UK and Ireland Libraries EDI update
February 2024

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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 outputs from the six projects from the pilot EDI Innovation Fund, which ran from January – July 2023 are now available on the ALN Equality, Diversity & Inclusion webpage. Members of the EDI Action Group facilitated an event with presentations from the six projects in December, with the aim of celebrating the achievements of the scheme and encouraging applications for the second wave of the scheme, which is now open with a closing date of 29 February. 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.

In addition to running the Innovation Fund, in November 2024 the group organised an event on Equality Impact Assessments (EIAs) in practice, with presentations from ALN members who have introduced EIAs into their practice when implementing new services or policies, and when reviewing existing ones.

2. EDI events 2024

The EDI Action Group plans to run a staff development session in the second part of 2024 focusing on the involvement ALN members have had with their University's University of Sanctuary bid or implementation group. Other EDI events will include a Learning Exchange during the Summer facilitated by the ALN Enabling Group.

3. Global Equity Network and Action Learning Set

The organising group has also been working further on the Global Equity Network (GEN), The Terms of Support and ethos of the group was presented at the ALN Board in November 2023 for ratification. It is has now begun promotion within and outside ALN, with a membership touching 50 people already. The organising group has also been successful in securing funding through UKSG's Innovation Award. This programme aims to support, empower, and create opportunities for positive change for Library, Information and Knowledge (including galleries, archives, etc.) workers from global majority/Black, Asian and Ethnic Minority (BAME) backgrounds.

Through UKSG's support, there will be a series of ALS events, including one in-person event at the University of Leeds with bursaries available for travel and four remote events. These will be supported by trained facilitators and open to BAME staff at all levels within the Library, Information and Knowledge sector.

CILIP Scotland

1.   2024 Annual Conference – EDI highlights

- Keynotes from Dr Althea Greenan, curator of the Women's Art Library at Goldsmiths, University of London, and renowned authors Sara Sheridan and Eleanor Thom, in conversation on why libraries are integral to telling the hidden stories of women past and present

- Parallel sessions on Seeing Differently: How to make your libraries accessible to blind and partially sighted users with RNIB - complementing our online learning with RNIB this August on Accessible Technology in Libraries - as well as Supporting Vulnerable Users in Public Libraries; Taking PRIDE in inclusive archives, and Managing Safe and Inclusive Public Library Services: A practical guide from CILIP

- In a conference first, we will also be joined by gifted graphic facilitator Clare Mills, who will create a unique artwork to serve as a lasting legacy of CILIPS24: illustrating the key ideas shared, professional knowledge exchanged and new networks generated to especially support visual learners

- From a climate justice perspective, we'll be literally growing our Green Libraries Scotland x CILIPS24 activities: utilizing an exclusively digital programme plus a reduced food/water waste strategy and a locally-produced vegetarian lunch menu, relaunching our car sharing scheme for delegates, including signposting to electric car charging points, and featuring recycled lanyards along with carbon captured name badges (including a tree-planting donation to the Woodland Trust) and other sustainably sourced items in our legendary conference 'swag bags'!

2. Upcoming EDI-themed online learnings:

- Empathy in Fiction: SLG Scotland present internationally acclaimed author A.M. Dassu, 4pm on Wednesday 21st February

- Embedding Best Practice: Utilizing the SCURL EDI Toolkit, 11am on Friday 23rd February

- #WINspiration: the inaugural online conference, 10am - 3.30pm on Friday 8th March, International Women's Day, with keynotes from Dr Adele Patrick, Amina Shah and Ashley Douglas

CONUL (Ireland)

2024 Annual Seminar

The CONUL Teaching and Learning Committee invite you to attend their 2024 Annual Seminar – **"Defining 'AI' in Teaching & Learning: the role of libraries in Access and Inclusion; Academic Integrity; and Artificial Intelligence".** The seminar will look at what 'AI' means in the context of Higher Education libraries, with particular focus on learning and teaching roles:

- Academic Integrity: teaching and supporting assessment of academic integrity, particularly as artificial intelligence tools proliferate.

- Access & Inclusion: best practice examples and ongoing development of accessible and inclusive approaches to our teaching, library spaces, use of collections (physical and electronic) and wider collaboration with other professional service units.

- Artificial Intelligence: approaches to positioning libraries in the dialogue around AI, and the way in which library collections and IL approaches can be used to address the impact of AI on student learning.

Friday 1st March 2024 9:30am–4pm at the Long Room Hub, Trinity College Dublin, College Green, Dublin 2, Ireland

For more information and to register visit: https://conul.ie/annual-seminar-2024/

M25

M25 diversity group survey

The M25 diversity group are designing a survey to send out to all library staff within the M25 consortium. The focus of the EDI survey will be staff networks, training and recruitment practices. Following this, we will be hosting a webinar to discuss the findings and share good practices. The group are looking for new members to join the group and contribute to our activities. If anyone is interested, please contact Cliff Van Dort at cliff.vandort@nationalarchives.gov.uk.

Mercian Collaboration

The work to review the ongoing Mercian offer is ongoing. The existing Disability Forum is providing excellent support for the consortia and as part of this review the Collaboration will look at additional mechanisms through which it can explore issues, initiatives and support related to Equality, diversity and inclusion for its members and contribute more broadly across the sector.

RLUK

1. Special Inclusive Collections, Inclusive Libraries

Inclusive Collections, Inclusive Libraries (ICIL) is an 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.

The next ICIL seminar will take place on Friday 23 February, 11.00-12.30. It will showcase current approaches to engaging with different audience groups with the aim of making collections more accessible and diverse, but also for developing inclusive practices and increasing the reach of collections.

To register for the event, please visit the ICIL webpage.

You can watch the recordings of previous seminars at ICIL on demand.

2. RLUK Special collections and Heritage Network (SCHN)

A new task and finish group has been set up as part of the RLUK Special collections and Heritage Network (SCHN) with the aim of developing a statement of commitment around EDI on behalf of the network. The statement will be published by RLUK.

3. RLUK Decolonisation Group

The RLUK Decolonisation Group will be delivering a workshop at the RLUK24 conference on 'Building confidence in decolonisation: developing a training resource for the community'. During the workshop, the group's plans and early work on the development of a 'decolonisation curricular' for early-to-late stage continued professional development will be presented.

Find out more and register for the conference at

https://rlukconference.com/

Registration closes on the 15th of March

SCONUL

1. EDI statistical return 2022-23

The deadline for the collection of the SCONUL EDI statistical return 2022-2023 has been extended until Thursday 29 February. SCONUL has a data protection statement, which outlines the ways in which SCONUL collects, stores and uses personal data relating to individuals in our Equality, Diversity and Inclusion (EDI) statistics, as well as a data sharing agreement outlining our reasoning for collecting this data, under GDPR regulations. We are happy to send these to any institution that requires it.

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. The next workshops will be held on 10th & 24th April. To register an interest in future workshops or for further information, please contact Jenelle Negraeff at jenelle.negraeff@sconul.ac.uk

UKSG

EDI Statement

UKSG has published its initial EDI statement following months of talking to our stakeholders. The statement can be read here: https://www.uksg.org/about/EDI2024. It is noted that this statement is to be viewed as a Work in Progress.

WHELF

Current Activity

- WHELF has submitted its feedback from an EDI perspective on the ongoing procurement process for the shared WHELF LMS.

- Its members are heavily involved in EDI projects in their own libraries and institutions. In the last meeting, several of the group reported the launch of the Race Equality Charter

- WHELF are in the early stages of working on a bursary project.