



## Diversity and Inclusion Action Plan

### Principle of Statement

The Woodstock 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 Woodstock Public Library recognizes and affirms the dignity of those it serves regardless of heritage, education, race, income, religion, gender, age, sexual orientation, gender identity, physical or mental capabilities. The Library strives to embrace cultural humility as a key foundation to our approach.

The Woodstock Public Library places high value upon community diversity and inclusive environments that are respectful and welcoming to all. The Library acknowledges its responsibility to promote respectful dialogue and nurture a culture that values diversity and fosters social inclusion.

### Action Steps

The Library will work to achieve equity in our community by:

- a) Accepting, respecting and celebrating differences.
- b) Recognizing and addressing systemic injustices that remain in place and by removing barriers in our processes, policies, programs and services.
- c) Making diversity and inclusion a priority in planning and decision making.
- d) Developing and maintaining inclusive collections that support community needs and uphold intellectual freedom principles.

- e) Seeking meaningful engagement, dialogue and collaboration with marginalized individuals and members of underrepresented groups to shape and inform library programs, services, policies and practices.
- f) Identify on an ongoing basis organizations that reflect the diverse demographic of our community, and actively seek opportunities to build partnerships and relationships with these organizations.
- g) Delivering programs created by and for marginalized and underrepresented groups.
- h) Recognizing and building relationships with individuals and organizations implementing best practices in equity and inclusion.
- i) Facilitating collaboration and communications with community organizations and agencies to improve and enhance library services to diverse communities.
- j) Welcoming partnerships with diverse individuals and community groups, providing content and programming to inspire and enrich the community.
- k) Providing ongoing learning that facilitates equity and inclusion at individual, organizational and community levels.
- l) Developing and building on staff education and awareness of diversity and inclusion.
- m) Reviewing and developing recruitment and hiring practices that attracts a talented workforce that is broadly reflective of the community.

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