

Leave No One Behind and Public Library Boards – The Framework



:. ontario library boards' association

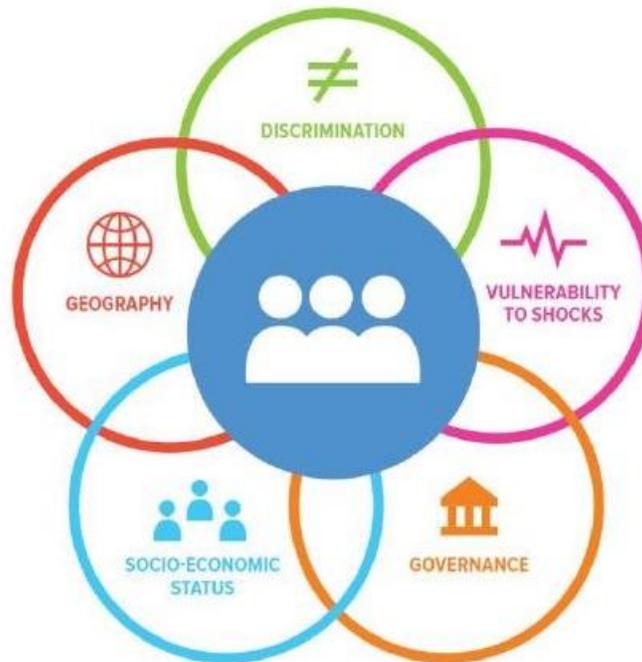


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Five Intersecting Factors:



Source: Adapted from UNDP [‘What does it mean to leave no one behind?’ \(2018\)](#)

The Leave No One Behind framework looks at five factors that contribute to people being left behind.

1. Starting with **Discrimination** which occurs based on one or more aspects of a person's or group's identity. This includes but is not limited to gender, age, ethnicity, and disability.

The Board can examine if discrimination exists by examining what biases or exclusion community members face based on one or more aspects of their identity?

2. The second factor of **Geography** focuses on people facing vulnerability and inequity based on where they live.

The Board can examine this factor by asking who in the community is experiencing isolation, lack access to transportation or internet, based on where they live?

3. The third factor looks at the **Socio-economic status**. Community members get left behind when they lack the opportunities and capabilities to earn an adequate income and are unable to fully and equitably participate in the economy and the community.

The Board can examine this factor by asking who in the community faces deprivations or disadvantages in terms of income, access to services, access to education and literacy? How can public library alleviate some hardships while still maintaining its mandate?

4. The fourth factor of **Governance** focuses on how members of the community are affected by policies – especially when they are knowingly or unknowingly – exclusive, inequitable, unresponsive, or discriminatory.

The Board can examine this factor by asking who is affected by library policies and processes? Who is unable to meaningfully participate in the decisions that impact them?

5. The fifth factor looks at **Shocks and fragility**. People get left behind when they are vulnerable to risks related to displacement, natural hazards, health emergencies, economic downturns, and other shocks.

The Board can examine this factor by asking who in the community is more exposed and vulnerable to setbacks due to natural hazards, health emergencies, economic downturns, and other shocks?

Intersectionality

A person or a group could be left behind due to disadvantages related to only one of the five factors described here. However, more often most of the community members who are left behind face intersecting and compounding disadvantages stemming from more than one factor.

What do we need to do to ensure that we leave no one behind?

Specifically speaking there are three things that we, as public library boards, can do:

1. **Examine** the root causes of why community members are being left behind. The questions mentioned above can be used to collect disaggregated data to gain a more in-depth understanding of where and why community members are being left behind.
2. **Empower** those who are being left behind. Enable and empower folks on the margins by ensuring their meaningful participation in decision making and establishing safe and inclusive processes.
3. **Enact** policies to confront the factors that leave people behind. Implement policies and processes that are based on community feedback, people-centered data, and focused on equity. Ensure your board is accountable, responsive, inclusive, and representative of its community.