

LONDON PUBLIC LIBRARY



Title of Policy: Diversity Policy (City of London)

Policy Category: Means

Policy No.:

Issuing Date:

Revision Date:

PURPOSE :

The purpose of this policy to indicate that London Public Library supports and is compliant with terms of the Diversity Policy for the City of London.

POLICY STATEMENT:

It is the policy of the London Public Library to adopt the Diversity Policy of the City of London and its appendices as it is updated from time to time.

BACKGROUND:

Adoption mandated by Council: October 2000.

Adopted by Library Board. L00/95.5.

See attached.

INQUIRIES:

Chief Executive Officer

LONDON PUBLIC LIBRARY



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16(31) DIVERSITY POLICY FOR THE CITY OF LONDON

That the Diversity Policy for the City of London be established as set out in Appendix 16(31A).

ADOPTED NOVEMBER 15, 1999

16(31A) Appendix to Diversity Policy for the City of London

DIVERSITY POLICY FOR THE CITY OF LONDON

Policy STATEMENT

The City of London and its citizens value diversity and the personal, cultural, social, and economic benefits it brings to the community. As such, the London community enables all people to have equal rights, opportunities, and access for their benefit and well-being including, but not limited to, the domains of employment, education, health, accommodation, and leisure.

The City of London and its citizens also recognize the human and economic costs associated with discrimination on the basis of individual or cultural differences. As such, the London community does not condone any form of discrimination or harassment. We endorse and embrace both the Canadian Charter of Rights and Freedoms and Ontario's Human Rights Code, which Code prohibits discriminatory practices because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, gender ("sex"), sexual orientation, age, record of offences, marital status, family status, receipt of public assistance, or disability ("handicap").

WHY Diversity?

When we understand and accept diversity, we lower barriers and achieve important benefits.

- When we encourage the full and active participation of every person, we are drawing on the diverse life experiences and points of view of our fellow citizens. This leads to more innovative solutions.
- When we promote London as a diverse city that is welcoming of all people, the city is more competitive in the global marketplace and more attractive as a destination for visitors and new residents. This benefits our economy.
- When we respect, value, and nurture diversity as an exciting and integral part of our collective experience and identity we can strengthen and create a safe, healthy, and vibrant community. This benefits our society.

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In order to enjoy the benefits of a diverse community, we need to address barriers that impede equal participation, work toward the elimination of bias, prejudice and discrimination (which can be intentional, unintentional or systemic) and promote the awareness of the value of diversity.

VALUING Diversity

- We can pursue more inclusive strategies for members of the community by recognizing the barriers and discrimination faced by all people.
- We can maximize the potential of each person by promoting an environment of equality within the community and within the Corporation for all people.

What will The CORPORATION of the City of London do?

Recognizing that The Corporation of the City of London (including its agencies, boards, commissions, and advisory committees) plays a role in leadership and education in the community, the Corporation is committed to:

- Promoting the Diversity Policy both internally and for the community of the City of London;
- Ensuring that organizations and individuals have access to this policy;
- Encouraging and recognizing excellence in corporate and community citizenship in the area of diversity;
- encouraging public and private organizations to respect and adhere to the objectives of this policy; and
- leading by example.

What can ORGANIZATIONS in the community do?

Recognizing that The Corporation of the City of London, organizations, businesses, and community agencies (including businesses and organizations that provide services, supplies or products, to, or on behalf of The Corporation of the City of London) set the tone for the community, the Corporation will do the following and encourage other organizations to do so:

- ensure that this policy is widely communicated and that all employees, and others to whom the policy applies, understand its intent;

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- ensure that existing policies and practices, including employment policies, are built upon non-discriminatory bases such as merit; that future policies and practices meet the objectives of this policy; and that revisions are communicated to the entire organization;
- review current practices to ensure that every person is treated without discrimination and to eliminate barriers in accessing goods and services;
- seek opportunities to involve people of diverse backgrounds in the design, use and evaluation of goods and services;
- provide training and involve staff and volunteers in activities designed to promote an awareness, acceptance, and celebration of diversity;
- establish mechanisms to ensure that discrimination and harassment are not encouraged or tolerated;
- monitor organizational compliance with this policy; and
- lead by example.

What can you as an INDIVIDUAL do?

Recognizing that social change begins with individual change, you can, as a resident or visitor to the City of London:

- evaluate your own actions and preconceived ideas about individuals and groups;
- educate yourself, volunteer your time, and participate in activities which will broaden your experience and understanding of diversity;
- encourage and support the development of programs and projects that promote harmony;
- advocate both the elimination of discrimination and the celebration of diversity within your own workplace or community;
- challenge discrimination when you experience it or are aware of its existence; and
- lead by example.