

Statement of Commitment to Diversity, Equity and Inclusion

Public libraries have a long tradition of embracing racial equality and supporting diversity and inclusion. We believe that social equity and diversity enable a social fabric which is respectful for all members, seen and unseen, and weave a tapestry which builds upon the practices of citizenry. As such, we endorse the statements of:

- Canadian Urban Library Council's Statement on Race & Social Equity;
- Federation on Ontario Public Libraries' Statement of Solidarity with Black Community Against Systemic Racism; and
- Canadian Federation of Library Association's Position Statement on Diversity and Inclusion.

As the voice of Ontario public libraries, FOPL is committed to achieving racial and social equity by contributing to and supporting our member libraries to bring about a more just society where our community members will be barrier free to realize their potential. Our libraries have an integral role in achieving truth and reconciliation, and sustained equity through an intentional, systemic and transformative library-community partnership.

FOPL commits to equity and diversity in our own organization by:

- Supporting training for our Board, staff and volunteers;
- Eliminating racial and/or social barriers within our policies and practices;
- Supporting anti-Black, anti-Asian, anti-Islamic and other anti-racism initiatives;
- Support the Truth and Reconciliation 94 Calls to Action, specifically those identified in the [CFLA-FCAB Truth and Reconciliation Committee Report](#);
- Support of LGBTQ2+ and other diverse and or marginalized groups;
- Applying research which will benefit the library members to engage disenfranchised members of their community;

FOPL commits to supporting our library members we serve by:

- Advocating for legislative change and fiscal support of Ontario's Public Libraries to enable equal access to all members of their communities;
- Supporting training for and with library partners to increase awareness and effectiveness in the consistent and unbiased delivery of public library service in Ontario;
- Applying research to support library members in designing programs and services to engage disenfranchised members of their communities;
- Facilitating conversations that seek to eliminate biases and barriers in the delivery of diverse, equitable and inclusive public library service in Ontario.

Approved by the Board October 29, 2021