Almond Twentieth Century Club Library
Diversity, Inclusion, and Equity Policy

Purpose: Libraries are trusted and enduring institutions, central to their communities and are positioned to play a vital role in the progress towards full equity and inclusion. Almond Twentieth Century Club Library acknowledges its responsibility to promote and nurture a culture that values diversity, equity, and fosters inclusion. Everyone has the right to equal treatment with respect to access and use of the Library's services and facilities without discrimination or harassment on the grounds of race, heritage, religion, gender, age, income, education, sexual orientation, gender identity or expression, physical or mental abilities and all other grounds. This policy confirms Almond Twentieth Century Club Library's commitment to fostering an environment of understanding and respect for residents and staff, providing services and spaces that are welcoming to all.

Definitions:

For the purposes of this policy:

"Diversity" is defined as the range of human difference, including but not limited to race, heritage, religion, gender, age, income, education, sexual orientation, gender identity or expression, physical or mental abilities.

"Inclusion" is the act of ensuring that all community members feel valued, respected and supported and are able to make full use of library services and spaces.

"Equity" is defined as the delivery of services in a manner that is just and fair, recognizing that services that are delivered equally do not ensure equity. This delivery must consider the unique needs and histories of those served.

Guidelines:

Almond Twentieth Century Club Library is working to achieve equity in the communities we serve by:

- Recognizing, addressing, and eliminating any systemic injustices that remain in place.
- Making diversity and inclusion a priority in planning and decision making.
- Accepting, respecting and celebrating differences.
- Supporting everyone's learning regardless of their backgrounds or personal beliefs.
- Identifying, addressing, and removing barriers in processes, policies, plans, programs, collections, and services.
- Delivering programs and seeking content that is created by and/or representative of marginalized and underrepresented groups.
- Facilitating collaboration and communication with community organizations and agencies to improve and enhance library services for diverse communities.
- Seeking meaningful engagement, dialogue, and collaboration with marginalized individuals and members of underrepresented communities to shape and inform library programs, services, policies and practices, acknowledging that we have much to learn from these conversations and collaborations.

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- Implementing recruitment and hiring practices that attract a talented workforce that is broadly reflective of the community.
- Offering ongoing staff training to strengthen staff understanding and to build competencies in support of diversity and inclusion.

As an employer, the Library recognizes its responsibilities to create a safe and inclusive workplace, where all employees feel valued and respected. As such, the Library is committed to eliminating unlawful discrimination, workplace bullying, sexual harassment and victimization by modelling inclusive leadership and equitable recruiting practices. The Library embraces the unique diversity, skills, lived experiences and qualities of our employees and appreciates the contributions of all employees in creating and nurturing a culture where differences are respected and all people are treated with dignity.

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