



Equity, Diversity and Inclusion

Equity, Diversity, and Inclusion are fundamental values of the Guelph Public Library (GPL). This statement provides a framework with which to consider how the GPL understands Equity, Diversity, and Inclusion, and responds to community needs.

1. The GPL recognizes and upholds the dignity of those it serves, regardless of their heritage, race, economic status, gender identity, sexual orientation, physical or mental abilities or beliefs.
2. The GPL promotes equal access to information resources, services, and technologies for all.
 - a. The GPL is committed to ensuring our services, spaces, and resources are representative of diverse cultures and perspectives, intentionally inclusive, and accessible to everyone.
3. The GPL recognizes the ongoing need to increase awareness of and responsiveness to the diversity of the communities it serves.
 - a. The GPL is committed to actively seeking out and engaging equity-seeking communities within Guelph.
 - b. The GPL will continue to develop concrete programs of recruitment, training, development, and advancement to promote diversity among Board members and staff.
4. The GPL will conduct a regular review of its efforts to meet its Equity, Diversity and Inclusion values.

Notes

This policy differs from the Trillium Sample Policies. The GPL is developing a baseline community needs assessment. The intent is to use this assessment to improve GPL efforts to address Equity, Diversity, and Inclusion, and establish metrics to assess and adjust programs and services.