

UK and Ireland Libraries EDI update

EDI leads from SCONUL and other regional and national consortia meet three times a year to discuss how to effectively coordinate our EDI activity and share information and resources.

Academic Libraries North

1. EDI Innovation Fund

The six projects from the pilot EDI Innovation Fund, which began in September 2022, have now been completed. The co-chairs of the EDI Action Group have produced a report on the fund, which included feedback from the fund's recipients, to be presented at the ALN Board meeting in November. It was agreed at the June Board that the fund has been a success this year and that there would be support for future funding. There are several recommendations from the report which aim to make the scheme more efficient in 2024. As a reminder, the aims of the fund are to provide small grants to ALN institutions (up to a max of £500) to support a project, event or activity which will improve, enhance or develop approaches to EDI. More emphasis will be put on the collaborative elements of future bids and on the way that the projects' outcomes will be shared, and how we can explore any links that can be made to the OfS equality of opportunity risk register.

An event to celebrate the success of the pilot year and to encourage future submissions for funding is being planned for December 2023.

2. EDI events this academic year

There are plans to host a number of events in the ALN Staff Development programme for academic year 2023-24. In addition to the Innovation Fund event in December, the EDI Action Group is hosting an event on Equality Impact Assessments in November. Other events proposed for the year include:

1. Bringing the EDI case studies to life.
2. Special collections and EDI.
3. Sharing best practice across EDI initiatives.

3. Mental health & wellbeing

The project team is in discussions with ALN to determine whether the [advocacy resource](#) can be made available to institutions and organisations outside of ALN. It was agreed that in the short term some of the content will be showcased externally on the website which should enable ALN to measure external interest.

4. Thriving in your Career Event (TIYC) 2

ALN hosted a second event on 9 June 2023 at the University of Leeds. TIYC2 was a further opportunity for Global Majority colleagues and students to come together face-to-face to share and learn from each other. It included opportunities for full and small group discussion and lightning talks from a number of colleagues from across ALN and more widely. The organising group has also been working further on the Global Equity Network (GEN), creating a Terms of Support document for the group which will be presented at the ALN Board for ratification. It is anticipated

that the GEN will be also be promoted externally (to ALN institutions). The organising group is looking to provide some smaller scale online events throughout the year to help build on the sense of togetherness that the face-to-face events have created.

The Archives and Records Association (ARA)

Embedding Equality, Equity, Diversity and Inclusive Practice in the UK Archive Sector

The Archives and Records Association (ARA) has created a series of seven free, pre-recorded presentations on the topic “Embedding Equality, Equity, Diversity and Inclusive Practice in the UK Archive Sector”. Whilst these have been produced with the ARA membership in mind the general themes and learning outcomes will be relevant to professionals in many sectors. The webinar series is design to allow you to move through the training at your own pace. Part 1 introduces key issues and concepts. Part 2 builds on this knowledge, offering practical steps to embed inclusive practice in your workplace. Copies of the PowerPoint presentations are included as separate downloads, so you can access the links to additional content. Each session ends with quizzes and case studies to help embed your learning. You can find out more about the training and access all the training materials here: <https://www.archives.org.uk/embedding-eedi>

CILIP

1. Workforce mapping consortium 2023 report

CILIP is really pleased to share the Workforce Mapping consortium 2023 report. It is the most comprehensive and in-depth survey of the libraries, archives, records management, information management, data protection and knowledge management sectors. The project brings together a consortium of sector organisations, employers and CILIP partners, and a dataset of 4336 survey responses. Workforce Mapping 2023 looks in depth at the overall composition of the workforce, the work environment of all sectors, salary levels, and many other datapoints

<https://www.cilip.org.uk/general/custom.asp?page=workforcemapping>

2. Apprenticeships

Apprenticeships are one of the key opportunities to broaden recruitment into the profession. CILIP is proud to support the growth and development of apprenticeships and directly deliver assessment services through CILIP Pathways Ltd. The Level 3 Library Information and Archives Services Assistant apprenticeship continues to grow in the sector. The Level 7 Library, Information and Knowledge Professional apprenticeship is continuing its development. The Level 7 Archivist and Record Manager (ARM) apprenticeship has now been launched with an initial cohort. There was a focus by the employers recruiting onto the Level 7 ARM to ensure their processes were encouraging applications from diverse backgrounds.

3. Welsh Government’s Anti-Racist Wales Action Plan

CILIP Cymru Wales on behalf of CILIP secured funding from the Welsh Government to support the delivery of the Welsh Government’s Anti-Racist Wales Action Plan.

The investment will fund a new project – Anti-racist Library Collections: a training plan for public libraries in Wales with the purpose of raising the profile of libraries.

<https://www.cilip.org.uk/news/624473/135000-funding-for-Anti-racist-library-collections-in-Wales-.htm>

4. Managing safe and inclusive public library services: A Practical Guide

CILIP received Arts Council funding to create Managing safe and inclusive public library services: A Practical Guide. This provides public library staff with a clear decision-making framework to deal with challenging issues in public libraries.

This Guidance is intended primarily for public librarians and staff who to make decisions around stock, public Internet access, use of space and public programming. The guide can be applied across all library contexts <https://www.cilip.org.uk/page/safe-and-inclusive-guide>

CILIP Scotland

1. University of Dundee's Period Library

For an extra special [WINspiration feminism for libraries webinar](#), we introduced the University of Dundee's Period Library and discovered how this creative and collaborative collection is tackling misinformation, reducing stigma and driving social justice by normalising menstrual education and day-to-day conversations about periods, as well as providing free period products. We were also thrilled to be joined by Bloody Good Employers, an innovative new programme offered by Bloody Good Period: a charity dedicated to eradicating period poverty and fighting for menstrual equity with support from social justice champions like libraries. Please [watch the full webinar or access our padlet page with](#) relevant links and recommended reading.

2. Dyslexia Awareness week Scotland

To mark the start of Dyslexia Awareness Week Scotland and in partnership with the CILIP Disability Network, CILIPS are welcoming Rossie Stone, the creator of Dekko Comics, for [a special webinar from 11-12 on Wednesday 1st November](#). Developed from lived experience and designed especially with neurodiverse young learners in mind, the Dekko Technique supports engagement and retention whilst improving independent study skills and boosting confidence creatively – and all while having fun! In this playful and impactful workshop, we will have the chance to experiment with the Dekko Technique ourselves, discovering how it can unlock new and imaginative modes of lifelong learning for neurodiverse professionals and library users alike.

Mercian Collaboration

The Mercian Collaboration is keen to support and contribute to essential and necessary work in the EDI space. As a consortia we are committed to finding opportunities that would provide value to our members and the broader sector.

RLUK

1. Special Collections Heritage Network (SCHN) EDI Statement of Intent

At the autumn Special Collections and Heritage Network (SCHN) meeting in Lancaster, presentations were delivered by Lancaster, Durham, and The National Archives, exploring how EDI principles are incorporated in their collections, the development of their workforce and engagement with users. The session also started the conversation on the development of a statement of intent around EDI by SCHN members which will be shared more widely in 2024.

2. RLUK Inclusive Collections, Inclusive Libraries #RLUKICIL

In October a new series of [Inclusive Collections](#), Inclusive Libraries launched with a talk on the Reimagine Descriptive Workflows Project with Merrilee Proffitt and Jay Holloway, OCLC.

Reimagine Descriptive Workflows was an OCLC project to better understand and address harm caused by cultural institutions' metadata and collection description practices. In 2021-22, the project convened an international group of experts, practitioners, and community members to determine ways of improving descriptive practices, tools, infrastructure, and workflows in libraries and archives. A year and a half after the publication of our community agenda, [Reimagine Descriptive Workflows: A Community-informed Agenda for Reparative and Inclusive Descriptive Practice](#), we take time to reflect on the report, how it has influenced the community, and how it has influenced OCLC.

3. [About Inclusive Collections, Inclusive Libraries](#)

RLUK programme of events that aims to foster conversation around decolonisation and inclusive practice in collecting, describing, presenting, and engaging with content in research library collections. It seeks to raise awareness about the opportunities and challenges of dealing with, contextualising, and engaging with offensive collections while also identifying and sharing examples of good practice.

These virtual events are free to attend and open to all.

For more information visit the [RLUK ICIL webpage](#).

Watch this and previous seminars on [ICIL on demand](#).

SCONUL

1. [Equality, Diversity and Inclusion statistics report: Ethnicity of our workforce](#)

SCONUL is pleased to announce the publication of its report, [SCONUL Equality, Diversity and Inclusion statistics report: Ethnicity of our workforce](#). We would like to thank everyone who was able to provide us with data that gives an insight into the ethnic make-up of our sector and SCONUL's next steps to continue progress in increasing diversity, particularly in more senior roles. This work started a number of years ago, with a report commissioned to look at the [experiences of Global Ethnic Majority staff in our member libraries](#) (formerly titled BAME) by Dr Ishaq and Dr Hussain. And it was continued by the report into making the EDI statistics a reality, [SCONUL Equality, diversity and inclusion benchmarking data project](#). [Read more](#)

2. [EDI statistical return 2022-23](#)

SCONUL has sent out its annual EDI statistical return for 2022-2023. A Data Protection Statement has been put together to provide information about the ways in which SCONUL collects, stores and uses personal data relating to individuals in our Equality, Diversity and Inclusion (EDI) statistics. This statement will hopefully encourage more institutions to submit their returns.

3. [Leading on Race Workshops](#)

SCONUL continues to partner with AdvanceHE to bring members subsidised development workshops on 'Leading Change on Race Equality'. The two linked workshops are designed to strengthen knowledge, skills and confidence to lead progress on race equality in college, national and university libraries. Further information is available here: <https://www.sconul.ac.uk/news/leading-change-on-race-equality>. SCONUL will be supporting more of these workshops in 2024. To register an interest in future workshops or for further information, please contact Jenelle Negraeff at jenelle.negraeff@sconul.ac.uk

4. [Positive Action Case Studies](#)

SCONUL recently commissioned Elizabeth Malone to interview staff at three institutions (Goldsmiths, University of London, Lancaster University and University of Leeds) undertaking

positive action work in their libraries, largely related to traineeships and produce some practical case studies for other organisations to get advice and inspiration. The results of this work show ways in which positive action traineeships can come about and the positive changes to library services that some of our members have seen. The Case studies are available [here](#).

SCURL

SCURL EDI Toolkit Launch

The Scottish Confederation of University and Research Libraries (SCURL) EDI Network has launched a toolkit to support member libraries in embedding good practice consistently across services. Subgroups of the Network were formed to cover six areas considered most relevant to staff working in academic and research libraries. These six key areas have become the components of the Toolkit: collections and discovery, demographics, glossary, resource lists, recruitment and student experience. The Toolkit has been designed as a whole staff resource, covering topics that are relevant across different roles within libraries. Signposting is used throughout to point colleagues to useful resources that have been developed elsewhere. The Toolkit will be reviewed regularly to keep pace with developments across the sector and a series of case studies is planned to highlight work taking place to implement the Toolkit across SCURL member libraries. The EDI Network was formed in November 2021 to create a community of practice around equality, diversity and inclusion in libraries, supporting knowledge exchange across member libraries. The work of the Network also informs the strategic direction of the SCURL Business Committee. [Read more](#)