

# Bio Rosemarie van der Veen-Oei

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Since 2019, I have been affiliated with the KB National Library of the Netherlands, and in 2022, I was appointed to the position of Head of the Research Department. Our [department](#), comprising 26 researchers, is involved in a variety of research topics, including Artificial Intelligence, library data research, and paper conservation. After completing my studies in Museology (1994), I worked for several years outside the Netherlands, including a stint at UNESCO in France. Throughout my career, I have been dedicated to promoting the importance of diversity and inclusion.

In my current capacity, I am also involved in international boards as a member of Team IRIS (International Research and Innovation Collaboration) from the Netherlands Enterprise Agency and the sounding board of Horizon Cluster 2: Culture, Creativity, and Inclusive Society. At the national level, I participate in the National Research Board for Heritage.

Within the KB, I am one of the initiators of the Diversity and Inclusion working group, which began as an informal group of five people during the COVID period. The group has now grown to include 22 colleagues, including members of the directors' team dedicated to these topics. We have established focused sub-groups on various topics such as drafting organizational policy, creating a code of conduct, developing a complaints procedure, and managing collection/metadata.

Diversity and inclusion are not new to the KB. In 2019, the National Library Congress focused on the theme of 'diversity and inclusion.' Beyond its role in the national programme Adapted Reading, the KB has been diligently working to make our digital services accessible to people with reading disabilities since the implementation of the UN Convention on the Rights of Persons with Disabilities in 2016. The recent KB management philosophy highlights the importance of equality in collaborations, encourages investigative teamwork, and stresses the need to let go of assumptions and preconceived notions. For the current policy period, diversity and inclusion are explicitly mentioned in the policy plan. By making these themes central to our organization, public programming, collection development, and networking, we contribute to an equal society where everyone can participate (SDG 10.2).

In this context, I am also involved in the internal working group on polyvocality for collections. Our ambition is to curate a collection that reflects every facet and culture of society. By adopting an inclusive approach and leveraging new technologies, we aim to make collections accessible in a way that honours the diversity of perspectives among both content creators and users.

I look forward to collaborating with professionals from diverse backgrounds and experiences, representing national libraries from various parts of Europe. Together, we can bridge gaps and transcend national interests. This is an opportunity to develop a multidisciplinary approach to the challenges related to Equity, Equality, Diversity, and Inclusion (EEDI).