



POLICY: Equity, Diversity and Inclusion		POLICY NO: LG 09
POLICY LEVEL: Library Board	LAST REVIEW / REVISION DATE:	SCHEDULED REVIEW DATE: September 2027

Equity, Diversity and Inclusion

The Stratford Public Library believes that a diverse 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. The Stratford Public Library recognizes and affirms the dignity of those it serves regardless of heritage, education, race, income, religion, age, sexual orientation, gender identity, physical or mental capabilities, housing status, or family status. We strive to embrace cultural humility as a key foundation to our approach.

This policy confirms Stratford Public Library’s commitment to fostering an environment of understanding and respect for residents and staff, and to providing services and spaces that are welcoming to all.

1. Declaration

Stratford Public Library (SPL) endorses the Position Statement on Diversity and Inclusion as stated by the Canadian Federation of Library Associations.

Policy Statement on Diversity and Inclusion – Canadian Federation of Library Associations:

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.

2. Collections

The Stratford Public Library provides diverse collections relating to cultures, languages, religious traditions, and peoples, in all our formats from books to audio and video materials. A broad range of authors, content creators and experiences will be included and highlighted in our collection. Our bibliographic database will use subject headings and descriptors which are inclusive, including the use of Indigenous Subject Headings as they become available.

3. Services and Programming

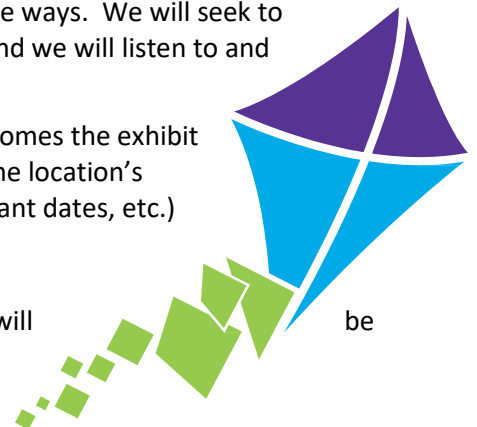
As we develop and deliver services and programs, we work with our many communities to develop inclusive consultation and engagement processes and to develop services in appropriate ways. We will seek to understand how diverse community groups define and describe themselves and we will listen to and learn from communities rather than relying on indirect sources.

In the spirit of equity, diversity and inclusion for all members, the Library welcomes the exhibit of displays and provision of programs and services that reflect and fit within the location’s communities (e.g., displays during various religious holidays, culturally significant dates, etc.)

4. Spaces

The Stratford Public Library will provide welcoming spaces for all. Our spaces will

be



inclusive with areas free of bias (e.g., gender neutral, universal washroom facilities, collection arrangement, etc.)

Related Documents

- [CFLA Policy Statement on Diversity and Inclusion](#), 2008
- [The Ontario Human Rights Code](#), R.S.O. 1990
- [OP 04 Customer Code of Conduct](#)
- [OP 08 Collection Development Policy](#)
- [HR 05 Respect in the Workplace](#)

ORIGINAL DATE ADOPTED	September 10, 2024	Review Cycle	4 Years
REVIEW/APPROVAL HISTORY			