London Public Library

REPORT TO THE LIBRARY BOARD

APRIL 23, 2026

SUBJECT: Policy Review – Equity, Diversity and Inclusion Policy

PURPOSE: For Approval

PREPARED BY Staff

PRESENTED BY: Michael Ciccone - CEO

RECOMMENDATION:

It is recommended that the Library Board approve the revisions to the *Equity, Diversity and Inclusion Policy.*

BACKGROUND:

This policy is intended to provide the framework for and commitment to fostering Equity, Diversity and Inclusion (EDI) at the Library.

The current policy, a summary of significant revisions, and the revised policy are appended.

NEXT STEPS:

Upon approval, Administration will update the Library's *Equity, Diversity and Inclusion Policy* to incorporate revisions and post online. As part of the Board Policy Revision Cycle, review of this policy is scheduled in April of 2030 unless it is deemed necessary to review sooner.

CURRENT POLICY

PURPOSE:

The purpose of this Policy is to provide the framework for and commitment to fostering Equity, Diversity and Inclusion (EDI) at London Public Library (Library).

The Library endorses the *Position Statement on Diversity and Inclusion* prepared by the Canadian Federation of Library Associations (CFLA) and the *IFLA/UNESCO Multicultural Library Manifesto* prepared by the International Federation of Library Associations and Institutions (IFLA) and the United Nations Educational, Scientific and Cultural Organization (UNESCO).

SCOPE:

This Policy governs and supports internal and external services and practices and applies to all Library Staff, Volunteers, Board Members and all persons participating in Library business or activities, including patrons, service providers, and contractors.

This Policy is in accordance with the principles of the *Canadian Charter of Rights and Freedoms*, the *Canadian Human Rights Act*, the Ontario *Human Rights Code* and the *Diversity and Inclusion Policy for the City of London.*

The Library recognizes that it may have other policies in place that relate to EDI. This Policy is intended to complement and build on the existing policy framework and should be used and read in conjunction with other such policies and corresponding procedures.

DEFINITIONS:

Equity is a state where everyone is treated according to their diverse needs in a way that enables all people to participate, perform, and engage to the same extent.

Diversity is about the individual. It is about the variety of unique dimensions, qualities, and characteristics we all possess, and the mix that occurs in any group of people.

Inclusion is creating a culture that embraces, respects, accepts and values Diversity. It is a mindful and equitable effort to meet the individual needs so everyone feels valued, respected, and able to contribute to their fullest.

(**SOURCE**: Canadian Centre for Diversity and Inclusion)

POLICY STATEMENT:

The Library values the principles of EDI. Each person has the right to an environment that is welcoming and respectful to all without discrimination based upon age, ancestry, citizenship, creed, colour, race, ethic origin, place of origin, disability, family status, marital status, gender identity, gender expression, sex, sexual orientation, education or socioeconomical status.

All Library Staff, Volunteers and Board Members share the responsibility for creating a supportive and inclusive environment.

COMMITMENTS:

The Library commits to the following:

- to foster a culture that embraces EDI and a sense of belonging that will be reflected in its collections, facilities, events and programs, partnerships, outreach efforts, hiring practices, board representation, volunteer recruitment, communications, professional development and training;
- to recognize and address the underlying beliefs, values, assumptions and stereotypes of staff and provide ongoing opportunities for all employees to engage in open conversations about racism or oppression;
- to apply an anti-racism and anti-oppression lens to our purpose, values, strategic plan, service model, policies and procedures;
- to create objectives, timelines, and mechanisms to track and report progress towards the vision contained in this Policy;
- to welcome diverse viewpoints, backgrounds and voices from the London community in the creation and evaluation of Library services; and,
- to assist and support the implementation of the *Truth and Reconciliation Commission of Canada: Calls to Action*, with specific attention given to the *CFLA-FCAB Truth and Reconciliation Report and Recommendations*.

INQUIRIES:

CEO & Chief Librarian

SUMMARY OF SIGNIFICANT CHANGES

Revisions to the policy are cosmetic.

REVISED POLICY

PURPOSE:

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SCOPE:

This Policy governs and supports internal and external services and practices and applies to all Library Staff, Volunteers, Board Members and all persons participating in Library business or activities, including patrons, service providers, and contractors.

This Policy is in accordance with the principles of the *Canadian Charter of Rights and Freedoms*, the *Canadian Human Rights Act*, the Ontario *Human Rights Code* and the diversity and inclusion efforts of the City of London.

The Library recognizes that it may have other policies in place that relate to EDI. This Policy is intended to complement and build on the existing policy framework and should be used and read in conjunction with other such policies and corresponding procedures.

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