
Equity, Diversity and Inclusion

Policy 6.3

Approved: 2021-09-15

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Review cycle: Minimum every 3 years

6.3.1 Policy Statement

St. Albert Public Library welcomes, serves and supports all people regardless of their backgrounds or personal beliefs, inclusive of heritage, education, beliefs, skin colour, income, religion, age, sexual orientation, gender identity, gender expression, and physical or mental abilities. Our belief in the inherent dignity of all individuals is grounded in the Canadian Charter of Rights and Freedoms. Here for you. Here for all.

6.3.2 Policy Purpose

The purpose of our Equity, Diversity and Inclusion (EDI) policy is to ensure that St. Albert Public Library recognizes and affirms the dignity of those it serves and works with. Prioritizing EDI at SAPL supports our community by ensuring all St. Albertans see themselves reflected in Library programs, services and collections and in the people who provide them.

6.3.3 Supporting Statements

- St. Albert Public Library recognizes that the pursuit of Equity, Diversity and Inclusion (EDI) begins with embracing cultural humility as a key foundation to our approach. As we develop our programs, services, and collections we acknowledge the fact that we have much to learn from those we work with. We believe that meaningful dialogue builds understanding and stronger communities.
- We recognize that through accountability of ongoing EDI goals, we can move from the acknowledgement of diversity and inclusion to building an environment that is supportive, accessible and equitable in its practices.

6.3.4 Definitions

- Cultural humility is “a lifelong process of self-reflection and self-critique whereby the individual not only learns about another’s culture, but one starts with an examination of her/his own beliefs and cultural identities” (Tervalon & Garcia, 1998).
- Diversity is “the variety of unique dimensions, qualities and characteristics we all possess” (CCDI, 2021). The Alberta Human Rights Act explains this as the range of human differences, including but not limited to race, ethnicity, gender, gender identity, gender expression, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs (Province of Alberta, 2018).
- Equity “is the fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups” (Kapila, Hines, & Searby, 2016).
- Inclusion “is about creating a culture that strives for equity and embraces, respects, accepts and values difference” (CCDI, 2021). Inclusion is driven by ongoing and intentional efforts to prioritize belonging and community within the organization.

6.3.5 References

Canadian Centre for Diversity and Inclusion. Diversity defined. Retrieved from <https://ccdi.ca/our-story/diversity-defined/>

Kapila, M., Hines, E., & Searby, M. (2016, October 16). Why diversity, equity, and inclusion matter. Independent Sector. Retrieved from <https://independentsector.org/resource/why-diversity-equity-and-inclusion-matter/>

Province of Alberta. (2018). Alberta Human Rights Act. Retrieved from <https://www.qp.alberta.ca/documents/Acts/A25P5.pdf>

Tervalon, M &, Murray-Garcia, J. (1998). Cultural humility versus cultural competence: A critical distinction in defining physician training outcomes in multicultural education. *Journal of healthcare for the poor and underserved*, 9(2), 117-125. <http://doi.10.1353/hpu.2010.0233>