



## POLICY PURPOSE

The North Perth Public Library Board recognizes and affirms the dignity of those it serves and works with, regardless of heritage, education, beliefs, race, income, religion, gender, age, sexual orientation, gender identity, gender expression, physical or mental abilities.

## Organizational Commitment

The North Perth Public Library (NPPL) is committed to fostering an environment of understanding and respect. We support everyone's learning, regardless of their backgrounds or personal beliefs. The inherent dignity of all individuals is grounded in the [United Nation's Universal Declaration of Human Rights](#), the [Canadian Charter of Rights and Freedoms](#), and [Ontario's Human Rights Code](#). The NPPL Board endorses the [Statement on Diversity and Inclusion as set out by the Canadian Federation of Library Associations \(CFLA\)](#):

*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.*

The library also supports the [Communique on Anti-Black Racism](http://cfla-fcab.ca/en/uncategorized/communique-on-anti-black-racism/) published by the Canadian Federation of Library Associations (CFLA-FCAB) on June 9, 2020. <http://cfla-fcab.ca/en/uncategorized/communique-on-anti-black-racism/>

## Commitments

With this policy, NPPL makes the following commitments:

- To build an inclusive environment throughout internal, external, and virtual spaces where everyone feels a sense of belonging and are treated with respect, dignity, and freedom from discrimination;
- To include diverse voices and viewpoints in service development;
- To integrate best practices and actions that break down systemic oppression and barriers within our services and internal practices;
- To make inclusion a priority in planning and decision-making for staffing, training, and organizational change; and
- To represent diverse voices and perspectives throughout programming, collections development, and partnerships.

The NPPL strives to develop services and programs in partnership with, others, and believes that respectful dialogue builds understanding and stronger communities.

## RELATED DOCUMENTS

- North Perth Public Library OP-01 Collection Development Policy
- North Perth Public Library OP-11 Programming Policy
- North Perth Public Library FN-03 Intellectual Freedom
- North Perth Public Library FN-04 Respect and Acknowledgement
- [Government of Canada Truth and Reconciliation Commission Reports](#)

## SCOPE:

This policy applies and affects the NPPL Board, staff, third parties, patrons, and volunteers.

*Approved by the Library Board: December 2021*

*Reviewed: February 12, 2025*