



Trans and Pride rainbow-wrapped pillars outside Yorkville Branch, home to TPL's Pride Collection.

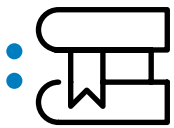
2SLGBTQ+ initiatives

Toronto is home to the largest Two-Spirit, lesbian, gay, bisexual, transgender and queer or questioning (2SLGBTQ+) population in Canada and is one of the largest 2SLGBTQ+ communities in North America. TPL has developed an extensive service plan focused on the goal that all members of this community feel welcome and represented in our spaces and by our programs, services, collections and staff.

Pride Alliance

Established in 2012, TPL's Pride Alliance is an employee resource group that helps to build an inclusive environment for 2SLGBTQ+ employees and allies. Members of this group serve as advocates and resources for TPL staff and services for 2SLGBTQ+ related issues.

2021 2SLGBTQ+ initiatives at a glance



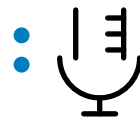
1300%

increase in use of online and print 2SLGBTQ+ collections



187%

increase in visits to the Pride Collection website



3,477

participants attended 32 2SLGBTQ+ online programs

“Wish we could do more of these year-round (not just during Pride Month)”

– 2SLGBTQ+ program attendee

“Taught me so much... definitely one of the best webinars I’ve attended!”

– TPL staff Positive Spaces training participant



Atmos Fierce reads to a group of children at Parkdale Branch as part of TPL's Drag Queen Storytime program.

here's a look at some of what we've done, and what we've got planned over the life of our 2020-2024 Strategic Plan

🗣️ programs

- ▶ Developing programming to educate and support 2SLGBTQ+ communities in areas such as social supports and trans and non-binary health and wellness
- ▶ Increasing programming online and in-person to reflect and celebrate the 2SLGBTQ+ community through an intersectional lens

what's planned

- ▶ Implement year-round online and in-person 2SLGBTQ+ programming for all ages, presented in collaboration with local 2SLGBTQ+ community organizations and agencies

📚 collections

- ▶ Continuing to build the Pride Collection — the largest circulating in Canada — and expanding our collection of 2SLGBTQ+ book club sets
- ▶ Highlighting 2SLGBTQ+ authors and voices by creating reading lists for all ages and showcasing relevant, engaging content in our collections and online

what's planned

- ▶ Improve cataloguing practices, including the review of subject headings, to ensure they are sensitive towards 2SLGBTQ+ communities, identities and issues

🏠 spaces

- ▶ Making our spaces more inclusive and welcoming to 2SLGBTQ+ customers with displays and showing our pride and support during Pride Month
- ▶ Honouring Two-Spirit and Indigenous peoples first by adopting 2SLGBTQ+ as the new acronym for all relevant programs, services and collections

what's planned

- ▶ Create welcoming and inclusive spaces by developing and implementing a gender-inclusive washroom policy, which includes training for all staff; year-round 2SLGBTQ+ displays in library branches; and a distinctive look and feel for 2SLGBTQ+ services at TPL



Staff at Maria A. Shchuka Branch show their support for the community during Pride Month with a dynamic window display.

💻 technology

- ▶ Identifying specific 2SLGBTQ+ customer experience issues or barriers in using TPL technology systems, including the TPL website, digital privacy initiatives and data collection and data use

what's planned

- ▶ Expand access to anonymous internet browsing software in more branches, which enables members within the 2SLGBTQ+ community to seek out information or resources without fear of judgment or reprisal

👥 staff

- ▶ Building staff skills to support the development and delivery of accessible and informed library services to 2SLGBTQ+ Torontonians, including mandatory Positive Spaces training for all staff
- ▶ Working with Pride Alliance to observe and celebrate days of significance with library staff
- ▶ Introducing a Trans-Affirming Care paid leave of absence benefit in 2020,

providing up to 70 hours of paid time off to access physical or psychological trans-affirming care, including medical or non-medical procedures

what's planned

- ▶ Revise job postings to reflect gender-inclusive language; create staff brave spaces and conversation circles for National Coming Out Day; and introduce an annual staff 2SLGBTQ+ symposium with discussions, speakers, and staff-generated ideas for improving service delivery