

ALN

Mental Health and Wellbeing (MH&W) Project Group

The working group developing the advocacy resource have been working on opening it up more widely. Having checked with the owners of the case studies, Nicola Wylie and Andrew Cox have been expanding the content on the website to showcase all the materials and resources gathered over the past two years so that they are openly available to all. They plan to run another event in late 2024 and are looking at opportunities to partner with organisations in other sectors.

ALN EDI Action Group

The ALN EDI Innovation Fund for 2024 was launched successfully, with 5 innovation fund projects approved, which will run for a period of between 6–9 months. The EDI Action Group is meeting again in June where they will be discussing the planned event for colleagues involved in supporting University of Sanctuary applications and will decide on the group's priorities for the next few months.

ALN Accessibility Group

The Group has rebranded from the Enabling Group to the Accessibility Group. The feeling is that this makes it clearer to members, and their managers, why they are attending and the benefits from engaging with it. The group is planning an online Learning Exchange in August in which people will be encouraged to talk about smaller projects or ongoing pieces of work that couldn't yet be a full presentation in the form of lightning talks to encourage people to.

Global Equity Network (GEN)

The organising group of the GEN has been working on a Peer Learning Network (PLN) which is due to begin on 24 July, with funding from UKSG. The group is currently organising the promotion materials to encourage people from UK ethnic minority groups to apply. The PLN will run with one face-to-face event (at the University of Leeds on 24 July) followed by a series of online facilitated sessions over the following few months. A facilitator from the University of Leeds has been recruited and is liaising with Josh Sendall about the content for the sessions.

In the afternoon of the same day, the third iteration of the [Thriving in Your Career \(TIYC\)](#) event will take place, with a keynote from Dr. Kendi Guantai, University of Leeds Dean for Equity, Diversity and Inclusion, and more time for members of the GEN to share their current projects etc along with further networking opportunities.

Tender for Consultancy Brief: Understanding the impact of Physical Disability on the record-keeping workforce

The Archives and Records Association, the lead professional body for archivists, archive conservators and records managers in the United Kingdom and Ireland has put out a tender for a Consultancy Brief: Understanding the impact of Physical Disability on the record-keeping workforce.

A Workforce Survey commissioned by ARA and others in 2015 indicated that once people with physical disability entered the sector their career progression did not appear to be negatively impacted by their disability.

However over the intervening years it has become apparent that many potential entrants to the record keeping sector were unsuccessful in breaking into it and left before securing their first job.

We propose to research the true impact of having a physical disability on entrants to the profession and to then deliver appropriate guidance to the sector to overcome these barriers. Physical disability has long been on the agenda to research but has fallen behind other areas over the last 5 years and needs to be addressed. Physical disability is being framed broadly for these purposes, including limitations on a person's physical functioning, mobility, dexterity or stamina.

This work will enable the sector to offer improved access to start and develop a career for those with physical disability. This will improve the diversity and skillset of the sector.

ARA endorses the social model of disability and we would normally use the phrase 'disabled people' rather than 'those with a physical disability' however this project is specifically about physical, rather than mental disability or neurodivergence (which will be the subject of future work) and we therefore use terms such as 'physical disability' for clarity.

The aim of this project is to understand the:

- true impact of having a physical disability on entrants to the profession, identifying barriers and challenges;
- develop and deliver appropriate guidance to the sector to overcome the identified barriers and challenges

The consultant will provide a report that will:

- provide an overview of how physical disabilities impact on entrants to the profession, identifying barriers and challenges;
- develop and deliver appropriate guidance to the sector to overcome the identified barriers and challenges and improve access to start and develop a career for those with physical disability.

Read the full brief and details of how to tender here: <https://www.archives.org.uk/news/consultancy-brief-understanding-the-impact-of-physical-disability-on-the-record-keeping-workforcenbsp>

Deadline for submissions is 31st July 2024

CILIP

Accessible Technology in Libraries for Blind and Partially Sighted Users with RNIB, online, 11-12, Wednesday 28th August. We'll be joined by RNIB Libraries Engagement Manager and CILIPS24 speaker Lara Marshall, plus the RNIB's Tech for Life team, as they share tips for making our digital provision more accessible for blind or partially sighted users of our library services. All welcome!

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

RLUK

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.

Recent events have focussed on discoverability of hidden collections, making archives engaging for visually impaired audiences, and improving audience engagement.

To register for future events please visit the ICIL webpage (<https://www.rluk.ac.uk/icil/>)

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

RLUK Conference

As part of the 2024 RLUK Conference a number of sessions were scheduled around EDI issues. The RLUK Decolonisation Group delivered a workshop on 'Building confidence in decolonisation: developing a training resource for the community'. During the workshop, the group's described the development of a 'decolonisation curricular' for early-to-late stage continued professional development. In addition, RLUK and its international IARLA partners held a round-table session on The Role of Libraries in Supporting SDGs. Recordings of all sessions from the conference can be found on the RLUK website (<https://rlukconference.com/rluk24-videos/>)

Equity, diversity, and inclusion in the research library: current approaches and challenges

A presentation on the current approaches around EDI as well as the challenges faced by research libraries in the area was delivered by the RLUK Exec at the annual event of the UK-Ireland Digital Humanities Association. The topic of the event, which took place in Cork on 4-5 June, was 'Inclusion across sectors'

and, through this presentation, some lessons learnt from the library sector were shared. The presentation can be accessed [here](#).

SCONUL

EDI statistical return 2022-23

This has now closed. Thank you to everyone who was able to provide data for this year's return. We had around the same number of returns as last year, so hopefully we will be able to see if there have been any statistically significant changes in the staff base. We will be producing our report in the autumn.

SCURL

Toolkit update

The SCURL Equality, Diversity and Inclusion Network is focussed on next steps for the Toolkit which was launched in October. There has been positive feedback from other agencies and members have been delivering presentations on the Toolkit at a range of sectoral events, including a CILIPS online learning session. An updated schedule will be agreed at our next meeting in August and work is underway to gather examples of activities within member libraries to be used as case studies.

Anti-racist and social activist reading group pilot project

An anti-racist and social activist reading group pilot project was approved by SCURL Business Committee. This is based on work that has been carried out at the University of Salford and Kings College London libraries and aims to enhance the diversity of our collections through collaboration and knowledge sharing. A subgroup of seven volunteers is working to establish the group. Facilitation training will be offered to group leads in the coming weeks to support professional development. After the initial set-up, the group will meet online to extend participation across the SCURL membership.

WHELP

WHELP EDI round-up – June 2024

Our EDI group is currently reviewing our Action Plan for 24-25 as universities across Wales (& much of the UK) face cuts and redundancies. There has been cuts in funding, so projects have been scaled back. We've had to drop our plans to create a £500 bursary for students doing EDI-library research.

Most Welsh universities (if not all) have signed up to Race Equality Charter. Much work is being done in libraries to review descriptions of metadata from bibliographic records and collections to remove bias - (or at least highlight awareness of potential bias), without removing or censoring them.

The procurement of shared WHELP LMS has been delayed until October 24.

The [WHELP inter-lending scheme](#) (which became a useful alternative to British Library following the cyber-attack late last year) now has 20 new members (latest member is Durham University).

Events

The Learning & Teaching WHELF subgroup hosted two events that covered a lot of EDI areas – The Reading List event covered a lot of EDI ground on work done in ensuring lists are inclusive and diverse. And 'Harnessing AI' looked at using technology as part of the curriculum.

EDI subgroup – hosted a Teach Meet – an informal series of presentations on 'Neurodiversity in the workplace' – with focus on libraries and HE providing practical insight and shared good practice in recruiting and supporting neurodiverse staff. A write up of the event is available from [here](#).