



## Equity, Diversity and Inclusion Plan (EDI) – South Shore Public Libraries

### Objective – Instill equity, diversity and inclusion in the culture of South Shore Public Libraries

#### Goal 1 – Create Staff Awareness

*Action: Research, evaluate and find two introductory training exercises for staff*

Date Completed: May 6, 2021

*Action : All Staff complete introductory training sessions by October 31, 2021*

#### 1. *Implicit Bias in the Library Workspace webinar*

Source: OCLC Webjunction Learning Place for Libraries

##### Expected Outcomes:

- Increase awareness of situations involving biases.
- Identify different types of implicit bias challenges.
- Develop an understanding of how to approach implicit biases.
- Describe strategies and solutions to foster an inclusive work environment that may be applied within library workplace.

Date Completed: by all staff October 29, 2021

#### 2. *So You Want to Talk About Race, Ijeoma Oluo*

Source: Recorded author talk at Seattle Public Library

##### Expected Outcomes:

- Build awareness of daily life as an African American.
- Identify that racism is not always an overt act.
- Develops an understanding of intentions vs impact

Date Completed: by all staff October 29, 2021

*Action: Social media training through EDI lens for social media team*

Source: Communities, Culture and Heritage – Mark Sajatovich, Victoria Castle, Aja Joshi

Date Completed: April 19, 2021

*Action – Compile a suggested further reading list for staff and board*

Date Completed: Initial list shared January 26, 2022

*Progress to date: As of October 22, 2021 – the reading list is being compiled by SSPL staff, with input from members of the Bridgewater Anti-Racism Task Force. The next draft will be shared with the Task Force for further input. It will then be distributed to all staff once introductory training sessions have been completed.*

Action : All Staff complete second set of training sessions by October 31, 2022

Nova Scotia Human Rights Commission Courses - <https://nshrc.myvcampus.com/registration-details/>

1. *Serving All Customers*
2. *Working With Abilities*

## Goal 2 - Create Board Awareness

*Action: Library Board completes Diversity Training session*

Date Completed: February 2021

## Goal 3 - Continue to Create Education and Training Opportunities

*Action: EDI team meets on regular basis*

Date Completed: Ongoing

*Progress to date: The team meetings August 27, November 1, 2021, January 13, 2022*

*Action: Reading list and training opportunities updated quarterly*

*Progress to date :First reading list shared with SSPL Board and staff January 26, 2022*

*Training opportunities for staff and board for second quarter of 2022 will be compiled and ready to share by April 1, 2022 – shared March 23, 2022*

Date Completed: Ongoing

Goal 4 – Create Lines of Communication with local BIPOC Communities

*Action: Meet regularly with Bridgewater Anti-racism Task Force*

Date Completed: Ongoing

*Progress to date: The latest meeting was on October 22<sup>nd</sup>; progress on this plan was discussed, including clarifications and suggestions. Further discussion included other training opportunities, action items, and communication.*

Action: Seek out Anti-Racism and Multicultural organizations to meet, collaborate, and learn.

Date Completed \_\_\_\_\_

*This will be an ongoing action item.*

Goal 5 – Increase Diversity of Board and Staff Composition

*Action: invite members of BIPOC community to become board members*

Date Completed \_\_\_\_\_

*Progress to date: A member of Acadia First Nations was nominated and approved by the SSPL board as a member at large at the June meeting.*

*This will be an ongoing action item.*

*Action: seek avenues to advertise and share job opportunities within BIPOC communities and spaces. List to be compiled by September 30, 2021 and updated every six months.*

Date Completed \_\_\_\_\_

*Progress to date: This action is currently ongoing.*

## Goal 6 - Create and Share EDI Statement

*Action: Research and compare Canadian library and not for profit DEI statements  
Progress to date: This will be an ongoing action item.*

*Action: Present a draft EDI statement to SSPL Board for approval by February 15, 2022*

Date Completed: March 23, 2022

*Progress to date: Draft presented to Board January 26, 2022*

*Progress to date: Statement approved by Board, March 23, 2022*

*Action: Add approved EDI statement to all SSPL literature and publications*

Date Completed: Posted on Website March 24, 2022

Will be added to all future literature and publications beginning April 1

## **Equity, Diversity, Inclusion Statement**

South Shore Public Libraries Board believes that a diverse and pluralistic society is central to our community's identity. Libraries have a responsibility to contribute to a culture that recognizes diversity and fosters social inclusion. Libraries strive to deliver inclusive service. South Shore Public Libraries Board recognizes and energetically affirms the dignity of all people we serve.

South Shore Public Libraries is committed to fostering a diverse, equitable and inclusive community in which all people, including borrowers, employees, and volunteers, feel welcomed and can thrive. We are committed to providing equitable access to all facets of the library experience and to providing the resources that further these objectives.

Creating a diverse, equitable and inclusive community is an ongoing and evolving process. The Board, employees and volunteers challenge ourselves to do this work on a personal and institutional level, with empathy and mutual respect.

(SSPL Board, March 23, 2022)

Initial plan submitted on May 1, 2021, by EDI Planning Team: Troy, Christina.

Updated September 23, 2021.

Updated October 22, 2021.

Updated February 1, 2022

Updated, March 24, 2022