

# REPORT

## Oakville Public Library Board

**Meeting Date: November 21, 2024**

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**FROM:** Oakville Public Library

**DATE:** November 12, 2024

**SUBJECT:** Inclusion Policy – November 21, 2024

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### **RECOMMENDATION:**

That the Inclusion Policy be received for feedback.

### **KEY FACTS:**

The following are key points for consideration with respect to this report:

- The Inclusion Policy was previously approved on January 28, 2021 (Appendix B).
- The Inclusion Policy has been updated with minor edits for clarity and to ensure alignment with OPL's updated services and its alignment with the key inclusion principles as outlined by international and national policies.

### **BACKGROUND:**

OPL has an Inclusion Policy (Appendix B) that was last reviewed in January 2021. The Inclusion Policy required review to ensure its currency and alignment with OPL's services updates.

### **COMMENT/OPTIONS:**

OPL's Inclusion Policy is aligned with the library's mission, vision, and values, as well as key principles from the Canadian Charter of Rights and Freedoms, the United Nations Universal Declaration of Human Rights, the Accessibility for Ontarians with Disabilities Act, and the Ontario Human Rights Code.

The policy has been amended to ensure it accurately reflects all services provided by the library, following a review of updates to services since the policy was last revised in 2021.

All edits are clearly indicated via track changes for board review and consideration.

**APPENDICES:**

Appendix A – Inclusion Policy (2024)

Appendix B – Inclusion Policy (2021)

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Submitted by:

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