

CENL Network Groups Update

Actions required:

- Information

Artificial Intelligence in Libraries Network Group

October 2024 — January 2025

Chair: Jean-Philippe Moreux (National Library of France)

Secretary/Treasurer: Svein Brygfjeld (National Library of Norway)

New members joined the group:

- NL of Scotland: Sarah Ames
- NL of Latvia: Matīss Bolšteins and Uldis Bojārs
- NL of Finland: Mona Lehtinen

Ines Vodopivec, the new Secretary General at AI4LAM, has been invited to follow the group work.

Early 2024, the network group decided to update the AI CENL [survey](#), published in 2021. The report on this updated survey is about to be released and it includes a specific section on generative AI activity in Europe. A [draft](#) is available for revision by the group members.

The work related to the submission of a proposal to an European call for projects (*A European Collaborative Cloud for Cultural Heritage – Innovative tools for digitisation and analysis of dynamic processes, objects and complex combined data*), concerning the creation of a multimodal model trained on European iconographic corpora (library and museum collections) was abandoned because of the difficulty of finding a leader and the overheads of all the participants.

The first webinar of the 2024 series took place in September. This [new webinar series](#) (4 presentations from September to October) has emphasised on Generative AI (LLM use cases, speech2text...).

National Library of Spain, who joined the network group in March, has hosted our [annual in person meeting](#) on November 21th and 22th. 9 members attended, and the workshop was a good opportunity to discuss these issues:

- Relationship with the AI private sector, particularly on the issue of data access and data reuse, which are heavily related to ethics and strategic considerations.
- AI strategy in Libraries regarding Generative AI.

A recap of The Fantastic futures 2024 conference (Canberra) was also made. On the second day, a joint presentation by the group members took place as part of a public [workshop](#) organised by the BNE.

The decision was taken to set up a sub-working group on ethics with a view to issuing a joint statement under the umbrella of the CENL.

Upcoming activity

- Publish the AI survey (February 2025)
- Continue the 2025 webinars season
- Work on the Ethical AI Statement
- Prepare the 2025 AGM

Books and Audiences Network Group

Chair: Vanessa Braekeveld (Royal Library of Belgium)

Secretary/Treasurer: Ineta Vaivode (National Library of Latvia)

Report January 2025

1. Evaluation BANG webinar 10/12/2024

The network group organised its yearly webinar on the topic *Library exhibitions – Technology and Innovation: benefit or burden?*

A series of case studies introduced a diversity of approaches when it comes to library exhibitions, technology and different collections, combining theoretical and practical aspects:

- **KEYNOTE TALK** between Dr Diana Walters (UK) - the facilitator of the webinar, consultant and project manager in the fields of museology and cultural heritage – and Benny Kerkhof (BE) the business director of the scenography agency Madoc in Ghent, Belgium.
- **Exhibiting the Written Word in the Museum: A Research Study about Visitor Experience in Museum Plantin-Moretus** - Noor de Fooz, University of Antwerp
- **Digital stories that connect: Lessons from Vilnius University Library** – Nijolė Klingaitė-Dasevičienė, Vilnius University Library
- **Recorded. Replayed. From a phonograph to a music centre. What with the audiovisual documents in Libraries?** – Anete Skuja, National Library of Latvia
- **Comic Art Museum Brussels - A century of Belgian Comic Art. With or without technology?** – Tine Anthoni, Deputy director Comic Art Museum.
- Audience motivation and the balance between digital and analog approaches. Zhi Ye, King's College London

Program can be seen [HERE](#)

1.2 Participants and outcome

We launched a call for applications through the CENL website and the network of our members. Finally, we accepted two proposals: the presentations of Noor de Fooz and Zhi Ye.

102 subscriptions were received, half of the registrants were present during the webinar. The overall reactions were very positive. The recordings of the webinar are in the editing process. The publication is planned in February.

Conclusion:

We really do contribute to a need in the library/exhibitions field. There still is a lot of potential where the members of the network really can contribute. Therefore, we'll organise ourselves and do monthly online meetings to keep up with what the needs are in the sector, inspire each other and

work together ahead of the conference that will take place in Riga in the beginning of May 2025. Keeping in mind the changes occurring in the field and the number of partners involved in the network, the group began discussing the evolution of its activities and exploring alternative formats. An obvious trend is the distinction between libraries with more experience in organizing exhibitions and those eager to learn. This may lead to a shift in the group's format, introducing training or mentoring opportunities for libraries.

2. BANG conference Riga – 8-9/05/2025

We'll celebrate 6 years of BANG! with an in person seminar in the National Library of Latvia in May.

Seminar goals: Over the two days, participants will join panel discussions, hands-on workshops, and inspiring expert talks. They will hear case studies from partner institutions, visit exciting exhibitions and explore ideas for collaboration.

The event is also a recap of BANG!'s work, looking back at its results and discussing the needs of partner institutions to stay relevant in the field. It will also be a chance for participants to share ideas, collaborate, and explore new ways to improve library exhibitions.

Target Audience: the seminar is for professionals in the library and exhibition field, including librarians, curators, project managers, and others interested in library exhibitions.

It is the in-person format of the event, but sessions will be recorded.

Program (to be defined)

- Network Recap: a presentation on what the BANG! network has achieved over the last five years, setting a foundation for future planning.
- Presentations by BANG! members: 2-3 presentations by members on important topics like accessibility and using cross-disciplinary approaches to create library exhibitions. *(to be discussed)*
- Guest Presentations *(open call)*: we'll invite 2-3 presentations from outside speakers through an open call. These speakers will present new ideas and methods related to library exhibitions, broadening our discussion.
- Workshops
 - Storytelling in Library Exhibitions
 - Practical Tools for Exhibiting Printed Media
- Discussion on the Role of Library Exhibitions: a group discussion on the value of exhibitions within libraries. We'll explore how exhibitions can help libraries connect with their communities and showcase their collections and services. (A recent observation that bigger libraries are changing their mind and are refusing to run large-scale book exhibitions)

3. Meetings

We meet online with the member group, every first Tuesday of the month. There we prepare the conference, discuss the topics and suggestions and we divide tasks so that we can come to a well prepared in person event in May.

4. Planned activities and challenges

- Digital communication remains a topical issue. How to disseminate activities of the network? How to attract new members (especially national libraries) to the network group? We are

approaching institutions via CENL website and newsletter, but individual invitations are also necessary.

- The website project turned out to be more complex and time consuming than expected. It requires more prep time, but surely will become a great information source for the library professionals.

Equity, Equality, Diversity and Inclusion Network Group

Chair: Rosemarie van der Veen-Oei (National Library of the Netherlands)

Secretary: Lauren Turner (British Library)

Treasurer: Dunja Marija Gabriel (National and University Library in Zagreb)

Retrospectives 2024 and Future Plans 2025

Introduction

The formation of the CENL Equity, Equality, Diversity and Inclusion (EEDI) Networking Group was agreed by the CENL Executive Committee on 23 January 2023. The chair of the network group was Elizabeth M. Kirwan (National Library of Ireland) and supported by Lauren Turner (British Library) as secretary. The role of Treasurer was connected to the organisation of the in person meeting to facilitate ease of financial planning and reporting. For 2024, this role was assigned to Dunja Marija Gabriel (National and University Library of Croatia). The EEDI Group Sponsor is Karin Grönvall (National Library of Sweden).

Due to the impact of a cyber-attack on the British Library (October 2023), and the ensuing challenges to our group's functionality, we have since appointed Rosemarie van der Veen-Oei (KB National Library of the Netherlands) as Deputy Chair, Jackie Cromarty (National Library of Scotland) as Deputy Secretary. On September 6 the Chair has submitted a formal written request to transfer her role to the Deputy Chair due to her retirement in December 2024. The request follows the CENL Articles for Networking Groups permitting the Chair to transfer their role to another group member by a formal request to the CENL Executive Committee. The request of change was confirmed by the CENL Executive Committee on October 18. The transition of chairmanship from Elizabeth Kirwan (National Library of Ireland) to Rosemarie van der Veen-Oei (KB National Library of the Netherlands) was conducted at the in person meeting in Zagreb (October 30, 2024)

The membership was at the start (2023) limited to six national libraries from Ireland, UK, France, Croatia, North Macedonia, and the Netherlands. After the 2023 questionnaire to all CENL members (see 2023 annual report 2023) the membership was expanded to five other national libraries, e.g. Scotland, Vatican City, Serbia, Bulgaria, and Sweden. The National Library of Georgia has expressed their interest to participate. In December 2024, the network group consisted of 12 CENL members:

1. Rosemarie van der Veen-Oei (KB Nationale Bibliotheek / KB National Library of the Netherlands)
2. Lauren Turner (British Library)
3. Dunja Marija Gabriel (Nacionalna i sveučilišna knjižnica u Zagrebu / National and University Library in Zagreb)
4. Florian Forestier (Bibliothèque nationale de France / National Library of France)

5. Maja Micevska (Национална и универзитетска библиотека „Св. Климент Охридски“ / National and University Library “St Clement of Ohrid”)
6. Beba Stankovic (Народна библиотека Србије / National Library of Serbia)
7. Jackie Cromarty (Leabharlann Nàiseanta na h-Alba / National Library of Scotland)
8. Lola Sanaia (საქართველოს პარლამენტის ეროვნული ბიბლიოთეკა / National Parliamentary Library of Georgia)
9. Raffaella Vincenti (Biblioteca Apostolica Vaticana / Vatican Apostolic Library)
10. Elisabet Rundqvist (Kungliga Biblioteket / National Library of Sweden)
11. Linda Fennessy (National Library of Ireland)
12. Bojidara Ilieva (St. Cyril and Methodius National Library of Bulgaria)

Our activities

The network group meetings were held online, and our in person meeting was held in person.

- a. 7 March (online): follow up actions and themes (see 1. list of themes) as discussed at the in person meeting in North Macedonia in 2023 as well as location for upcoming in person meeting in October 2024. Decided to work on the themes in sub-groups in three separate meetings.
 - 17 April (online): analyses of SWOT (Strengths, Weaknesses, Opportunities and Threats) (see 2. Analyses SWOT CENL EEDI) of our network group
 - 25 April (online): timetabling into short-, medium-, and long-term actions
 - 8 May (online): discussing and assigning of actions/priorities (see 3. list of priorities and actions) to members, either individually or as small teams, consulting with the Chair and Secretary, and of course Treasurer for the financial aspects.
- b. 6 June (online): preparation of network group presentation to AGM of CENL Directors, discussing initial idea to find extra funding for more in person meetings based on Dorjan (North Macedonia) conference and finalisation of three years strategy on three themes: (a) visibility, (b) communication and (c) learning from one another. The last one became the key theme for the in person meeting in Croatia.
- c. 30 October (in person, see figure 1): key theme ‘Learning from one another’
 - Discussion on means for communication and possibilities including prioritization and planning of activities.
 - Focusing on development an Erasmus+ proposal to find extra funding for implementing our activities. In three breakouts (see 4. Notes break-outs) we had discussions about: (a) Engaging diverse communities, (b) awareness among NL collection staff about diversity of your collections/issues and (c) Exchange best practices. The results of the breakouts will be further developed in activities for the Erasmus+ application to be submitted with NL of the Netherlands as main applicant. (see Future Plans)
 - Formal transfer of chairmanship from Elizabeth Kirwan (National Library of Ireland) to Rosemarie van der Veen-Oei (KB National Library of the Netherlands). The role of Chair position is for the remaining period until the end of 2025.

Figure 1. Group picture with Dr Ivanka Stričević, Director General of National Library of Croatia



- d. 5 December (online): Discussion on plan of podcasting. Sweden will take the initiative to have the first podcast. Podcast will focus on challenges and future of EEDI topics. First action is to draft the interview questions, which will be developed Q1 2025
- e. 19 December (online): we held our informal holiday seasons coffee/tea for those who wish to attend.

Our visibility

- On 16 May, Elizabeth Kirwan (Chair) presented a pre-recorded keynote message about the CENL EEDI Networking Group and the EEDI topics in Ireland for the Macedonian Library Association's 75th anniversary conference in Dojran. Additionally, Rosemarie van der Veen-Oei (Deputy Chair), Dunja Marija Gabriel (member) and Maja Micevska (Treasurer) talked about EEDI in the National Libraries of the Netherlands, Croatia and North Macedonia, respectively.
- From 16-18 June Jackie Cromarty (Deputy Secretary) and Maja Micevska (Treasurer) presented on the CENL EEDI Networking Group to the AGM of the CENL Directors in Warsaw
- On 8 October 2024, Jackie Cromarty (Deputy Secretary) addressed online the National Library of Ukraine's scientific conference on CENL EEDI Networking Group's mission, strategy and activities.

Our Communication

- We developed an information sheet for new members (see 5. 2024 information sheet new members)
- Soon after our in person meeting 2024 in Croatia Maja Micevska (National Library of North Macedonia) drafted an [article](#) about our findings to be published on the CENL website.
- To strengthen our network groups' communication an informal WhatsApp group was set up for sharing short messages including pictures from in person meetings, while email remains the main tool for distributing meeting documents and invites.

Our Finances

The annual funding from CENL of 5000 Euro for the networking group has been used totally for the organization of the in person meeting in Zagreb, Croatia. All reports and reimbursement claims were sent by January 13 to the CENL secretariat.

Our Future Plans

- We informed the CENL Executive Committee on our plans to submit an Erasmus+ initiative. On October 18 the CENL Executive Committee agreed that only the participating national libraries can apply for the Erasmus+ program. CENL can support their application(s), but the network group itself cannot apply. It was also confirmed that the term of all network groups will end on 31 December 2025 and that no premature statement should be made now about the future of any of the network groups.
- Following the in person meeting in Croatia the members decided to form a consortium for applying an Erasmus+ initiative and led by the KB National Library of the Netherlands. This initiative will support the activities, e.g. podcasts, as discussed at the 2024 in person meeting. The project proposal 'Opportunities for People through Equity and Networking - OPEN' with the duration of three years is currently taking shape and supported by eight CENL members. Deadline of submission is March 4.
- Three CENL member, e.g. UK, Scotland and Vatican City, unfortunately are not eligible for Erasmus+ funding. For these members the network group will consider in advance that funding for participation of these members in the planned activities under Erasmus+ initiative will depend on CENL annual funding in 2025.
- The membership of Georgia has not been confirmed by attendance or any other communication by the respective National Library in 2024. This will be followed up in Q1 2025.
- Preparations will be made to present our activities at the AGM of the CENL Directors' meeting (June 2025).
- Next in person meeting for the network group will be organised in September/October in The Hague.

CENL EEDI Network Themes and Actions (Skopje 24/10/23)

1. Universality and diversity

- What it means to be 'national library'
- Multiple perspectives – bias etc
- 3 year programme providing a framework for metadata and diversity/heritage and diversity

2. Improving visibility

- Online visibility of the CENL/EDI
- Promotion of the libraries
- Raise profile of EDI in national libraries

3. Policies and frameworks

- EU values and principles
- Policy/framework ((own) libraries)
- Annual programme (topics – to be chosen)
- Defining relationships with international partners (UNESCO, EU, Council of Europe)

4. Learning from one another

- Education peer to peer
- Share/exchange best practice
- Opportunities for collaborative working/projects
- Research and best practice
- Benchmarking
- Relationship with university networks
- Research papers –finding funds for research programmes about specific topics
- Measurable objectives (medium)
- Networking (medium)

5. Recruitment and Development

- Equitable access to NLS
- Physical and digital accessibility
- Information (short)
- Inclusive membership (short)
- Inclusivity (long)
- More equitable (long)

6. Accessibility and Inclusivity for All

- Recruitment/staff profile
- Recruitment and development
- Guidance to ensure equality and diversity at the place of work

7. Communication

- Publication
- Community engagement
- Annual reflection, presented to the Directors' meeting

Strengths

What do we do well?
What separates us from competitors?
What unique resources do we have?

Weaknesses

What do we lack?
What do competitors do better?
What are our resources limited?

CENL EEDI network

Diversity of Perspectives - The group brings together individuals from various backgrounds, experiences, and perspectives, enriching discussions and problem-solving

Increased Innovation - With a diverse set of skills the group is likely to foster innovation through different viewpoints and approaches.

Existence of platform and support from CENL

Resistance to Change - Some individuals from the libraries may resist or feel uncomfortable with EEDI initiatives, leading to potential friction and resistance.

Visibility in NL community

Lack of Awareness - Not everyone may fully understand the importance or objectives of EEDI initiatives, leading to limited participation or support.

Libraries incl. staff as representatives of society

Resilient and relevant work force in libraries

Positive Brand Image - Demonstrating a commitment to EEDI initiatives can enhance the CENL reputation and attract sponsorship.

Potential for Tokenism - There's a risk of EEDI efforts being perceived as token gestures rather than genuine commitments to creating an inclusive environment.

Collections representing and appealing to underrepresented communities (polyvocality)

Resource- Limited resources, both in terms of time and budget, may hinder the group's ability to implement comprehensive EEDI initiatives effectively.

Improved Decision Making - By considering a wide range of perspectives, the group is better equipped to make well-informed decisions

Libraries as trusted and reliable institutions

7. Communication

- Publication
- Community engagement
- Annual reflection, presented to the Directors' meeting

Communication - network has societal relevance in 21st century

2. Improving visibility

- Online visibility of the CENL/ EDI
- Promotion of the libraries
- Raise profile of EDI in national libraries

Recruitment, in the organization and in EDI network, "we" talking about "them"

Libraries need to be part of public discussion in society

Keeping up with technological developments (AI, security, etc.)

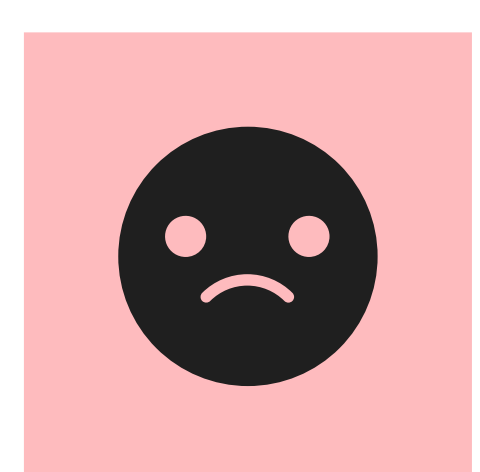
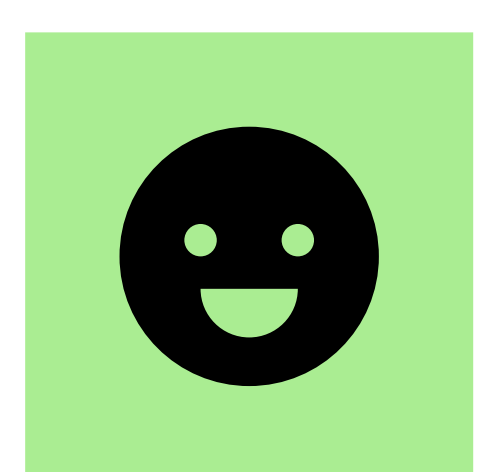
6. Accessibility and Inclusivity for All

- Recruitment/staff profile
- Recruitment and development
- Guidance to ensure equality and diversity at the place of work

Libraries (normative position) as best practices

1. Universality and diversity

- What it means to be 'national library'
- Multiple perspectives – bias etc
- 3 year programme providing a framework for metadata and diversity/ heritage and diversity



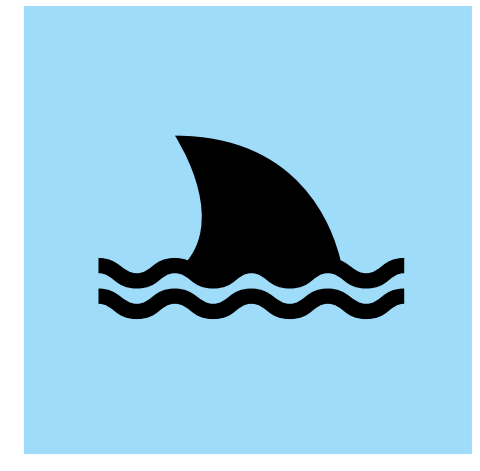
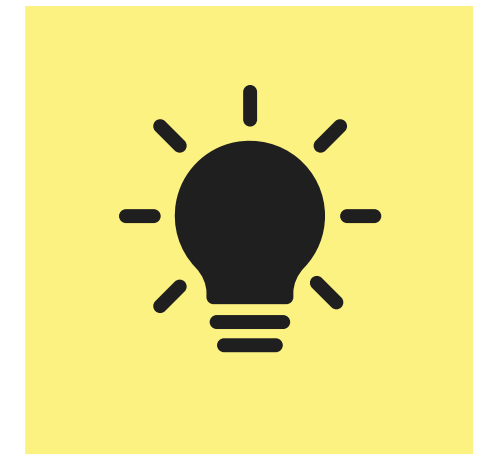
3. Policies and frameworks

- EU values and principles
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- Annual programme (topics – to be chosen)
- Defining relationships with international partners (UNESCO, EU, Council of Europe)

Innovation and Creativity - By fostering a culture of inclusion, the group can unlock the full potential of its diverse workforce, leading to greater innovation and creativity.

Collective approach for similar goals may have larger impact

Collaboration and Partnerships - Collaborating with libraries who share similar EEDI goals can amplify the group's impact and reach.



Resistance from Traditionalists: Traditional organizational cultures may resist or undermine efforts to promote equity, equality, diversity, and inclusion.

Management of expectations

Backlash and Misunderstanding - EEDI initiatives may face backlash or misunderstanding ??

Automated generation of bibliographic metadata and content descriptions for older collections would provide new opportunities to discover and present materials that have not previously been visible in the catalogue and by that give an enhanced representation.

Resourcing and collecting from underrepresented communities

4. Learning from one another

- Education peer to peer
- Share/exchange best practice
- Opportunities for collaborative working/projects
 - Research and best practice
 - Benchmarking
 - Relationship with university networks
- Research papers –finding funds for research programmes about specific topics
 - Measurable objectives (medium)
 - Networking (medium)

Using our voice to influence the wider sector

Communicate as a group "flag ship" initiatives for other countries to follow our further develop

Depending on nationale legislation

External powerful interest groups

Lack of consensus. views

5. Recruitment and Development

- Equitable access to NLS
- Physical and digital accessibility
 - Information (short)
- Inclusive membership (short)
 - Inclusivity (long)
- More equitable (long)

Utilizing the skills and knowledge of group members

Languages

Implicit Bias and Stereotypes - Unconscious biases and stereotypes within the organization may undermine efforts to create an inclusive environment.

Economic Downturn: During periods of economic uncertainty, libraries may deprioritize EEDI initiatives due to perceived budget constraints or competing priorities.

Blockers from CENL / not within our remit

Opportunities

Where do we see opportunities to meet people's real-world needs?
Where are people under-served by existing offerings?

Threats

What competitors are emerging?
What might get in the way of our success?

Priority in order

1. Improving visibility
 - a. Online visibility of the CENL/EDI
 - b. Promotion of the libraries
 - c. Raise profile of EDI in national libraries
2. Learning from one another
 - a. Education peer to peer
 - b. Share/exchange best practice
 - c. Opportunities for collaborative working/projects
 - d. Research and best practice
 - e. Benchmarking
 - f. Relationship with university networks
 - g. Research papers –finding funds for research programmes about specific topics
 - h. Measurable objectives (medium)
 - i. Networking (medium)
3. Communication
 - a. Publication
 - b. Community engagement
 - c. Annual reflection, presented to the Directors' meeting

Erasmus Break out group 1

Engaging diverse communities

1. Most important needs of library staff?
 - a. Awareness training – may need to start with basic issues/EEDI principles – noting all countries do not have EDDI legislation – so starting at beginning ie. what is diversity – any training should be regular and ongoing
 - b. Communication skills – the need to be non violent, non aggressive, showing understanding and compassion
 - c. Two way communication – engage with communities on their terms not on ours. Listen not tell. Focus on young people?
 - d. ‘Nothing about us without us’ (NLI) – building collections in collaboration, involving and engaging with communities – for services, collections, outreach
 - e. Practice not theory – learning from people with lived experience and valuing this
 - f. Inclusively engage – identify communities and recompense for time
 - g. Socio-economic barriers – how to navigate and understand these, on behalf of communities. Paying for time and travel, awareness of digital literacy
 - h. Using accessible language – also a barrier
 - i. Evaluation and feedback – conducting interviews, monitoring examples from school, analysis. Different techniques of gathering and recording data

2. Staff training activities already in place?
 - a. Virtual connection office of ombudsman – legal services (NLSerbia)
 - b. Young children – communicate with sign language
 - c. Being women in the pandemic project – diverse group of women talking about their experiences
 - d. Not necessarily visual or recorded – used graphic artist (neuro diversity) NLI
 - e. EEDI training for all staff (NLI and NLS) inc bullying and harassment
 - f. More inclusive statements about recruitment
 - g. Recruitment video, sharing questions in advance (NLScotland)
 - h. Staff networks – LGBT+, Disability Awareness, Parents and Carers – people who identify - and allies

3. Educational activities effective / what include in project?
 - a. Librarianship seminar
 - b. Mandatory training
 - c. EDI policy/strategy
 - d. EDI committee reporting to Board – committee representative of all staff
 - e. Ability to travel to other libraries to see how EDI is managed
 - f. Communication – facilitated discussions – open, honest
 - g. How to identify underrepresented groups and learn how to work openly and honestly with communities with no fear
 - h. Equality Impact Assessment (UK) – process meant to ensure that unforeseen discrimination against those with protected characteristics is identified and mitigated for at the initial stage of a new project, policy or service – explore how this can be better embedded and embraced by staff?

https://en.wikipedia.org/wiki/Equality_impact_assessment

Erasmus Break out group 2

1. Is there awareness among your collection staff about diversity of your collections / issues

- Is the colonial collection true
- Looking at what is curated – assessing trends – more men represented than women
- Metadata not diverse
- Looking at how we talk about provenance
- Links to very dark history (Nazi ideology), racist and degrading material - looking at the language used – content / trigger warnings
- Difficulty finding material in deep collections – poorly catalogued minority languages. Difficult to estimate how many we have
- The voice is ‘we/us talking about you’ – colonial point of view
- Need to add more description from people themselves
- Planning and events
- What stories are platformed and highlighted
- Users not being engaged because the material isn’t highlighted for them
- Gaps in specialisms need to be addressed - Curators – for example British Library recently hired a black studies curator

Activities

1. We need to develop our own framework on colonisation
2. Library to library learning from each other that is hands on
 - a. Developing guidance
3. Models and methods to include people in communities who the material is connected to
4. Development code of practice – societal or political issues related to the work – this would help provide a ‘one language / one approach’

Break out session 3 – Exchange best practices

Vatican, N.Macedonia, Croatia

1. What would be the most effective online channel (platform) to exchange best practices for you and your staff?

- Vatican – Instagram
- Macedonia – FB and web page
- Croatia -FB and web page

*** We agree that all of us should try to use more Linked In but also to use and upgrade our web page.**

2. Which type of activities do you consider as best practices and which of these would be useful for your library?

- Curated and promote diverse collections that reflect diverse voices and experiences, including books, films, and other media by authors from underrepresented communities.
- Language and Communication Skills provide language classes or resources for staff to learn key phrases in the languages spoken by the communities they serve, fostering better communication and inclusivity.
- Safe Spaces to Create welcoming environments within the library where underrepresented groups can gather, share, and feel included.
- Available digital material (Vatican issue)
- Staff and users Training**: Provide cultural competency training for library staff to ensure they understand the challenges faced by different communities and can provide respectful and effective services.

3. Which activities would you like to develop within the framework of this Erasmus+ project to disseminate best practices?

Access to Research and Best Practices: Curated a library of resources that includes case studies, articles, and reports on successful library programs serving underrepresented groups, helping staff stay informed about best practices.

Professional Development Conferences: Support staff attendance at conferences focused on diversity in libraries, allowing them to learn from experts and network with peers.

Collaborative Programming: Involve staff in designing and implementing programs that specifically address the interests and needs of underrepresented communities, fostering hands-on experience.

Joining CENL's Equity, Equality, Diversity, Inclusion (EDI) Networking Group

Dear CENL colleague,

We are excited that you wish to join CENL's Equity, Equality, Diversity, and Inclusion (EDI) Network Group, and look forward to welcoming you.

About the Equity, Equality, Diversity, Inclusion Network Group

The EEDI Network Group was created in 2023 to support CENL Strategy 2023–2027 in three main areas:

- Support CENL libraries to develop as memory institutions for the past and for the future
- Support CENL libraries to increase their impact and be strong and networked institutions
- Strengthen CENL as a community

The Equity, Equality, Diversity and Inclusion (EDI) Network Group seeks to support and learn from one another, to share our EDI experiences and our resources and so to strengthen EDI in our CENL libraries. Membership of the group can be for up to five years.

Being a member of CENL EDI Networking Group

Our CENL EDI networking group members are passionate about and demonstrably active in the areas of equity, diversity, inclusion and equality in CENL libraries. Our networking group members typically:

- Network with CENL colleagues
- Engage in constructive discussion and exchange ideas on topics related to equity, equality, diversity, and inclusion (EEDI)
- Collaborate on initiatives and projects that promote EEDI within our National Libraries and within our societies and communities
- Actively resource and support a broader understanding of and engagement with EEDI

How to Get Involved

If you believe you can actively and visibly contribute to the work of the CENL EDI Networking Group, please email our Secretary, Lauren Turner, lauren.turner@bl.uk and/or our Deputy Secretary, Jackie Cromarty, j.cromarty@nls.uk, outlining your particular skills and experiences that you consider will add value to the work of the group.