

## ALN

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### Accessibility Group

The Accessibility Group held their annual Learning Exchange online in August, with 21 attendees. This year the group decided to change the format of the exchange, with no overall theme apart from projects undertaken and challenges faced by members. There were four lightning talks:

- James King, visually impaired PhD student from the University of Bradford
- Jennifer Paton from York St John on their alt-format service
- Alice Bennett from the University of York on digital and inclusivity training for staff
- Alice Bennett from the University of York on sensory spaces

### ALN EDI Action Group

The five ALN EDI Innovation Fund projects are now underway, with details of the projects available on the [ALN Equality, Diversity & Inclusion](#) webpage. An online [celebration event](#) will be held on Thursday 6 February 10-11:30 where all five project teams will share insights and the impact of their projects. Additionally, the EDI Action Group is organising a [University of Sanctuary event](#), highlighting ALN Library's contributions towards gaining the University of Sanctuary award. There will be short presentations from various institutions including Chester, Cumbria, Lancaster, Leeds, and Manchester.

The EDI Action Group collate EDI case studies from across ALN libraries, and a new case study is added very month to the ALN In-touch newsletter and shared on the [ALN Equality, Diversity & Inclusion webpage](#).

The current group Chairs, Sally Dalton and Dave Curtis will be stepping down from the role at the end of 2024 and are looking for replacements.

### Global Equity Network (GEN)

The work of the oversubscribed, UKSG-funded Peer Learning Network (PLN), aimed at UK ethnic minority workers from the library and information sector, began on 24 July at the University of Leeds. The first session was a face-to-face event and will be followed by a further five online facilitated sessions over six months. The planning for the PLN has been conducted by the organising group of the Global Equity Network: Jen Bayjoo (Manchester Met), Siobhan Haime (Birkbeck), Josh Sendall (Leeds) and Shirley Yearwood-Jackman (Liverpool). Further feedback will be shared at the end of the PLN (February 2025).

In the afternoon of the same day, the third Thriving in Your Career (TIYC) event took place, with a keynote from Dr. Kendi Guantai, University of Leeds Dean for Equity, Diversity and Inclusion, and more opportunities for members of the GEN to share their current projects and network with their peers. There was some great feedback from the event including these comments explaining the best thing about the event:

“The whole programme and venue and compassionate organisers...this all served to build bonds and bridges that set a ‘people to people’ tone for the programme that followed, creating that feel good, looked after factor that we were left with at event end.”

“Building good relationships and solidarity with UK ethnic minority colleagues who work at different libraries. It is wonderful to see those whom I met in 2022 Thriving in Your Career event (including lightning talks presenters) making progress in their work :)”

“The coming together of people ... and sharing experiences and stories of working in Libraries in HE as BAME staff. Bit of a double-edged sword for me it always amazes me what brilliant work and great strides forward our community makes in the sector but also shows what work also needs to be done to raise underrepresented groups. Making links within the group and showcasing these events is crucial if changes are to be made.”

### **Mental Health and Wellbeing (MH&W) Project Group**

As reported for the last meeting, the working group, led by Nicola Wylie (Lancaster) and Andrew Cox (Sheffield) has spent some time working to open the [advocacy resource](#) up more widely. All the materials and resources gathered over the past two years are now openly available to all. They plan to run another event this academic year and are looking at other opportunities to partner with organisations in other sectors.

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## CILIPS

### **CILIPS Commitment to Equalities, Diversity and Inclusion**

The CILIPS Trustee Board recently approved our updated [Commitment to Equalities, Diversity and Inclusion](#): strengthening our relationships with the CILIP Diversity Networks, diversifying the channels through which CILIPS members can share their EDI news and views, and embedding climate justice into our understanding of EDI issues, using our ongoing Green Libraries Scotland work to further foster inclusion and empower the communities across Scotland that our members serve.

### **Accessible Technology in Libraries for Blind and Partially Sighted Users with RNIB**

With more than 200 registrations and over 100 recording views, [Accessible Technology in Libraries for Blind and Partially Sighted Users with RNIB](#) has been our most popular online training session of 2024 so far!

### **The Green Libraries Scotland Grant Fund**

Growing local climate literacy, tackling food insecurity, and equipping library patrons with lifelong sustainability repair skills, the Green Libraries Scotland Grant Fund 2024-25 is supporting five library-led environmental action projects all across Scotland. [Meet them here](#).

### **CILIPS Joins Scotland’s Digital Inclusion Charter!**

[CILIPS has become a signatory of Scotland’s Digital Inclusion Charter](#), which exists to support, guide and recognise best practice in digital inclusion work across Scotland. Our five pledges are: Understanding digital inclusion and how it impacts the people we work with; Approach, which oversees a commitment to delivering on digital inclusion across our organisation based on our understanding of need; a commitment to identifying and utilising

the appropriate Resources; Working in genuine Partnership to promote and advance digital inclusion; and contributing towards a wider conversation, developing a sense of Community and being part of something bigger - because we believe that digital inclusion is everyone's responsibility.

## RLUK

### RLUK's Inclusive Collections, Inclusive Libraries Programme

Inclusive Collections, Inclusive Libraries (ICIL) is an RLUK programme of events that aims to foster conversation around decolonisation and inclusive practice for collections.

We are delighted that registration for the autumn events of the ICIL seminar series is now open. To register for these event, please visit the [ICIL webpage](#). Recordings from previous seminars can be viewed on the [RLUKICIL on Demand page](#).

### **OCTOBER - Practical interventions in collection acquisition, description, and presentation to foster a more inclusive library environment at VU Amsterdam - Wednesday 23 October, 14:00 – 15:00 (BST)**

*How can libraries effectively contribute to the process of decolonization? What domains should we focus on and what actions can we undertake?*

Like numerous European university libraries, VU Amsterdam struggles with the inherent colonial biases in the ways they collect, describe and present their materials. Their collections are biased towards western values and perspectives, lacking important but marginalised voices and containing outdated and offensive metadata. This directly influences students' first contacts with academia. What do their collections say what good research is and who is allowed to participate in academia? VU Amsterdam has one of the most culturally diverse student populations in The Netherlands. Many students and staff might not feel represented and at home in our library while searching our online catalogue or browsing our shelves.

In this presentation, Michèle Meijer and Esther Nijland will draw from the experience of their working group 'Decolonization and collections' to underline recent research's important conclusions that despite being rooted in colonialism, libraries can contribute to the decolonization process.

### **NOVEMBER - Embedding equality, diversity, and inclusion in GLAM structures with digital storytelling - Thursday 21 November, 15:00 – 16:00 (GMT)**

The varied forms of cultural heritage, multiple stakeholders, and responsibility for public education drive GLAMs to promote equality, diversity, inclusion (EDI), anti-racism, and accessibility in all their activities. In this talk, Simon Mahony (UCL) and Yaming Fu (Shanghai) present their research, which builds on the "Shanghai Cultural Collections", an online platform with various forms of historical collections concerning Shanghai. They created a framework to include the voices from diverse social groups that are usually silent, collect their stories, experiences, and memories about the collections using digital storytelling. The framework aims to raise awareness of the need for inclusivity and engagement, remove barriers to inclusion, and aims to remove the bias and implicit inequality often found in GLAMs collections, particularly in areas with a significant post-colonial legacy.

## EDI statistical return 2022-23

Our EDI statistics report is due to be published in November and subsequently we are likely to move to biennial collection of the data, to simplify matters for staff and allow for trends to more easily be seen over a slightly longer time period.

## Revisiting SCONUL's BAME staff experiences work

The terminology may have changed since we first undertook this work in 2019, but we are keen to revisit the experiences of global majority staff to understand what, if anything, has changed since our original report. We will be commissioning a further study in 2025.

# SCURL



## Toolkit update

The SCURL EDI toolkit continues to be a well-used resource, with its pages consistently ranking in the top viewed content across the SCURL site. Since its launch last year, the toolkit has been updated to maintain currency of content. A more structured review is underway to determine a longer-term maintenance schedule factors the toolkit work packages. Group members have presented on the toolkit at various sectoral events to promote use amongst member libraries.

## Anti-racist and social activist reading groups project

The EDI network is also working to establish social justice and anti-racism reading groups, with a view to diversifying content across our collections and to support positive change in reading lists. SCURL has funded facilitation training for staff leading the project which has had a particular focus on managing sensitivities around content and handling conflicting viewpoints. The group will commence piloting in the coming months. The project will then be extended across the SCURL network with meetings taking place online to open up attendance across Scotland.