

Inclusivity POLICY

- Operational** (Approved by SPL Board)
- Administrative** (Approved by SPL Director of Libraries & CEO)

Date Effective: 2023-06-21

Date Last Reviewed or Revised: 2023-06-21

Review Cycle: Every five years by the Director, Public Services

Purpose

The Saskatoon Public Library *Inclusivity Policy* describes and affirms SPL's commitment to representing and serving everyone who calls Saskatoon home through a diverse offering of materials, programs and services.

SPL recognizes that it has other policies, procedures, guidelines and documents that relate to inclusivity. This Policy is intended to complement SPL's policy framework and is to be used and read in conjunction with other relevant documents.

Policy Statement

SPL is committed to the principle of inclusivity. This is a core part of our vision as a public library: We change lives through community connections, engagement and inclusivity.

SPL believes inclusivity is key to building a stronger library and – in turn – a stronger community. As a community-inspired library, we are committed to intentional work to create an inclusive library environment that is both respectful and equitable.

SPL serves the entire community of Saskatoon and is committed to providing library services and spaces where everyone feels welcome and valued. SPL endorses the Position Statement on Diversity & Inclusion of the Canadian Library Association (**Appendix A**). All Saskatoon residents can access the services, programs, spaces and collections of SPL regardless of religion, creed, marital status, family status, sex, sexual orientation, disability, age, colour, ancestry, nationality, place of origin, race or perceived race, receipt of public assistance or gender identity.

SPL recognizes and embraces that inclusivity requires us to seek meaningful dialogue and engagement with those who have historically been denied equitable access to public institutions such as libraries. SPL endorses the Statement on Race & Social Equity of the Canadian Urban Libraries Council (**Appendix B**) and we understand that we must listen, learn and act in collaboration with our community and the diverse groups that comprise it. We acknowledge, respect, celebrate and incorporate the diversity of Saskatoon into our operations as a public library for the community. As a key democratizing institution, we work to prioritize peoples and voices who have been excluded or underrepresented in the work of SPL as a public library.

Roles & Responsibilities

Board

- 1) Approves the Policy, ensuring that it is consistent with current legislation.
- 2) Champions the principle of inclusivity and diversity in their work and decision making.

CEO

- 1) Oversees the implementation of the Policy and ensures the objectives of the Policy are incorporated into the work of and decision making of SPL.

Director, Public Services

- 1) Stays abreast of current legislation and recommends Policy revisions as required.

Executive Team & Senior Managers

- 1) Identify and implement opportunities to improve SPL's commitment to inclusivity and diversity.
- 2) Ensure the objectives of the Policy are incorporated into the work and decision making of their work units and support Personnel engaging in this work.

Personnel

- 1) Apply the principles of this Policy in their work with the community and within SPL.

Definitions

- 1) **"Board"**: Saskatoon Public Library Board.
- 2) **"CEO"**: SPL Chief Executive Officer.
- 3) **"Executive Team"**: SPL's CEO; Director, Public Services; Director, Collections & Service Infrastructure; Director, Finance & Administrative Services; Director, Strategy & Communication; Director, Reconciliation; and Director, Human Resources.
- 4) **"Personnel"**: All permanent and temporary employees, Circulation Associates, Casuals, security guards, contractors, consultants and volunteers employed by or working at SPL.
- 5) **"Policy"**: *Inclusivity Policy*.
- 6) **"SPL"**: Saskatoon Public Library.

Appendices

Appendix A: Canadian Federation of Library Associations Position Statement on Diversity & Inclusion

Appendix B: Statement on Race & Social Equity of the Canadian Urban Libraries Council

Appendix A: Position Statement on Diversity & Inclusion of the Canadian Library Association

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.

Approved by Executive Council: May 25, 2008

Appendix B: Statement on Race & Social Equity of the Canadian Urban Libraries Council

As leaders of North America's public libraries, we are committed to achieving racial and social equity by contributing to a more just society in which all community members can realize their full potential. Our libraries can help achieve true and sustained equity through an intentional, systemic and transformative library-community partnership. Our library systems are working to achieve equity in the communities we serve by:

- Eliminating racial and social equity barriers in library programs, services, policies and practices.
- Creating and maintaining an environment of diversity, inclusion and respect both in our library systems and in all aspects of our community role.
- Ensuring that we are reaching and engaging disenfranchised people in the community and helping them express their voice.
- Serving as a convener and facilitator of conversations and partnerships to address community challenges.
- Being forthright on tough issues that are important to our communities.

Libraries are trusted, venerable and enduring institutions, central to their communities and an essential participant in the movement for racial and social equity.

Originally endorsed by the Urban Libraries Council.