

# EEDI Network Group

Report to Directors Warsaw, June 2024

### Founded on 7 March 2023



EEDI Network Group was created to support CENL Strategy 2023-2027, in the areas of the development of CENL libraries as memory institutions, increasing CENL impact, and strengthening CENL as a networked community.



# Members

**Elizabeth M. Kirwan** (National Library of Ireland) **CHAIR** she loves listening to Pink.

**Lauren Turner** (British Library), **Secretary**, network and amateur pottery enthusiast.

Maja Micevska Rizova (National and University Library St Clement of Ohrid, N.Macedonia), **Treasurer**, comic books lover.

**Dunja Marija Gabriel** (National and University Library in Zagreb).

Jackie Cromarty (National Library of Scotland) Deputy Secretary, she likes crime and detective stories in books and on TV. **Rosemarie van der Veen-Oei** Deputy chair (KB Royal Library of the Netherlands), loves to tackle complexity and translate ideas/opportunities into concrete actions while connecting people or organizations.

**Beba Stankovic** (National Library of Serbia) passionate about sea, sports, movies, music, and handbags (books inevitably and by default).

#### Florian Forestier (National Library of France)

**Lola Sanaia** (National Parliamentary Library of Georgia)

Raffaella Vincenti (Vatican Apostolic Library)

**Elisabet Rundqvist** (National Library of Sweden)

Maria Stefanova (St.St. Cyril and Methodius National Library of Bulgaria)

















### Mission

- To provide an equitable, equal, diverse and inclusive network for colleagues in CENL member libraries to discuss EEDI, to share ideas, knowledge and practical advice, to support colleagues, and to create opportunities.
- The EEDI Network Group seeks to support and learn from one another, to share our EDI experiences and our resources, and so to strengthen EEDI in CENL libraries.
- Our CENL EEDI networking group members are passionate about and demonstrably active in the areas of equity, diversity, inclusion and equality in CENL libraries.



- To explore the status of EEDI in CENL libraries
- ③ 32 of 46 libraries responded (70%)
- If (out of 20) libraries wish to start an EDI group where none exists
- I3 libraries expressed interest in joining the EEDI network

### First meeting, Skopje (2023)

- First in-person meeting in Skopje, Republic of North Macedonia in October
- Six members attended

### Six strategic themes:

- 1) Improving EEDI visibility
- 2) Accessibility for all
- 3) Communication
- 4) Recruitment and development
- 5) Learning and sharing best practice
- 6) Policies and frameworks



### 23-25 October CENL MEETING 2023 SKOPJE

#### CENL Equity, Equality, Diversity and Inclusion (EDI) Network Group

Equity, equality, diversity, and inclusion are the core values of today's society. These values encompass the recognition, appreciation, and respect for individual differences across age, gender identity, sexual orientation, ethnicity, religion, disability, language, and cultural background. Promoting equity means recognizing and addressing systemic imbalances to provide equal opportunities and outcomes for everyone. Equality means ensuring equal opportunities, rights, and treatment for everyone, regardless of their differences. Diversity includes acknowledging, valuing, and respecting different backgrounds, perspectives, and experiences. Inclusion is about ensuring that everyone feels valued, respected, and supported, regardless, tolerance, and respect for all people, regardless of their background or identity.



Organised by the National and University Library St.Clement of Ohrid - Skopje



## Strategic themes 2023-2025

Equality of right and non- discrimination as a precondition sustainable development	on for services. Model Equality	on/ and Sharing of best practice Initiatives to raise the profile of EDI within the work of national librarium Thinking alread to EDI shallonger
employment and equality; minorities and equality, women and equality Prepared 3 years ED stategy for libraries.		S and their structure, and in catalogs.
Peer to peer support, best practice shared, discussion for wide ranging issues/topics across the libraries/facing the libraries. Improving equity, inclusion and diversity of libraries	To help create an Equality and Diversity policy/framework in national libraries which still don't have it.	Shifting from Multiculturality to Interculturality; Inclusivity related to Age, Race, Gender, Cultural Background, Skills; Being aware of aware of unconscious Bias; Encouraging Staff Committment to Diversity and Inclusion; Providing equal Opportunities to Everyone; Protecting people from discrimination.
Travailler sur des approches et actions spécifiques que peuvent mener les Bibliothèques nationales Concrétiser sur le terrain particulier des bibliothèques des actions en lien avec ces thématiques	<ul> <li>Accessibility and Accommodations</li> <li>Community Engagement</li> <li>Cultural Awareness and Celebrations</li> <li>Research and Best Practices</li> </ul>	A European vision on what diversity, equity and equality means for national libraries, and secondly on the role national librarres can play in promoting diversity, equity and equality in their respective societies.

## Strategy plan for next 12 months

Improving visibility, e.g. CENL newsletters, EDI stories
 Communication, e.g. reporting

Learning from one another, e.g. in-person meetings

### **Overview** activities

- In Dojran, N. Macedonia, conference from 16-17 May : Libraries as a space for under-represented communities by Maja Micevska Rizova, National and university library of N. Macedonia
- EEDI in the National Library of Ireland by Elizabeth M. Kirwan via video
- Promoting Diversity and Inclusion in National Libraries from KB National Library of the Netherlands by Rosemarie van der Veen-Oei
- Libraries in Croatia as an accessible and safe space for the needs of underrepresented groups of users by Dunja Marija Gabriel, National and University library of Croatia
- 2024 October 2nd in-person meeting, Zagreb, Croatia "Learning from one another"