

	THE CORPORATION OF THE COUNTY OF LAMBTON LAMBTON COUNTY LIBRARY POLICY MANUAL			
	Subject:	Equity, Diversity and Inclusion Policy	Section R02	Index #12
	Effective Date:	October 5, 2023	Approved By: Lambton County Council	
	Revision Date:	October 5, 2023		
	Drafted on:	August 2, 2023		

PURPOSE

The purpose of this policy is to ensure the Library operates its services in a manner that ensures equitable access, meets the needs of a diverse population and is inclusive to all persons.

POLICY

This policy expresses the understanding that Lambton County Library recognizes and embraces the diversity of the community and strives to exist as an inclusive space for all community members.

RESPONSIBILITY

The responsibility for the implementation of this policy lies with the Manager, Library Services.

DEFINITIONS

“Equity” – Reflects the ideals of justice and fairness.

“Diversity” – the range of human differences, including but not limited to race, ancestry, place of origin, citizenship, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, mental ability, education and political beliefs.

“Inclusion” – the act of creating environments and spaces in which any individual or group feels welcomed, valued, respected, supported and can fully participate. An inclusive and welcoming environment embraces differences and offers respect in words

and actions for all people.

REGULATIONS

1. Lambton County Library is committed to fostering an environment which makes equity, diversity and inclusion a priority in planning and decision making for staffing, collections, services and spaces. Staff training will include accessibility, anti-racism, and cultural awareness training.
2. Lambton County Library endorses the Canadian Federation of Library Associations (CFLA) Position Statement of Diversity and Inclusion prepared by the Canadian Federation of Library Associations which reads:
“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 improve values, customs or beliefs.”

3. Lambton County Library will provide diverse collections relating to cultures, languages, religious traditions, and peoples, in all formats from books to audio and video materials. A broad range of authors, content creators and experiences will be included and highlighted in the collection. The Library’s bibliographic database will use subject headings and descriptors which are more inclusive and respectful.
4. Lambton County Library will work with all communities to develop inclusive consultation and engagement processes and develop services in appropriate ways. The Library will seek to understand how diverse community groups define and describe themselves and listen to, and learn from, communities rather than relying on indirect sources.
5. Lambton County Library will provide welcoming spaces for all. Spaces will be inclusive with areas free of bias (e.g. gender neutral, universal washroom facilities, collection arrangement, etc.). Spaces will be designed in accordance with the Library’s Facility Standards Policy (O04.01).

ASSOCIATED DOCUMENTS

Lambton County Library Facility Standards Policy (O04.01)

Equity, Diversity and Inclusion
Policy
R02.12

Page 2 of 3

Rev. September 2023
Libraries Dept.

CFLA Position Statement of Diversity and Inclusion

POLICY HISTORY

REVISION	DATE	PREPARED BY
Created	August 2,2023	Manager, Library Services