

TITLE: Inclusion & Belonging Policy

POLICY: B-2031

TOPIC: Foundational

PASSED: June 10, 2025

Reviewed:

REVIEW PERIOD: Every 5 years

Purpose

The Edmonton Public Library (EPL) is committed to promoting diversity, inclusion and belonging for all. This policy outlines EPL's principles for cultivating and maintaining a diverse, inclusive and welcoming environment that meets the varied needs of Edmontonians. It provides a framework to describe how EPL understands and approaches diversity, inclusion and belonging internally with staff and trustees as well as externally with our customers, partners, and communities.

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.

EPL takes a broad view, recognizing that each person has layers of diversity that make each of us unique. Diversity is about descriptive categories such as race, ability, sexual orientation, gender, and language. And it is about how we express who we are and how we experience the world. It includes understanding, valuing, and utilizing different views, ideas, life experiences, skills, and knowledge. These differences make our workplace, spaces and services richer and enables EPL to provide valued services that meet the needs of our increasingly diverse communities.

Respectful communication, cooperation, teamwork and engagement are the foundation to building and sustaining a diverse and inclusive workplace. 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 dignity, equity, diversity, inclusion, and belonging;
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](#)
- [Canadian Federation of Library Associations' Position Statement on Diversity and Inclusion](#)
- [EPL's Intellectual Freedom Policy](#)
- [United Nation's Universal Declaration of Human Rights](#)
- [EPL's Respectful Workplace Policy – A 1040](#)