



Adoption Date:	January 2018
Revision Date:	
Reference #:	BRD - 20
Category:	Customer Service

Diversity and Inclusion

1. Purpose

Brampton Library believes that a diverse and pluralistic society is central to our community's identity and that libraries have a responsibility to contribute to a culture that recognizes diversity and fosters social inclusion. Brampton Library recognizes and energetically affirms the dignity of those it serves, regardless of heritage, education, beliefs, race, income, religion, gender, age, sexual orientation, gender identity, physical or mental capabilities. The purpose of this policy is to articulate the high value Brampton Library places upon community diversity and inclusive environments that are respectful and welcoming to all.

2. Policy Statement

Brampton Library recognizes and affirms the dignity of those it serves and is committed to fostering an environment of understanding and respect.

The Brampton Library Board endorses the Canadian Federation of Library Association's (CFLA) [*Position Statement on Diversity and Inclusion*](#) (May 25, 2008) and the International Federation of Library Association's (IFLA) [*Multicultural Communities: Guidelines for Library Services*](#).

Brampton Library's commitment to diversity and inclusion aligns closely with our value of inspiring connections and it is also reflected in our Code of Conduct and Workplace Harassment Prevention Policy. Brampton Library will pro-actively make diversity and inclusion a priority in planning and decision making for staffing, collections, services and organizational change.

As well as placing value on full participation by all people in the community, the Library also recognizes that the rights of individuals are supported by legislation. Brampton Library embraces and complies with the:

- 2.1. [Canadian Charter of Rights and Freedoms](#)
- 2.2. [Canadian Human Rights Act](#)
- 2.3. [The Ontario Human Rights Code](#)
- 2.4. [Accessibility for Ontarians with Disabilities Act](#)

The Library encourages the community to recognize, respect and embrace each individual's diversity and believes that by working together we can move from the acknowledgement of diversity and inclusion in our respective core values, structures, workforce, procedures and guidelines to enabling an environment that is supportive, accessible and equitable in its practices.
