

CENL NETWORK GROUP APPLICATION FORM

1. Applicant Personal Details

Title: Miss

Forename: Lauren

Surname (family name): Turner

2. Applicant Current work

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4. Network Group Topic

4.1) Please describe your proposed group topic in less than 300 words.

We are proposing a CENL Network Group that would focus on Equality, Diversity and Inclusion (EDI). The main focus of the network would be staff/people related EDI, looking at sharing best practice and experience across the national libraries in this area. As EDI is coming more into focus and becoming more invested in across the board, this network would provide a great opportunity to achieve collective progress in this area and help in improving the working lives of people within the European National Libraries.

4.2) Please describe the main aims of this group. Describe how this topic will align with the priorities and objectives under the CENL Strategy 2018-2023, and what its impact will be.

Our proposed EDI Network Group aligns with several of the priorities and objectives under the CENL Strategy 2018-2023 such as:

- Supporting national libraries to increase their impact and to be strong organisations
- Developing our services

The past two years were dominated by two world-changing events that permeated the workplace in many ways, and while both the COVID-19 pandemic and the rising voice against racial injustice have affected every facet of the workplace, some of these changes promise to have lasting effects. By sharing our knowledge and experience on EDI, we will be helping CENL members to become more inclusive and welcoming organisations, helping them to attract and retain talents. To continue to adapt to a changing world and increase the impact of their work,

national libraries need their people to value diversity, enabling us to learn through our differences and grow through our individual strengths.
Helping CENL members to develop a more diverse and engaged workforce, will facilitate their work as they develop innovative services to meet the evolving needs of a wide range of audiences, including the general public, learners, researchers and cultural visitors

5. Membership

5.1) Please list CENL member libraries which have expressed an interest in joining this group:

- British Library, Lauren Turner (Head of Inclusion and Engagement)
- National Library of Ireland, Elizabeth Kirwan (Assistant Keeper Special Collections, Member of the EDI Committee of the National Library of Ireland)
- National and University Library in Zagreb, Dunja Marija Gabriel (Project Manager, Engagement with users with disabilities)
- Bibliothèque nationale de France, Florian Forestier (Diversity Officer)
- National and University Library “St Clement of Ohrid”, Maja Micevska (International Cooperation)
- National Library of Serbia, Beba Stankovic (International and Cultural Programs Manager)
- Royal Library of the Netherlands, Name TBC

Please note that we have not had the time to agree on the roles in the group. Should the group be successful, we would organise a meeting between the funding members to elect the Chair, Treasurer and Secretary.

5.2) Please confirm names and affiliation for the following roles:

A Group Chair: TBC, see question 5.1

B Group Treasurer: TBC, see question 5.1

C Group Secretary: TBC, see question 5.1

5.3) Please describe in less than 300 words interest and expertise of CENL libraries which have expressed an interest in joining this group.

British Library

In June 2020, we made a commitment to our people, (employees and users) that we will become an actively anti-racist organisation and will take all the necessary steps required to make this promise a reality. There is an urgent need for a generational shift to ensure we become truly representative in terms of our people, collections and the users we serve and support.

Our People team published its new ‘People Strategy’ in 2021. One of the main focus of the strategy is *‘creating an inclusive and diverse organisation where fairness and equality are at the heart of everything we do’*.

Whilst significant progress was made with D&I, particularly through staff networks being established, capturing and reporting on diversity data, anonymous recruitment processes, equality and diversity training as part of recruitment training just to name a few, there is still a lot to do in this space. As we learnt internally with our own People Strategy, real change cannot happen without collaboration. The strategy was written with input from colleagues in the trade unions, staff networks, our Strategic Leadership Team, key project teams and from external experts. Taking part in a CENL Network Group focusing on EDI would allow us to learn from

other CENL members, as well as share our experiences and the lessons we have learnt through implementing our People Strategy.

National and University Library in Zagreb

The National and University Library in Zagreb has lots of experience in working with libraries on the topic about social inclusion. Starting from the different needs of users, we are focusing on already known problems of users who read in a different way or potentially have problems in accessing information and libraries.

Today we are also focusing with the problems of multinational communities, national minorities, migrants, asylum seekers and other minority groups. This is a big challenge, but at the same time an incentive to search the new way of working. Our work in a group Equality, Diversity and Inclusion would definitely contribute in finding this new way.

National Library of Ireland

Diversity and inclusion are central to the work of the National Library of Ireland, building on a long tradition of welcome for all. The NLI published a first Diversity and Inclusion Policy in 2018, establishing an EDI working committee with representation from across the organisation, and consulting with minority and under-represented groups. The NLI's new strategy mainstreams equality, diversity and inclusion measures across all the strategic pillars, as a central element of work, collections, relationships and collaborations. As collegiality has been core to progress here, the organisation would welcome the opportunity to share experience and best practice with colleagues from across the national libraries network.

Bibliothèque nationale de France

Diversity issues are at the crossroads of our public and cultural policies and our actions in the field of human resources. We must both question the institution's missions in light of these issues and make a concrete and effective effort to ensure that our workforce is representative of our society, and that everyone can benefit from equitable opportunities for example in terms of working conditions and careers.

We have been exchanging with the British Library on EDI and seen both similarities and differences (also related to historical, cultural, and institutional differences between the two countries) in the priorities established and the ways in which these policies are conceived. Some of the issues have already led to exciting exchanges between us.

Such a working group would provide an additional opportunity to share as well as to enrich the actions we are taking, but also to work toward a fuller and more refined shared understanding of these important societal issues.

National and University Library "St Clement of Ohrid"

We would like to be part of this working group because we don't have much experience in the whole topic. We want to learn something more and contribute to our library.

We received an Hidden Stories grant in 2021 to enrich the Library with LGBTQ+ publications. The project was a challenge, and one successful story. We want to continue with positive change in our society. New generation in librarianship is here so let's make the change.

5.4) Please describe in less than 300 words the interest and expertise of Chair, Treasurer and Secretary.

As mentioned in question 5.1, we haven't agreed on the roles for the group yet. However, all funding members have been working actively on Equality, Diversity and Inclusion initiatives in their respective libraries. Please find below more information on Lauren Turner who is proposing the creation of the group:

Lauren Turner is the Head of Inclusion and Engagement at the British Library. She leads on workforce Diversity and Inclusion activity across the Library and coordinates the staff networks. Lauren has led on a number of projects focusing on staff engagement and implementing the Library's People Strategy.

5.4) Please describe the group's early thoughts on a proposed way of working.

As mentioned in question 5.1, we have not had the time to agree on the roles in the group. Should the group be successful, we would organise a meeting between the funding members to agree on a way of working. The expectation would be regular meetings to share experience and knowledge, as well as webinars to engage with CENL members.

Signature:

Date:

Please email this form to the CENL Secretariat at cenl@dnb.de