

<b>Title:</b>	Statement on Inclusivity, Diversity, Equity and Accessibility	<b>Policy Number:</b> CS-02
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## COMMITMENT STATEMENT

The Sault Ste. Marie Public Library is committed to fostering an inclusive, diverse, equitable, and accessible library service that reflects and serves the needs of our growing and vibrant community. As a diverse and welcoming community hub, we aim to fuel innovation, demonstrate leadership, and promote literacy by embracing and celebrating the differences that make each individual unique. We believe that equity means recognizing and addressing systemic barriers by providing resources and support based on individual needs—ensuring everyone has fair access to opportunities, services, and spaces.

Further, we:

- Recognize and stand in solidarity with racialized communities who face ongoing systemic inequities and discrimination. We are committed to creating a library environment that is actively anti-racist, where racialized individuals feel valued, represented, and heard. Through equitable hiring practices, inclusive programming, and diverse collections that reflect lived experiences and histories, we strive to challenge bias, dismantle barriers, and celebrate cultural richness.
- Acknowledge the unique histories, cultures, and rights of Indigenous Peoples, including the Anishinaabe, Métis, and other First Nations who have long called this land home. We are committed to truth, reconciliation, and respectful relationship-building with Indigenous communities. This includes incorporating Indigenous voices and knowledge into our collections and programming, using inclusive and appropriate subject headings, and offering space for cultural expression and education.
- Strive at all times to provide services in a way that respects the dignity and independence of people with disabilities. We are committed to giving people with disabilities the same opportunity to access goods and services, allowing them to benefit from the same services, in the same place and in a similar way as other Library patrons.
- Proudly support and affirm the rights, dignity, and identities of 2SLGBTQ+ individuals, and are committed to creating safe, welcoming spaces where people of all sexual orientations, gender identities, and gender expressions feel seen, respected, and valued.
- Welcome and support immigrants and newcomers as they navigate their new community. We strive to offer resources, programs, and services that reflect the unique experiences, languages, and cultures of those new to Canada. Through inclusive collections and culturally responsive programming, we aim to reduce barriers and foster a sense of belonging, while helping newcomers access information, build connections, and thrive.



Guided by the principles of inclusivity, diversity, equity, and accessibility, we will continue to shape our collections, services, programming, staffing, and spaces through community engagement, cultural awareness, and anti-oppressive practices. We commit to ongoing learning, listening, and partnership-building with the communities we serve, while ensuring that all feel welcomed, respected, and empowered to participate fully in library life. Our commitment aligns with the CFLA Position Statement on Diversity and Inclusion and reflects our vision to deliver library service for all—driven by knowledge sharing and a deep respect for the richness of human experience.

### **RELATED POLICIES**

- 300-03 Collection Development Policy
- 300-05 Membership Policy
- 300-08 Visiting Library Service Policy
- 300-14 Children's Services Policy
- 300-20 Information Services Policy
- 300-21 Programming Policy
- 300-23 Accessible Customer Service Policy
- 300-22 Website Policy
- 300-26 Computer & Internet Use Policy
- 400-01 Hiring Policy
- 400-06 Health Care and Sick Leave Policy
- 400-09 Human Rights Policy; Anti-Harassment/Discrimination/Violence

## **APPENDIX A**

### **CFLA Position Statement on Diversity and Inclusion**

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.