

# LONDON PUBLIC LIBRARY



**Title of Policy:** Race Relations Policy (City of London)

**Policy Category:** Means

**Policy No.:**

**Issuing Date:**

**Revision Date:**

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## **PURPOSE :**

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

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## **POLICY STATEMENT:**

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

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## **BACKGROUND:**

Adoption mandated by Council. October 2000.

Adopted by Library Board. L00/95.5.

See attached policy.

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## **INQUIRIES:**

Chief Executive Officer

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## **16(30) CITY OF LONDON RACE RELATIONS POLICY**

That the City of London Race Relations Policy be established as set out in Appendix 16(30A).

ADOPTED NOVEMBER 3, 1997 [18(29) AUG 1999]

## **16(30A) Appendix to City of London Race Relations Policy**

### **LONDON RACE RELATIONS POLICY**

#### **STATEMENT**

There is no room for Racism in London. The people of the City of London believe in the dignity and worth of every person and are committed to making this a reality. To this end, each person has the right to live, work, receive services, and participate fully in an environment free of discrimination and harassment based on race.

#### **CHALLENGES**

Racism is alive in our community....let's stop it!! Racism is a learned behaviour. It can be blatant, subtle or hidden, and is often denied. If we don't stop racism, it will destroy us and the community in which we live.

Our challenges are to:

- recognize racist attitudes and behaviours
- recognize attitudes and behaviours that encourage racism
- unlearn racism
- unite against racism
- eliminate racism

#### **PURPOSE**

The purpose of this Policy is:

To promote the City of London as a city that is welcoming of all people;

- To strengthen city-wide awareness of the existence of racism in London, in order that we can eliminate it; and
- To provide an evolving community model, which provides the framework for all Londoners to work together to achieve the Strategic Directions of this Policy.

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## SCOPE

For the purpose of this Policy, the term RACE shall include: race, ancestry, place of origin, colour, ethnic origin, citizenship and creed (religion), in accordance with the prohibited grounds of the Ontario Human Rights Code, as well as language, accent and dress.

This Policy applies to the Corporation of the City of London, including its Advisory Committees, Agencies, Boards and Commissions and provides expressed values for:

- individuals of the city of London; and,
- the community of the city of London including its agencies, organizations and businesses;
- enabling the entire community to work toward the elimination of racism.

## STRATEGIC DIRECTIONS

The London Community including individuals, and the Corporation of the City of London, will work toward enhancing the achievement of the following:

### CORPORATION

1. **Develop an Implementation Plan for this Policy** by taking the lead, providing the required resources, and by making it a priority to work in partnership with individuals and the community to realize the intent of this Policy for the elimination of racial discrimination and harassment.
2. **Promote mutual Awareness, Inclusion, Understanding and Appreciation of all people** so that everyone, regardless of race, can have a full and meaningful participation in our community.
3. **Develop and Implement Race Relations Communication and Public Education Strategies** designed to identify and raise awareness of the existence of racism and eliminate all racial barriers.
4. **Ensure that Employment Policies and Practices** are free of racially discriminatory barriers in the workplace.
5. **Enhance The Training, and Education of Staff and Volunteers** to provide them with the skills, and awareness about attitudes, policies, procedures, and practices that may or may not be intentionally discriminatory, but have the impact of being discriminatory, to more effectively provide services to various racial communities.

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6. **Involve Londoners in Planning for, Accessing, Providing, and Evaluating Services** which are respectful of the needs of our various racial communities.
7. **Establish Mechanisms to Ensure that Racial Discrimination and Racial Harassment are not Encouraged or Tolerated**, which could apply both internally and externally to any person, business or organization that deals with the Corporation of the City of London.

## INDIVIDUALS/COMMUNITY

1. **Support the Development of an Implementation Plan for this Policy** by working in partnership with the Corporation, individuals and the community to realize the intent of this Policy for the elimination of racial discrimination and harassment.
2. **Promote mutual Awareness, Inclusion, Understanding and Appreciation of all people** so that everyone, regardless of race, can have a full and meaningful participation in our community.
3. **Develop & Implement Race Relations Communication and Public Education Strategies** designed to identify and to raise awareness of the existence of racism and eliminate all racial barriers.
4. **Ensure that Employment Policies and Practices** are free of racially discriminatory barriers in the workplace.
5. **Enhance The Training, and Education of Staff and Volunteers** to provide them with the skills, and awareness about attitudes, policies, procedures, and practices that may or may not be intentionally discriminatory, but have the impact of being discriminatory, to more effectively provide services to various racial communities.
6. **Participate in Planning For, Accessing, Providing, and Evaluating Services** which are respectful of the needs of our various racial communities.
7. **Endeavor to Establish Mechanisms to Ensure that Racial Discrimination and Racial Harassment are not Encouraged or Tolerated**, which could apply both internally and externally.