

# Equity, Diversity, Inclusion and Anti-Racism at Milton Public Library



Milton Public Library is committed to inclusivity and diversity at all levels of our organisation. As part of this commitment we have engaged in a multi-year process with DiversiPro, a Canadian Black-owned and led consulting firm specialising in diversity, equity, inclusion and anti-racism. The aim is to evaluate the organisational climate, culture and practices with respect to inclusion, diversity, equity, and anti-racism (IDEA), developing recommendations for change, where necessary.

We've assembled an internal team to work alongside DiversiPro and lead the charge on the multi-year process by championing the work for the betterment of the organisation. The first stage in this process was the rollout of an Equity, Diversity and Inclusion Survey to all staff at MPL in May. The survey helped us collect human rights-based data about people's experiences with equity, inclusion and belonging, providing a foundation for the achievement of the project goals. The information will help to uncover organisational gaps, learning and development needs, and point to action areas. (See results of the survey attached)

The second phase in the process will take place in July. During this stage we will hear from employees in one-on-one confidential interviews (conducted by DiversiPro) who identify as Indigenous, Black, racialised (visible minorities), persons with disabilities, and members of the LGBTQ2S communities and/or the intersection of identities. The purpose of the interviews is to gather information through stories and lived experiences. The information collected will inform action planning to advance IDEA at MPL. The stories, experiences, and perspectives of those most impacted by racism and systemic inequities are vital to the creation of an organisational strategy to address these inequities, resulting in representative diversity and inclusion.

“Milton Public Library is rightly proud that so many in our community already see our organisation as a pillar of safety and inclusivity. In order to further cement this position and to ensure that the organisation provides a safe and welcoming space for all, whether patrons or staff, we are committed to ensuring that equity, diversity and inclusion impact every facet of the organisation, for the betterment of us all. We are therefore, delighted to be working with Diversipro to help us achieve this aim.” – Mark Williams, Chief Librarian

## Learn More About DiversiPro:



DiversiPro is an anti-racism, diversity and inclusion training and consulting firm based in Toronto. For nearly 20 years, they have helped organisations build capacity and resilience to face challenges and leverage opportunities emerging from demographic changes and the fast-evolving social context. DiversiPro's services include strategic and operational planning, marketing, community development, and organisational development. Research, training, and evaluation are the core activities in most of the company's projects. To learn more about their work and team, visit [www.diversipro.com](http://www.diversipro.com).

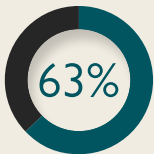
# Our EDI Survey Results



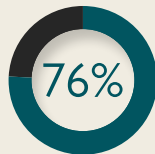
## What is the purpose of the survey?

MPL is engaging with DiversiPro, a Canadian Black-owned and led consulting firm specialising in diversity, equity, inclusion and anti-racism to build a strong foundation that will guide and sustain meaningful action as we work to address key issues impacting our stakeholder communities. The first stage in this process was the rollout of the EDI Survey to all staff at MPL which will help us collect human rights based data about people's experiences with equity, inclusion and belonging, providing a foundation for the achievement of the project goals. The information will help uncover organisational gaps and barriers with respect to diversity, equity and inclusion, identify organisational learning and development needs, and point to action areas.

## MPL has a fairly homogeneous workforce



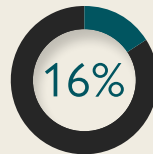
born in Canada



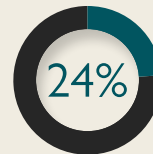
report English as the mother tongue



are women



identify as a member of the LGBTQ2+ community



are racialized



Average age is 44 years old

Employees feel diversity is valued and that they are provided opportunities to learn about diversity and inclusion. 73% of employees say their team actively promotes a culture of inclusion and belonging.



**55%** of employees speak languages other than English or French, which include:



Welsh



Hindi



Urdu



Italian



Vietnamese

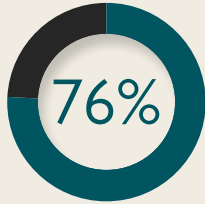
Throughout the survey, there are large minorities of employees who are neutral in many areas. This may indicate that they are not sure of where the organisation stands on issues and provides an opportunity for MPL to clarify its position.

Overall, employees see MPL as inclusive, most notably for demonstrating awareness of the different religious/ethno cultural traditions and customs of the local community.

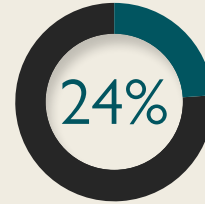
### Respect is a valuable asset at MPL

**84%** of employees feel respected and valued by their peers/colleagues. **82%** feel respected and valued by those they report to.

Employees are comfortable talking about their race, identity and cultural experiences with colleagues.



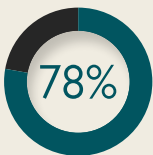
of respondents stated that they have NOT witnessed or experienced homophobia or transphobia at work.



of respondents stated that they HAVE witnessed or experienced sexism, racism and/or ableism at work.



of employees strongly agree/agree that MPL clearly communicates Policies and Procedures regarding discrimination and harassment.



strongly agree/agree that there will be consequences for the racist, sexist, homophobic and other discriminatory behavior.



### The top three ways to promote an inclusive workplace are:

1. Communicate more about what the organisation is doing to promote inclusion.
2. Organise events/internal gatherings that allow employees to connect with each other.
3. Provide regular competency training on topics of Inclusion, Diversity, Equity and Anti-racism.

