



March 8, 2022

Dear Township of Brock Council members,

The Brock Township Public Library Board is writing to provide you with an update on the work of our Diversity, Equity and Inclusion (DEI) Subcommittee.

The DEI Committee was struck as a formal Board Subcommittee in March of 2021. It was determined that this committee would undertake important work with regard to diversity and inclusion in the areas of:

- Identifying and affirming the Library's responsibilities and commitments to the Truth and Reconciliation process as laid out by the Truth and Reconciliation Commission
- Engaging in community consultation efforts to investigate and better understand barriers to equity and inclusion as they relate to library services
- Identifying strategies to address issues of diversity and inclusion specific to Library Board recruitment
- Exploring and making recommendations to the Board with regard to the development of Library structures, systems or policies which support diversity, equity and inclusion

Committee members have worked diligently on the crucial first step of this process; the development of a Declaration of Respect and Acknowledgement and we are pleased to inform you that our Declaration Statement has been approved and will be implemented immediately.

Our Declaration of Respect and Acknowledgement (below) will be read and reflected upon when we gather on behalf of the Library.

We [I] would like to begin by acknowledging that the Brock Township Public Library operates on indigenous land, the traditional territory of the Chippewa and the Mississauga, signatories to the Williams Treaties of 1923. In making a declaration of respect and acknowledgment we commit ourselves to honoring reconciliation and relationship-building in the spirit of respect, peace, friendship.

This is a meaningful step in a complex process and our DEI Committee (and larger Library Board) remain committed to continuing the work of ensuring that the principles of diversity, equity and inclusion are reflected in all of the work Brock Libraries undertakes and the services we provide.

Sincerely,

Karen Enss Negin Khorasani Cria Pettingill
Alicia Hogan Jolene Munro