



STAFF REPORT INFORMATION ONLY

Achievement of Access, Equity and Human Rights Goals

Date:	June 5, 2008
To:	Audit Committee
From:	City Librarian

SUMMARY

The purpose of this report is to provide a response to the Toronto City Council's request for information about the achievement of access, equity and human rights goals at the Toronto Public Library. This report will be presented to the Toronto Public Library Board for information at its June 15, 2009 meeting.

FINANCIAL IMPACT

There is no financial impact beyond what has already been approved in the operating budget.

The Director, Finance & Treasurer has reviewed this Financial Impact Statement and is in agreement with it.

DECISION HISTORY

Toronto City Council adopted the following motions at their December 1, 2 and 3, 2008 meetings:

1. City Council request all agencies, boards, commissions and corporations to report to Council, by June 2009, on whether they have developed a human rights policy and related complaint procedures, whether the policy and procedures are in keeping with provisions in the City's policy and procedures, and implementation of these policies and procedures.
2. City Council request the major agencies, boards, commissions and corporations to provide an annual human rights report to Council detailing the numbers and types of human rights complaints received by the Human Rights Tribunal of Ontario involving the respective agency, board, commission and corporation, and the complaint resolutions and associated costs.

Complaints received by the Human Rights Tribunal of Ontario

In 2008, the Toronto Public Library was identified as a party in one (1) submission to the Human Rights Tribunal of Ontario. The complaint was submitted to the Tribunal by a member of the public on November 20, 2008. The submissions dealing with this complaint, for the most part, have been filed with the Tribunal in 2009. The matter is still unresolved. The Library will further report about this complaint as part of its 2009 report on complaints received by the Human Rights Tribunal of Ontario. By the time of the 2009 report, it is expected the complaint will be resolved and the associated costs be known.

The 2008 complaint was filed identifying a number of grounds of discrimination, including sexual orientation and ancestry.

Completion of an access, equity and human rights action plan by 2010

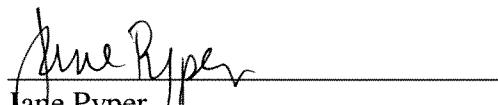
The Toronto Public Library will complete an access, equity and human rights action plan for 2010, in accordance with City Council directions and the Library's strategic plan.

The Library's strategic plan for 2008 - 2011, *Our Shared Stories: Writing the Future of the Toronto Public Library*, includes the objective to create a sustainable library for the protection of its future and its resources. This includes a commitment to develop the diversity and expertise of Library employees in order to sustain world-class library operations for the foreseeable future. In 2009, the Library is creating a comprehensive diversity plan for the organization. These actions will contribute to the Library's completion of an access, equity and human rights action plan for 2010.

CONTACT

Dan Keon, Director, Human Resources; Tel: 416-395-5850; Fax: 416-395-5925;
E-mail: dkeon@torontopubliclibrary.ca

SIGNATURE



Jane Pyper
City Librarian