

National Library of Ireland Diversity and Inclusion Implementation Plan 2019-2021

	2019	2020	2021
Collaborate	<p>We will build on and expand collaborations with national and local festivals and community programmes such as Bealtaine, Heritage Week, Adult Learners Week and collaborations with public libraries such as Dublin One City One Book and with Dublin Culture Connects to help us reach new communities.</p> <p>We will develop activities and tours that are customised for specific audiences such as autism-friendly tours and quiet times, in consultation with Autism Ireland.</p>	<p>We will build on existing relationships with the LGBTI+ community to develop and curate the Chris Robson photographic collection exhibition which will open in 2020.</p> <p>We will establish an Advisory Council for diversity and inclusion in the NLI, with a diverse membership that can provide external expert advice to the Library.</p> <p>We will increase the number of regional events and activities and travelling exhibitions that the NLI offers, to organisations across the country, including local heritage centres, schools in the Delivering Equality of Opportunity in Schools programme, libraries and learning centres.</p>	<p>We will develop and build on collaborations with a broad range of multicultural organisations, including Embassies and language institutions, to increase awareness of multicultural heritage and events, and to develop a range of public offerings for the NLI in different languages, including Irish Sign Language and Braille.</p> <p>We will work with other library organisations to promote diverse role models for librarianship.</p>

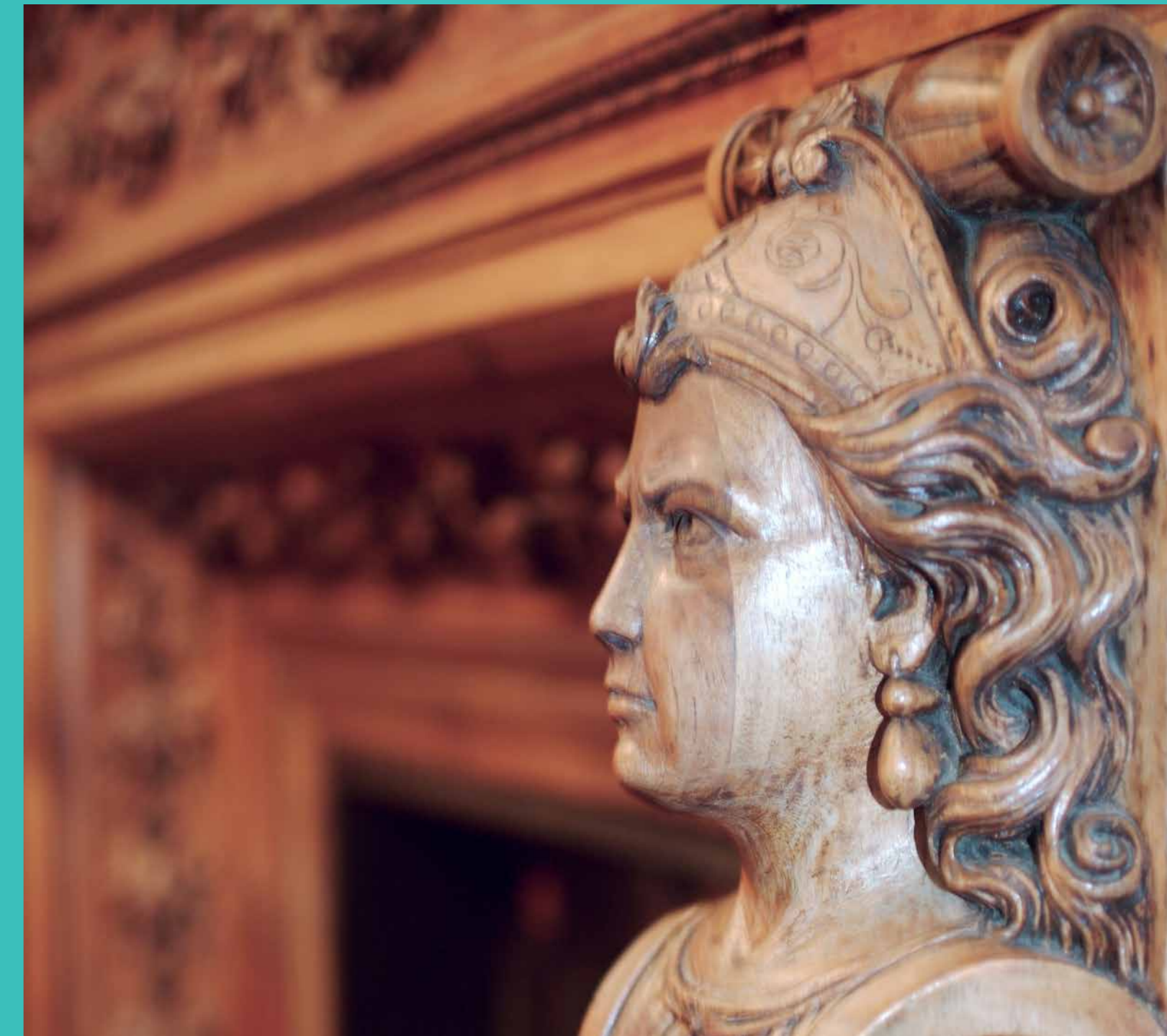


The National Library of Ireland (NLI) is the library of record for Ireland. Established in 1877, we share the story of Ireland with the world through our unique collections. We care for more than ten million items, including books, manuscripts, newspapers, photographs, prints, maps, drawings, ephemera, music and digital media. The Library is open, free of charge, to all those who wish to consult the collections. The five strategic priorities for the National Library for 2016 – 2021 are to collect, protect, connect, innovate and collaborate. Further information is available at www.nli.ie.

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If you would to receive regular updates on the NLI's Diversity and Inclusion efforts then please email diversity@nli.ie



Developing our Implementation Plan

The national collections tell the story of Ireland. How we collect and how we share and interpret these collections tell a story also. The National Library of Ireland (NLI) has been building the national collections for over 140 years and over that time Irish society has changed and evolved. Social norms and the diversity of Irish society look very different now from 50 years ago.

The NLI has always been committed to equality. Our doors are open to all, and it is in this tradition that we now challenge ourselves to ensure that we reflect the change and diversity in what it means to be Irish. How we collect today will shape the story of Ireland in the future. How we engage with and present the national collections influences how people connect with their unique and living culture and heritage.

In publishing our Diversity and Inclusion Policy in 2018, and holding the first NLI Diversity and Inclusion Forum in early 2019, we have sought to set out clear, measurable and focused goals and actions that will ensure the NLI is a diverse and inclusive place for everyone. Thanks to the generous engagement of those taking part in our NLI Diversity and Inclusion Forum, we were able to listen and better understand what steps we can take to be more accessible, inclusive and representative of Ireland in all its diversity.

We appreciate that meaningful and lasting change takes time and effort, and needs to be an intrinsic part of our organisational culture. To this end, we have set out this Implementation Plan over the duration of the NLI's Diversity and Inclusion Policy, and aligned it to our five strategic

pillars: collect, protect, connect, innovate, collaborate. We will report our progress to the Board of the NLI on a six monthly basis and keep our stakeholders regularly updated.

This Implementation Plan is designed:

- (i) to take onboard as many as possible of the suggestions we received during our first NLI Diversity and Inclusion Forum in early 2019;
- (ii) to be a realistic and achievable plan that takes account of the resources and capabilities of the NLI; and
- (iii) to help us to deliver on the commitments made in our NLI Diversity and Inclusion Policy 2018 – 2021.

Dr Sandra Collins
Director



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Collect	The NLI Diversity & Inclusion Committee will provide input and feedback during the revision of the NLI Collections Policy, from the perspective of diversity and inclusion.	We will develop straight-forward 'how-to' guides that can be provided to organisations that would like to consider donating their materials and archives to the NLI.	We will carry out an inventory of the collections in the NLI so that analysis can be conducted to address under-represented communities.
Protect	<p>For the NLI's Genealogy Services, we will provide an alternative service point that is fully accessible.</p> <p>We will consult with Enable Ireland to review and advise us on the accessibility of our main building and our redevelopment plans for the building.</p> <p>We will provide training for our staff to increase awareness of the challenges faced by limited mobility users in our buildings.</p>	<p>We will provide an accessible alternative to the current location of the NLI seminar room on the mezzanine level of the main building.</p> <p>We will consult with Enable Ireland to review and advise us on the accessibility of all our buildings across our multiple sites.</p>	In 2021 the redevelopment of our main building by the Office of Public Works will be underway including the development of a new central lift and new visitor flows to provide equal and safe access for all.
Connect	<p>We will develop and systematically implement a structured checklist to make sure our programmes and events incorporate diversity, and we will increase the number of events that we record and publish as podcasts.</p> <p>We will include Irish Sign Language in all our major launches and events, and caption our NLI videos.</p> <p>We will make regular updates on our activities in the area of diversity and inclusion.</p>	<p>We will create new welcoming signage and way-finding for our multiple sites, and begin systematically adopting National Adult Literacy Agency and Dyslexia Association of Ireland guidelines for all NLI publications and signage.</p> <p>We will consult young people on their requirements for our services, including options such as reducing the age requirement for a reader's ticket, tours and workshops developed specially for</p>	We will develop a range of materials that describe the public services and activities offered by the NLI in a range of languages including Braille in collaboration with the National Council for the Blind of Ireland.

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Connect contd.	<p>We will streamline the opening hours of our multiple services and sites to make communication clearer and more easily understood.</p> <p>We will conduct a broad stakeholder survey to better understand how the NLI is perceived by diverse communities.</p>	<p>young people, and engagement via social media targeted specifically for young people.</p> <p>We will review all our advertising and promotional materials to ensure they are welcoming, inclusive and non-discriminatory.</p>	We will incorporate accessibility and inclusion in the development of a new NLI website which will launch in 2021.
Innovate	<p>As part of major cataloguing and digitising projects, collections will be reviewed from the perspective of diversity and inclusion to take into account under-represented groups' interests and contributions.</p> <p>We will actively consider the representation of under-represented groups and communities for the NLI's selective web archiving, including in major social and political events such as referendums and elections.</p>	We will launch web archiving community collecting projects in collaboration with groups and communities that have been identified in the NLI Diversity and Inclusion Forum, so that groups can select websites and social media that represent their communities.	<p>We will actively consider diversity when selecting pilot projects for born-digital collecting, to reflect the wide diversity of contemporary Irish society.</p> <p>We will trial assistive technologies for our Readers Services.</p>

