

Diversity and Inclusion Policy

<i>Topic</i>	Guiding Principles
<i>Authority</i>	Board
<i>Related Documents</i>	Canadian Federation of Library Associations' Position Statement on Diversity and Inclusion Alberta Human Rights Act

Wood Buffalo Regional Library (WBRL) endorses the Canadian Federation of Library Associations' Position Statement on Diversity and Inclusion. (Acknowledgement – Canadian Library Association (CLA), Approved May 25, 2008.)

“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.”

Commitment

WBRL strives to provide fair and equitable access to a wide range of library services in a welcoming environment that is free from discrimination and harassment.

WBRL further commits to providing inclusive services, programs, and collections through collaboration and consultation with our local diverse communities, and ensuring those services are respectful, relevant, and accessible.

WBRL values our employees and commits to providing a respectful workplace where everyone is treated with dignity. We value the unique backgrounds, experiences, and identities of our staff—including differences in age, ability, culture, gender identity, language, race, religion, and more. These differences strengthen our library and help us serve our diverse community more effectively.

All employees are expected to treat each other and library patrons with respect, work cooperatively, and contribute to a positive and inclusive environment.

History

Created: June 17, 2020.

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