

## SECTION 1: PURPOSE, ORGANIZATION AND GOVERNANCE

### POLICY 1.14: DIVERSITY & INCLUSION POLICY

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**Passed:** April 28, 2021

**Amended:**

In alignment with Prince George Public Library's [strategic priority](#) to “create safe, attractive, inclusive library spaces, as well as its [Statement on Anti-Racism](#), this policy outlines the organization's commitment to creating a diverse and inclusive environment for library patrons, employees, and volunteers.

The Library acknowledges that every individual is unique, and recognizes individual differences arising from among the dimensions of race, ethnicity, gender, sexual orientation, gender identity or expression, socio-economic status, age, physical or mental abilities, religious or political beliefs, or other aspects of life.

The library recognizes that institutional systems and power structures may undermine organizational diversity initiatives, acknowledging that such systems can work to perpetuate the disadvantages and injustice experienced by members of marginalized and underrepresented groups.

- 1.14.1 The library is committed to creating and sustaining an environment that embraces the value of diversity and promotes the inherent dignity of all individuals. All library employees have a responsibility to ensure that community members feel safe and welcome at the Library and are treated with respect. We also seek to enable all employees and volunteers to contribute their perspectives and talents in pursuit of individual fulfillment and the success of the organization.
- 1.14.2 The Library is committed to examining the systems, policies, procedures, and conventions within the organization and the library profession, with the goal of fostering a just and inclusive environment for library patrons, employees, and volunteers.
- 1.14.3 To build a more diverse and inclusive organization, the Prince George Public Library commits to:
- Collaborating with the diverse communities in our region to develop inclusive consultation and engagement processes and to develop services in appropriate ways; seeking to understand how diverse community groups define and describe themselves, listening directly to those communities where possible, rather than relying on indirect sources.
  - Addressing racial inequity by focusing on outreach and welcoming initiatives directed at Black, Indigenous, and people of colour in our community.
  - Creating and supporting the work of a Committee on Diversity & Inclusion to promote and recommend appropriate actions related to diversity and inclusion at the Library.
  - Reviewing and updating hiring practices on a continuous basis to identify and eliminate barriers to the recruitment of individuals from underrepresented groups in the community; expanding recruitment efforts by advertising job opportunities to diverse professional networks, agencies and media, and by establishing relationships with partner agencies to attract applicants from underrepresented groups.