

<b>TITLE:</b> Diversity and Inclusion Policy		<b>POLICY:</b> B-2031	
<b>COMMITTEE:</b> Governance & Nomination	<b>PASSED:</b>	March 10, 2020	
<b>TOPIC:</b> Foundational	<b>AMENDED:</b>		
	<b>REVIEW PERIOD:</b>	Every 5 years	

## Purpose

The Edmonton Public Library (EPL) values diversity and fosters social inclusion for both customers and staff. This policy outlines EPL’s principles for creating and preserving a diverse and inclusive environment for all Edmontonians. It also provides a framework for considering how EPL understands and supports diversity and inclusion and responds to staff and community needs.

## One Library, One Team

EPL’s staff are our most valuable asset. The collective sum of the individual differences, life experiences, knowledge, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and EPL’s achievements.

At EPL, we embrace our employees’ differences in age, colour, ability, family or marital status, gender identity or expression, language, place of origin, political affiliation, race, religion, sexual orientation, socio-economic status, and other characteristics that make our staff unique. These differences make our workplace richer and enable EPL to provide valued services to our increasingly diverse customers and communities.

Respectful communication, cooperation, teamwork and engagement are the foundation to building and sustaining a diverse and inclusive workplace. As such, all employees have a responsibility to treat other staff and our customers with dignity and respect.

## CFLA Statement

The Edmonton Public Library endorses the Canadian Federation of Library Associations’ Position Statement on Diversity and Inclusion:



*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 impose values, customs or beliefs.*

## **Our Commitment**

EPL is committed to:

1. fostering an environment of understanding, respect and inclusion for our staff, customers and communities
2. working with staff and communities in a manner that prioritizes/affirms dignity, equity, diversity and inclusion;
3. applying our Community led Service Philosophy framework to create services and spaces that diverse communities identify as respectful, inclusive, relevant, and accessible.

## **Related Policies, Legislation and Statements**

- [Alberta Human Rights Act](#)
- [Canadian Charter of Rights and Freedoms](#)
- [City of Edmonton's Diversity and Inclusion Policy](#)
- [EPL's Intellectual Freedom Policy](#)
- [United Nation's Universal Declaration of Human Rights](#)
- [EPL's Respectful Workplace Policy – A 1040](#)