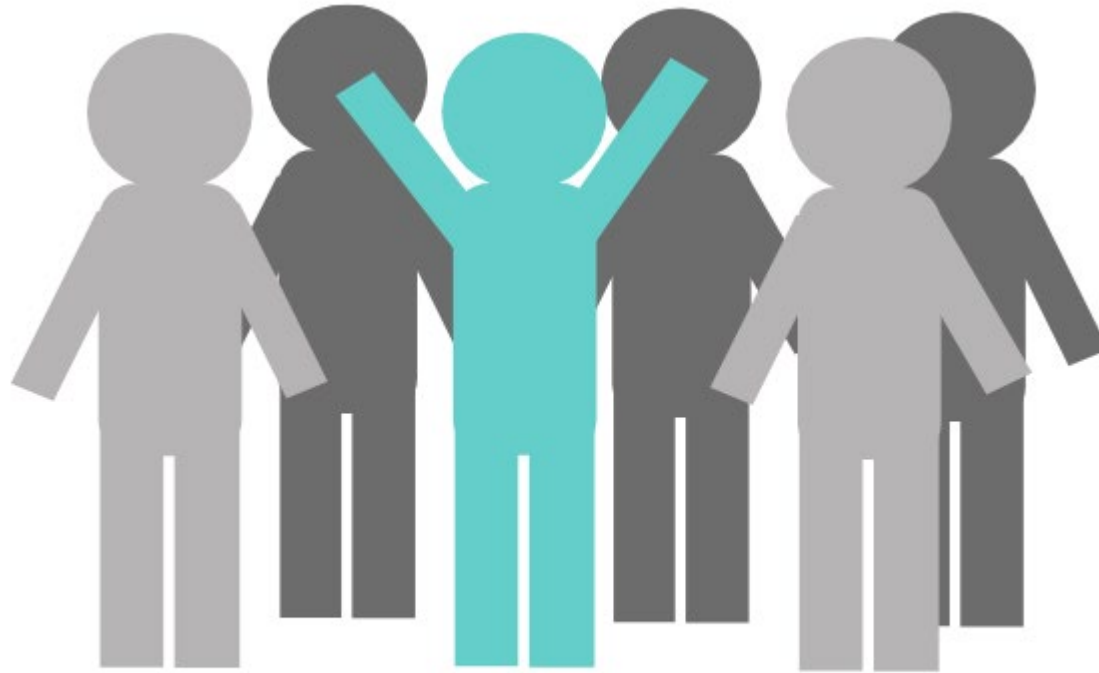


Diversity and Inclusivity at the National Library of Ireland





An Phríomh-Oifig Staidrimh
Central Statistics Office

CENSUS 2016

Migration and
Diversity

census
2016
RESULTS
www.cso.ie

Non-Irish nationals living in Ireland

535,475

↓ Down 1.6%
since April 2011



Mixed Irish and non-Irish households

134,838

↑ up 14.7% since April 2011



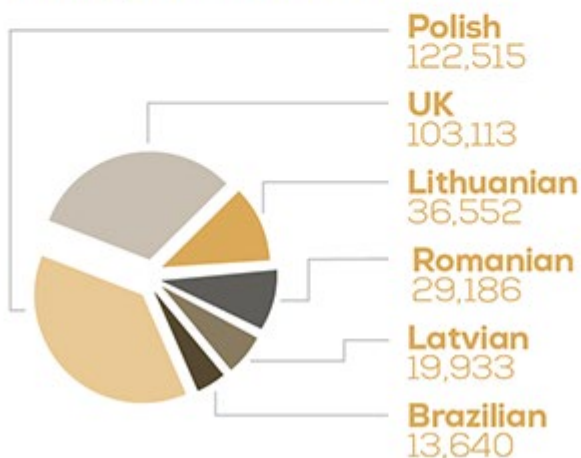
Dual Irish nationality

104,784

↑ Up 87.4%
since April 2011



The top nationalities in Ireland



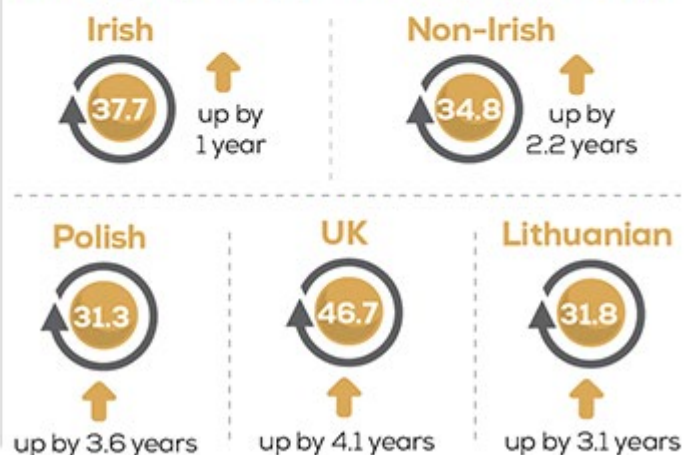
Recent Immigration

82,346
persons arrived to live
in Ireland in the year prior
to April 2016

53,708 Non-Irish

28,143 Irish

Average age of population by nationality



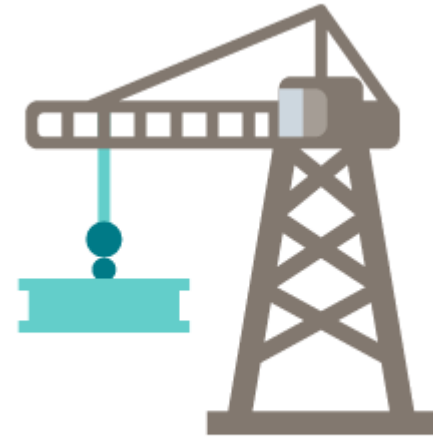
Changing Ireland



- Represent all aspects of Ireland in our collections
- Represent in all our activities
- Equal access is granted regardless of gender, civil status, family status, sexual orientation, religious belief, age, disability, race, membership of the Traveller community or socio-economic status.

Building on diverse and inclusive foundations

- Collections
- Cataloguing
- Digitisation
- Exhibitions
- Programming
- Building and estates
- Staffing



Gender Policy

- #WakingtheFeminists
- Initiative of Department of Culture, Heritage and the Gaeltacht
- National Cultural Institutions to develop gender equality policies



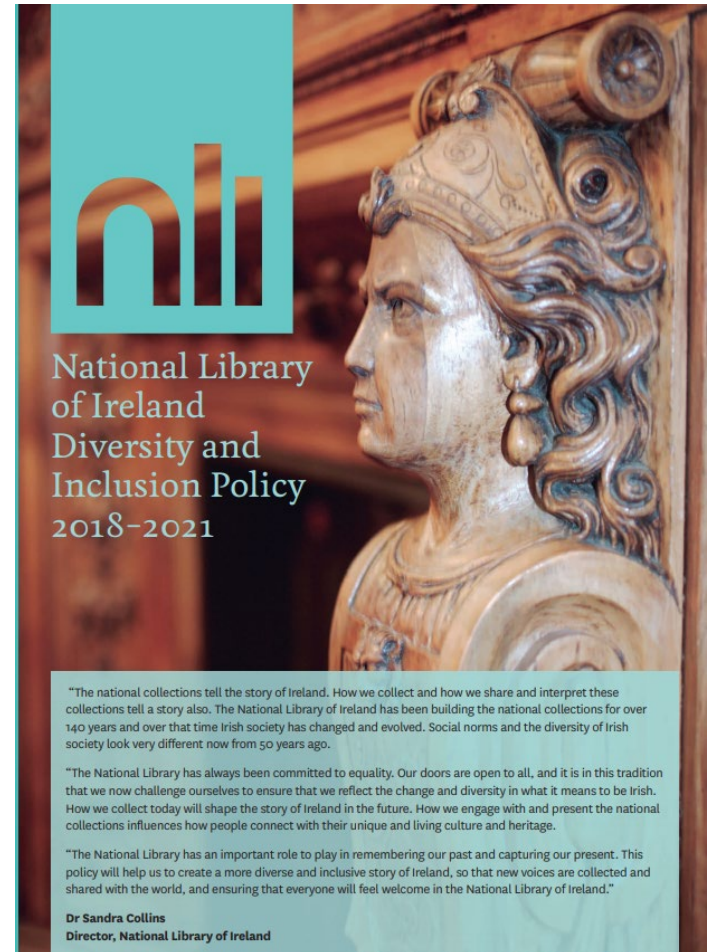
Policy Working Group

- Develop a Diversity and Inclusion Policy for the NLI
- Staff volunteers from across the Library
- Worked with external facilitator Olwen Dawe
- Touched on all aspects of the Library's work, including: staffing and HR, cataloguing, acquisitions, exhibitions, digitisation, programming, estates.



Diversity and Inclusion Policy

- Policy launched in June 2018 by the Minister of Culture, Heritage and the Gaeltacht
- Guests from various representative groups attended





STRATEGY 2016-2021

COLLECT

PROTECT

CONNECT

INNOVATE

COLLABORATE



- Review our Collections Development Policy through the lens of diversity and inclusion



- Improve physical access and visibility in the new building design
- Ensure that our programmes, exhibitions, and engagement with the public reflect diversity in our work and collaborations



- Actively consider diversity and inclusion in developing cataloguing and digitisation projects



- Seek collaborative opportunities to broaden our reach



- Continue our commitment to equality legislation for all employees and visitors.

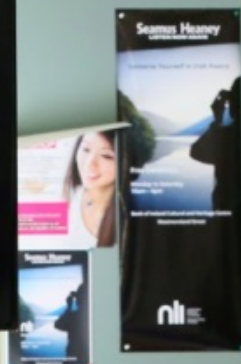


#NLIdiversity

National Library of Ireland
Diversity and Inclusion
Leabharlann Náisiúnta na hÉireann
Éagsúlacht agus Cuimsiú
nli



National Library of Ireland
Diversity and Inclusion
Leabharlann Náisiúnta na hÉireann
Éagsúlacht agus Cuimsiú



Diversity and Inclusion Forum

1. How can the NLI collect in a more representative way?
2. How could we make the NLI more welcoming and accessible to you?
3. How can the NLI be more reflective of Ireland's diversity in our programmes/exhibitions and public engagement?
4. How might the NLI be more innovative?
5. What would you like to collaborate with us on?
6. What could be the barriers or obstacles to delivering the policy?
7. Are we reaching everyone we should be? How can we communicate better
8. What does the NLI mean to you?



1. Collect

- Create awareness about the work of the NLI
- Work with partners and Ambassadors
- Collect new mediums like podcasts
- Rural Ireland is not represented enough

- Collect braille materials
- Collect podcasts
- Literature collection of traveller community
- Create awareness

1 REPRESENTATIVE COLLECTIONS

- Community to inform - what's actually worth collecting - guidelines?
- Audit what we have against 9 Equality grounds.
- Rural Ireland not represented... enough.



- the "West" is awake!
- identify partners to work together, & marginalised groups

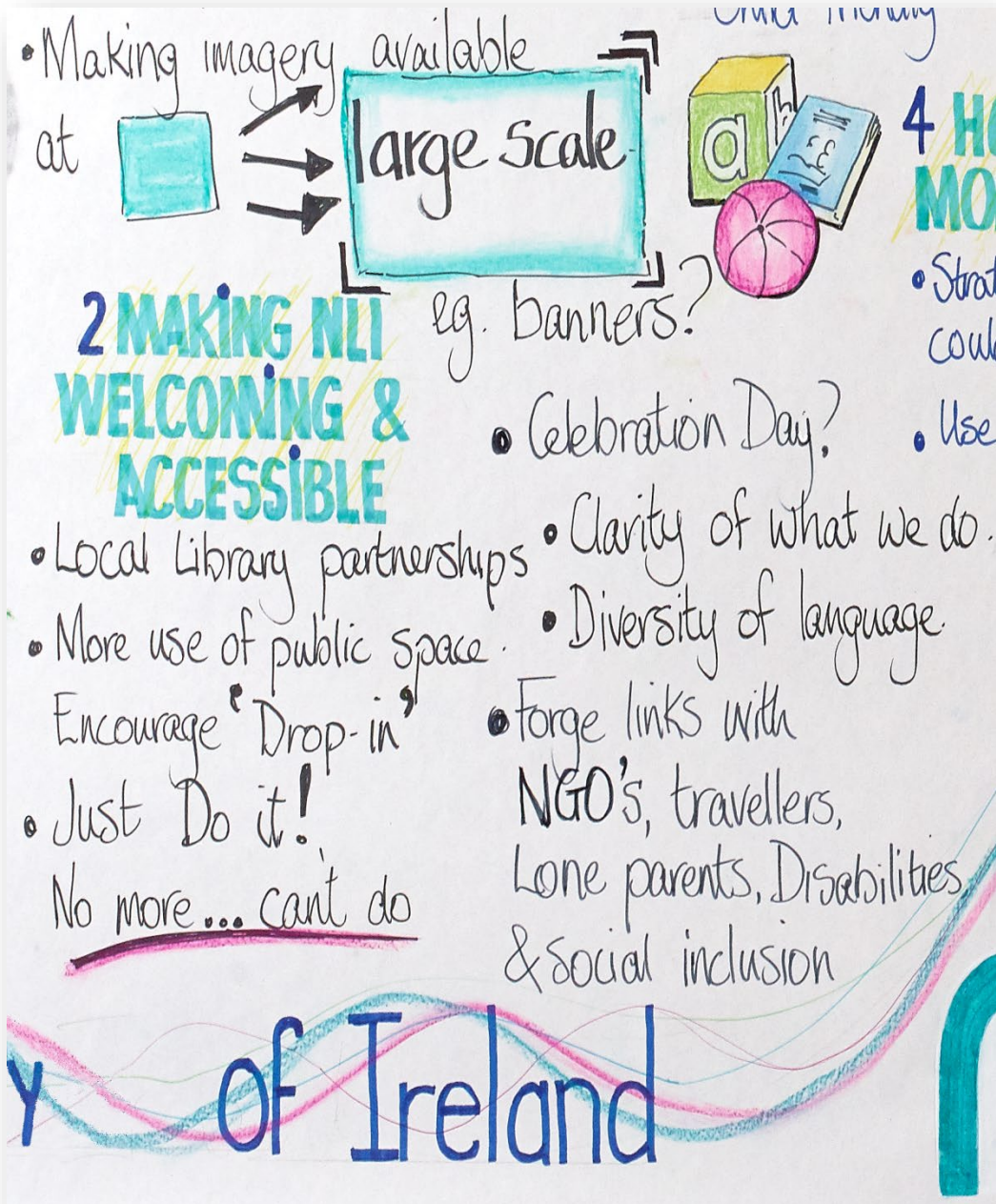


• Making at

2 MAKE WELCOME ACC

- Local
- More us
- Encourag
- Just
- No more

Created by Eilís Rocher for NLI - February 2019



2. Protect

- Better visibility of the NLI.
- Partnerships with NGO's, community groups etc.
- Make better use of public space.

3 DIVERSE EVENTS EXHIBITIONS & PUBLIC ENGAGEMENTS

- Young people? Advisory committee
- Make collections online
- Link up with existing festivals & Events
- Legacy issues... attitudes
- Collecting the **NOW** for the future
- More effective use of exhibition spaces • travel North • Make them child friendly



3. Connect

- Advisory Council/Committee.
- Make collections online.
- Connect with festivals and events.
- Collect present events for the future.

4 HOW CAN WE BE MORE INNOVATIVE?

- Strategic use of "Live aid" could be a game-changer.

- Use of # on twitter • Collect & preserve!

- Advertise more on facebook, instagram twitter etc.

- "How to" online + what to expect — more user-friendly

- "National" language is intimidating — people's library

Leabharlann
Náisiunta
na hÉireann

National Library
of Ireland

4. Innovate

- Increased social media presence
- Promote popular culture collections
- Rebrand
- Increased advertisement

5 COLLABORATE WITH US?

- Set up an advisory stakeholder group.

- Collaborate with local groups

- Have **visit Days** for groups.

- Polska Eire Festival - exhibition opportunity - with Embassy

- NCBI - braille archive - birthday event

- IRISH writers union - potential donation

- Urban is outside rural.



- collaborate with publishers.

- IGA wide relevance



- Split local library ↔ National Library
- How do you "bridge"? & connect the two

5. Collaborate

- Advisory group
- Collaboration
- Work with local libraries
- Host "visit days" for groups.

6. Delivery



- Can't collect everything
- Some groups don't feel represented
- Budget & resource restrictions

7. Communication

- Digital is important to get 'materials' to everyone's finger tips
- Schools - reach out to teachers.

www.nli.ie

7 HOW CAN WE COMMUNICATE BETTER?

• Social media connections



- Women working with women - traveller - migrant women & women with disabilities
- Return visits, multiple stories
- If people can see themselves - when they come in they will feel more comfortable
- Create our own culture Night
- Personal touch
- Advertising on smaller websites.

Library
next

- Invest in digital
- Work with schools and community groups
- Website & Social media
- Create more events like culture night

8. What does the NLI mean to you?

- Highlight what we do for communities
- Extent of collections
- Openness and accessibility of the NLI



Response to Forum

- Positive feedback
- Use online engagement and community networks to reach out
- Advise communities how to collect locally
- Review the national collections for representation
- Accessibility of our buildings and signage
- Young people
- Staff capacity / resources / external advisory council



Implementation Plan

- Aligned to our Strategic Pillars
- Designed to:
 - Take on board, where possible, the suggestions from the forum
 - To be realistic and achievable
 - To help the NLI to deliver the policy



Implementation Plan



Collect



Protect



Connect



Innovate



Collaborate

Thank you!

Any questions or feedback, please email:
diversity@nli.ie

