

# Inclusion Policy

<b>Policy Number:</b>	<b>GOV-012</b>
<b>Policy Category:</b>	Governance
<b>Approved by:</b>	OPL Board
<b>Accountability:</b>	CEO or Designate
<b>Approval Date:</b>	
<b>Effective date:</b>	
<b>Next Review Date:</b>	2027
<b>Supersedes:</b>	Inclusion Policy effective January 29, 2021

## Purpose:

The purpose of this policy is to provide a framework for fostering diversity and social inclusion at Oakville Public Library (OPL), to create an environment where everyone feels a sense of belonging and is able to participate freely with respect, dignity, and freedom from discrimination.

## Scope:

The policy governs internal practices and external services in internal, external, and virtual spaces. The policy is in accordance with OPL's mission, vision, and values, as well as principles of the [Canadian Charter of Rights and Freedoms](#), United Nation's [Universal Declaration of Human Rights](#), [Accessibility for Ontarians with Disabilities Act](#), and the [Ontario Human Rights Code](#). In addition, with this policy, OPL endorses the [Canadian Federation of Library Associations \(CFLA-FCAB\) Position Statement on Diversity and Inclusion](#) .

## Policy Statement:

Oakville Public Library (OPL) values diversity and social inclusion. OPL strives to recognize and address systemic oppression in order to create an environment that is welcoming and respectful to all, regardless of age, ancestry, citizenship, creed, race, ethnic origin, place of origin, education, physical or mental abilities, family status, marital status, gender identity, gender expression, or sexual orientation. OPL embraces such differences and endeavours to reflect diversity among its staff and volunteers and throughout all collections, programs, communications, staffing practices, training, and services.

## Commitments

With this policy, OPL 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 internal processes, physical spaces, programming and external services to ensure equitable access to the library by all.
- To apply a community-based approach to service that recognizes and respects the diversity of individuals and communities and maintain an awareness of community assets, gaps and needs.
- To actively seek input from and include diverse voices and viewpoints in services and resources development.
- To apply the [Oakville Inclusion Lens](#) when introducing new services and evaluating existing ones.
- To integrate best practices and actions that actively challenge and 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.

## CFLA Position Statement on Diversity and Inclusion

OPL endorses the [CFLA Position Statement on Diversity and Inclusion](#).

### Definitions:

**Diversity** is about the variety of unique dimensions, qualities and characteristics we all possess. (Source: [Canadian Centre of Diversity and Inclusion](#))

**Inclusion** is about creating a culture that strives for equity and embraces, respects, accepts and values difference. (Source: [Canadian Centre of Diversity and Inclusion](#))

**Oppression** is more than the prejudicial thoughts and actions of individuals, oppression is institutionalized power that is historically formed and perpetuated over time. Through the use of that institutionalized power, it allows certain groups of people or certain identities to assume a dominant (privileged) position over other groups and identities and this dominance is maintained and continued at institutional and cultural levels. (Source: [Simmons University Library](#))

## **References and Related Documents:**

[Universal Declaration of Human Rights](#)

[Canadian Charter of Rights and Freedoms](#)

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

[Customer Code of Conduct Policy](#)

[Oakville Inclusion Lens](#)

[Ontario Human Rights Code](#)