

Policy GOV100: Diversity, Equity, Inclusion

Category: Governance

Policy GOV100: Diversity, Equity, Inclusion

Approved: March 2, 2021

Future Review: December 2023

Policy:

In each of the Town of Bonnyville Library Board actions, practices, values and its' vision the Library Board Trustees, and Employees strive to serve the community and each other in a manner that fosters social inclusion. Creating and preserving a diverse and inclusive environment for all people within our community including, the areas known as, the MD of Bonnyville, Town of Bonnyville, Kehewin Cree Nation, Cold Lake First Nation, and Elizabeth Metis Settlement all of which are land areas which may have residents who wish to have access to the services provided through the Bonnyville Municipal Library.

Purpose:

The Town Bonnyville Municipal Library Board understands and supports diversity and inclusion and responds to staff and community needs.

The staff at Bonnyville Municipal Library and the residents who use library services are the library's most valuable asset. The collective sum of the individual differences, life experiences, knowledge, innovation, self-expression, unique capabilities, and talent that our community has is what the library wants to foster.

Respectful communication, cooperation, teamwork, and engagement are the foundation to building and sustaining a diverse and inclusive workplace. As such, all employees have a responsibility to treat other staff and the library users with dignity and respect.

We will ensure this by adhering to the:

CFLA Statement

Alberta Human Rights Act

Canadian Charter of Rights and Freedoms

United Nation's Universal Declaration of Human Rights

United Nations Declaration on the Rights of Indigenous Peoples

Alberta Labor Standards

Town of Bonnyville Library Board Policy Manual

Responsibility:

The Town Bonnyville Municipal Library Board and Employees or representatives is committed to:

1. fostering an environment of understanding, respect and inclusion for our staff, library users and communities.
2. working with staff and communities in a manner that prioritizes/affirms dignity, equity, diversity and inclusion.
3. applying our Community led Plan of Service to create services and spaces that diverse communities identify as respectful, inclusive, relevant, and accessible.

Related Policies, Legislation and Statements

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.

- Alberta Human Rights Act - www.qp.alberta.ca
- Canadian Charter of Rights and Freedoms - www.justice.gc.ca/eng/csj-sjc/rfc-dlc/ccrf-ccd1/
- United Nation's Universal Declaration of Human Rights - www.un.org/en/universal-declaration-human-rights/
- United Nations Declaration on the Rights of Indigenous Peoples - www.un.org/development/desa/indigenouspeoples/declaration-on-the-rights-of-indigenous-peoples.html
- Alberta Employment Standards - www.alberta.ca/employment-standards.aspx
- Town of Bonnyville Library Board Policy Manual - available upon request

The Town of Bonnyville Municipal Library Board acknowledges that where we are today, is on the traditional lands, meeting grounds and traveling routes of the Cree and Denesuline nations. This territory is known today as Treaty 6 territory and is also home of the Métis Nation. We pay our respect to the First Nation and Métis ancestors of this place and reaffirm our relationship with one another.