

LiRN Inc. Diversity and Inclusion Policy

Adopted by the Board of Directors on April 5, 2022

Purpose

1. LiRN is committed to diversity. We welcome the perspectives, expertise, and knowledge that comes from different identities, circumstances, and histories. This diversity makes us a stronger, more inclusive, and more resilient organization. It broadens the ideas, perspectives, creativity, and innovation of the organization and thereby increases our success.
2. We prioritize learning and challenging our individual and collective assumptions.
3. We are committed to continuing to examine how we work based on the new perspectives brought to us by our staff, the law association board members and employees in our network, the library users, and the wider communities in which our work is done.

Accountabilities and Responsibilities

4. LiRN will prioritise diversity and inclusion when recruiting and selecting staff, setting compensation and benefits, providing professional development and training opportunities, deciding on layoffs, terminations, and conducting any other aspect of employment. Specifically:
 - a. LiRN will promote open staff positions through various channels to ensure that a diverse pool of qualified applicants will be aware of the opportunity.
 - b. When making recruitment decisions, LiRN values the unique perspectives, expertise, knowledge, and skills brought by individual candidates.
 - c. Age, ancestry, citizenship, colour, disability, ethnic origin, family status, gender expression, gender identity, marital status, place of origin, race, religious belief, sex, socio-economic status, or sexual orientation –are all assets. LiRN will comply with the Human Rights Code in all decision making.
5. LiRN's Board of Directors is a skills-based board. When nominating to the Board LiRN will prioritise diversity and inclusion when recruiting Board members. Specifically:
 - a. LiRN will promote open Board memberships through various channels to ensure that a diverse pool of qualified applicants will be aware of the opportunity;
 - b. When making recommendations regarding new Board members, LiRN values the unique perspectives, expertise, knowledge, and skills brought by individual candidates.

- c. Age, ancestry, citizenship, colour, disability, ethnic origin, family status, gender expression, gender identity, marital status, place of origin, race, religious belief, sex, socio-economic status, or sexual orientation –are all assets. LiRN will comply with the Human Rights Code in all decision making.