Mental Health Leadership Certification through Queen's University and LifeWorks
- Leadership staff attended Mental Health First Aid through Canadian Mental Health Association Halton
- Created and delivered in-house Pronoun training.
- Halton Housing Help and Acclaim Health attended branch staff meetings.

Appendix D

- All staff participated in Staff Development Day in September 2023 which focused on DEI. Keynote speaker focused on microaggression, and supplementary sessions included neuroinclusion, culturally humility, indigenous way of knowing and being, mental health, CELA, and intellectual freedom.
- Created an OPL DEI Employee Resource Group

Facilities

- New washroom signage focused on facilities rather than gender.
- Free menstrual products available in all OPL bathrooms (staff/public)
- Upgraded Woodside elevator with new accessible features.
- Woodside purchased new accessible study tables and increased size of study space.
- Installation of the “Happy Place” art piece within the Glen Abbey children’s area that was created using art generated by local families via art classes hosted by the artist, Carolyn MacFarlane.