

**SUPPLEMENTARY DOCUMENT  
RACE EQUALITY ACTION PLAN STATUTORY RECORD OF  
YEAR TWO ACTIONS**



<p><b>RE1 Demonstrating Leadership &amp; Accountability</b></p> <p><b>HR Progress – Completed</b></p> <p>Race Champion and RAG established first meeting organised in October 2008 with Directorate Equality Action plan on quarterly Business plan monitoring and annual ET and board report. Ma includes main but localised supplementation. Equality Impact Assessment policy published Sep will be on-going work.</p>
<p><b>RE2 Resources</b></p> <p><b>HR Progress – Completed</b></p> <p>Extra funding was secured to embed race equality in 0809. Directorates will budget to fund deliv as appropriate in 2010 and 2011.</p>
<p><b>RE3 Training</b></p> <p><b>HR Progress – Completed</b></p> <p>Training delivered includes (1) Race and Cultural awareness rolled out to managers / front-line . Ongoing EIA assessment inclusive of relevance to race equality. Investigation training for mana apply policy fairly and efficiently when carrying out investigations they are aware of race and cu considerations Further courses to dependent on need and resources available for Year 3</p>
<p><b>RE4 Training</b></p> <p><b>HR Progress – Completed</b></p> <p>An Equality Online training tool has been applied from March 2009 for all staff and includes spe Race Equality. It will continue to be rolled out to new entrants to ensure they are aware of their diversity and equality. As of November 2010, 37 employees to complete the mandatory module</p>
<p><b>RE5 Screening and Monitoring</b></p> <p><b>HR Progress – Implemented</b></p> <p>HR EIA programme commenced and will be ongoing work to compliance to policy/practice/ RE</p>

<b>RE6</b>
<b>HR Progress – Completed</b> Current ethnic declaration of staff is 97%. Continue to monitor and communicate the importance of accurate monitoring data via HR Self Service.
<b>RE7 Recruitment</b>
<b>HR Progress - Implementation</b> (1) Will consult Euro Riley for advice on advertising approaches as part of research on Recruitment. Will feature intranet case studies to raise awareness of BAME staff in senior roles from recently launched careers website. <i>Public sector recruitment freeze</i>
<b>RE8</b>
<b>HR Progress – Completed</b> All managers who are involved in recruitment and selection are trained in the Library's recruitment procedures. Recruitment & selection activity is monitored every six months first report in April and is circulated to Directorates.
<b>RE9</b>
<b>HR Progress – Implemented</b> HRBPs to encourage recruiting managers to achieve more diversity on the panels but mindful of BAME staff in senior roles in both genders. Draft changes to be added to the recruitment charter.
<b>RE10 Career Development</b>
<b>HR Progress – Implemented</b> 2 Path individual completed and successful pass 2 awaiting their results which will be released (1 individual was promoted.)
<b>RE11</b>
<b>HR Progress - Implemented</b> Pilot mentoring programme developed and in progress which includes PATH mentees but programme widened to include other new managers. Pilot programme will run for 1 year and be evaluated. Mentoring Programme received complementary feedback from the participants but is under review and will be rolled out further.
<b>RE12</b>
<b>HR Progress – Implemented</b> Career Development workshops implemented with monitoring on BAME take-up. Staff survey 2018 satisfaction and engagement have been analysed to inform any further actions needed. RAG has identified main actions being taken forward.
<b>RE13</b>
<b>HR Progress - Implementation</b> Corporate training is collated and recorded each quarter on performance. Further analysis on diversity to assess and monitor take-up for analysis WIP.
<b>RE14</b>
<b>HR Progress - Implementation</b> EIA screening of the Performance management system has been undertaken for any adverse impact on equality and is currently being negotiated with Trade Union Side.
<b>RE15</b>
<b>HR Progress - Planning</b> Role specific diversity objectives are provided for front-line managers / staff. Further implementation for front-line managers is being developed.
<b>RE16</b>
<b>HR Progress – Completed</b>

1<sup>st</sup> Employment Law Newsletter (2008) was issued to the Senior Lead Team on current employment legislative issues.

**RE17**

**Race Action Group/Human Resources Progress – Completed**

A Black History Month group formed in 2008 with HR and TUS representatives meets to develop celebrations. The Deputy Chair of the Race Action Group is a member. The annual celebration Month is lead by the RAG group with contributions from Trade Union Side members.

**RE18**

**HR & Directorates Progress – Completed**

Staff survey results analysis has lead to (1) Directorates having specific action plans (2) a quality BAME employees has been shared and will inform further initiatives e.g. for engagement in Year group identified 3 priorities around the themes of increasing staff satisfaction/engagement and opportunities for BAME staff. From this progress has been made on increasing the profile of the more staff engaged in race equality initiatives such as: The Equality and Learning at Work Days representatives from the action groups which helped to raise their profile.

**RE19**

**HR & Directorates Progress – Implementation**

Initiatives such as training have been communicated to staff via various communication channels. Newsletter for staff promoted the launch and work of the Race Action Champion / Group. A Core Groups is being considered for a cohesive approach to further engage staff on diversity including Black History Month intranet page to highlight the work of the directorates was set up for 09-10.

**RE20**

**Trade Union Side Progress – Implementation**

TUS representatives continue to participate in the Race Action Group and have contributed to the Black History Month on both sites in 2010, taking the lead in organising the Boston Spa exhibition items.

**RE21**

**HR Progress – Completed**

All managers with high to medium decisions that impact on diversity and race equality were targeted 0708. This included Diversity Champions and Directors. A further course was held in early 2009 for managers is being developed for completion in 2011 mindful of funding .

**RE22**

**See RE05**

**RE23**

**Directorates Progress – Implementation**

Corporate equality impact assessment policy/templates have been completed and negotiated with Side. Policy issued in September 2009. Work on-going.

**RE24**

**SEE RE23**

Policy responsibility rests with HR but Directorates have responsibility for ensuring EIA are undertaken on operational functions and when required.

**RE25**

**HR Progress – Completed**

Employment information is collated / monitored on gender, race/ethnic origin, age and disability reporting to the ECNI is published externally.

**RE26 Content development and Access to the Collections**

**Services Activities**

**(Drama & Literature - Location recording)** - The section has a history of audio recording at the

regularly presents plays by black or multi-ethnic writers. Video recordings of experimental theatre feature artists whose work is in some aspect a reflection of a multi-ethnic society.

**British Library recording project** - 'Between Two Worlds: Poetry and Translation' is a project for posterity a number of poets who have settled in England having migrated from outside the UK bilingual or whose first language is not English. We are particularly interested in recording poets who are under-represented in the Library's sound archive. The recordings will be preserved in the collection at the British Library and made available to scholars through the Library's Listening Service. They will be part of a learning pack to be made available to schools. So far poets from Hungary, Hong Kong, Iran, Chile, India, Azerbaijan, Tatarstan and Pakistan have been recorded. - **(Wildlife)** The acquisition of unpublished and published wildlife recordings is to maintain and develop a global collection of sound recordings that are relevant to and can be accessed by UK and international audiences. **(Popular music)** The project will collect all material commercially issued in UK and therefore attempts to reflect the material generated by and of interest to all community groups.

**(Moving Image)** The moving image collection is broadly inclusive as the existing collection is relevant to the Sound Archive collecting areas and future policy is to collect with relevance to most subjects across the Library

Acquisition of oral history projects that are based on BAME community experience. In the last 10 years we have acquired *Moroccan Memories in Britain*, *Chinese in Britain*, *Overseas Trained South Asian Geriatricians in Britain* and *Oral History of the Runnymede Trust*. *Millennium Memory Bank* has a particularly good representation of BAME groups. All current fieldwork projects aim to reflect the UK's ethnic mix when selecting interviewees.

(d) a global collection of wildlife recordings sound recordings that are relevant to and can be accessed by international audiences.

(e) Popular music commercially issued in UK reflects the material generated by and of interest to all community groups

### **Social Science Collection Research: (SSCR)**

- Select both monographs and journals from legal deposit intake for reading room open access which cover social issues relevant to BAME groups.
- Special focus on selection of official publications from Africa and South Asia covering issues such as eradication, economic development, health and sanitation, education and public service reform.
- Maintain depository and exchange agreements with IGOs active in the field of diversity issues such as EU, Unesco, ILO, UN, etc.
- Special focus on selection and acquisition of research and practice reports produced in the UK by think tanks and research institutes, much of which will be relevant to a BAME audience.
- SSCR team members are active in recommending websites for archive; many of these cover current events and social issues of relevance to a BAME audience.
- BIPC: collection is managed with reference to LDA imposed metrics to target BAME audiences.
- Economics content group: Matthew Neil to talk to group about diversity in collection development at meeting in Nov. 2009.
- Management and Business Studies: has a much more ethnically diverse student population than the HE sector. This is taken into account in the collection policy which includes case studies from western cultures.
- The sociology of race and ethnicity has been identified as key area of focus for the content group. A specialist working on Sociology during the year 2009 - 2010.
- Collection of e-content (i.e. digital donations) as organisations like Demos & EHRC regularly donate content focusing on issues that affect BAME groups. Also, from Oct 2010 this content will be available remotely via the MBS portal making it much more accessible.

SSCR additions to the Sound Archive collection – e.g. TUC DVDs on Equal Pay includes the stories of BAME women.

women workers & POW Berlin Lautarchiv collection – see RE30.

## **RE27**

### **Scholarship and Collections – Implementation**

The Conservation Department have worked with Camberwell College of Arts in developing a Four Book Conservation. The first cohort of students began in October 2007 and graduated in June 2008. The Library offers placements for up to 5 students from each cohort, a two week placement in their first year and a two week placement in their second year. The Foundation Degree is widening access to the conservation profession for those who may not be able or willing to start a full degree course. Four Book Conservation Foundation Degree students from Camberwell College of Art completed their work placement in the Conservation studios at the British Library from 19 January to 19 March. This was a 10-week placement which is a substantial part of the second year work placement requirement. This is part of the second year work placement requirement that the British Library entered into close collaboration in 2007 with the University of the Arts to develop the course.

Within the Conservation Department we run a work placement programme which offers students the opportunity to gain experience in our conservation studios and helps them to fulfill the practical work based elements of their studies. The programme also offers existing professionals the chance to work in our studios and share their knowledge with a wider audience. These placements run for either four or eight weeks in the months of July and September to October. Many of the students who have completed work placements with us in the last 18 months have come from Europe, however in the past we have also had students from India and Africa. As part of the work placement programme, we monitor the ethnicity of our enquiries.

### **Book Conservation Internships**

At the beginning of November 2009 Collection Care welcomed three new graduate book conservators. One has completed a Masters degree in Conservation Studies at West Dean College, Chichester. Another is the first student to graduate from the Foundation Degree in Book Conservation at Camberwell College of Arts and as part of this course completed two placements at the British Library. The third has completed a Masters degree in Book Conservation also at Camberwell College of Arts. These will be working on a number of projects chosen from the conservation bid programme; they will be supported throughout their internship by experienced conservators.

This is the fourth year of funded twelve month graduate book conservation internships. This year's internships are funded through the Radcliffe Trust, Peck Stacpoole Foundation, the American Trust for the Arts, the Stockman Family and the Heritage Lottery fund.

Groups of graduate trainee library school students (e.g. Oxford, UCL) and new professional librarians (in association with CILIP RBSC Group) hosted at the British Library by the BEPC antiquarian section, help to introduce what we do and foster an interest in coming to work with us. Around 10 work placements have been accommodated by BEPC in last 18 months. All categories regularly including BAME participants.

The Sound Archive Classical music curator runs the Edison Fellowship scheme which attracts people from a wide range of nationality and ethnic background. This year students arrived from Taiwan, Israel, USA and Spain. The British Library. Our programme of oral history training courses (in conjunction with the Oral History Society) attracts a mix of attendees including many from BAME backgrounds. These courses encourage those from under-represented groups to use oral history and help to show.

On 25th March the Head of Training and Development attended the launch on Internships: Best Practice and guidelines, presented at the London Museum of Transport, and created in partnership with the London Museum of Transport, London MLA, and the office of the Mayor of London.

**RE28****Scholarship and Collections – Implementation**

There is more conscious awareness since diversity and social inclusion form part of the curator's role. Diversity management training undertaken by SSCR team.

In October 2007, conservation began a public programme including twice weekly tours of the collection, quarterly seminars and quarterly advice days. This has widened public access to conservation. Staff who conduct the tours received customer service training to address a diverse audience. After the tours, visitors are asked to complete an evaluation form; demographic data is collected.

Employees have attended the Institute of Race Relations seminar on the (UK) Negro Welfare Act 1937 and also the Trinidad & Tobago High Commission launch of the *Trinidad Noir* short stories. Staff represent the Library and learn more about Anglo-Trinidadian connections.

**RE29****Scholarship and Collections – Implementation**

Supported the "Africans in London Project" application to the Heritage Lottery Fund. Offered training techniques as well as interactive workshops.

In addition, have supported a number of oral history projects as archive partner. In the last year supported *Moroccan Memories in Britain*, *Overseas Trained South Asian Geriatrician interviews* and *An Oral History of the Runnymede Trust*. Each year the BL oral history training programme has delivered training to a number of community oral history projects run by particular BAME community groups (usually the projects are for Black British and Black African communities). The Moving image curator is working with BL Social Sciences to look at personal film archives and video production, to include BAME content and relevance to BAME audiences.

Tour and seminar for group of international students from Kings College London's Summer School on the contribution of Caribbean authors to London's literary history (July 2010)

**RE30****Scholarship and Collections – Implementation**

Ongoing digitization projects are increasing the access of collections on race and culture such as the Dunhuang Project.

**Social Science Collection Research: (SSCR)**

Within the last 18 months POW recordings (part of the Berlin Lautarchiv) were purchased by SSCR and made available via SoundServer; these recordings contain material from South Asian POWs, proven of value to researchers from within the South Asian community in the UK both from a historical and linguistic perspective. This has also enabled the SSCR team to begin to build closer relationships with this research community.

British National Corpus (BNC) – SSCR is currently working in partnership with Oxford University to digitise tapes of this collection. Once this project is complete, the audio will be available via SoundServer segments via the Archival Sound Recordings (ASR) site. The transcripts from these recordings will be available for many years online and have been a great resource for ESOL (English for speakers of other languages) students. So, the audio version, once digitised, will not only represent speakers from some presumably from BAME groups, but will also become a valuable English language resource from a number of linguistically and culturally diverse communities from both within and outside the UK.

Digitization within BEPC has been increasing focused on mass digitization of all materials within (e.g. 19th century British) or format (e.g. single sheets). Through this selection method, the diverse all categories of UK population as represented in the published archive will be represented.

### RE31

#### Scholarship and Collections – Implementation

Ongoing digitization projects are increasing the access of collections to countries the developing

The World Collections Programme, run by the BL by the international Engagement Team in (S& Kenya and South Africa. The Sound Archive and APAC are also involved.

The Sound Archive is planning an archiving training workshop for 2010 in Kenya to help establish visual archive. **(World & Traditional Music)** is heavily involved in the World Collections Program archiving training workshop being planned for 2010

The 'Food Stories' online educational resource includes oral history sound clips relating to BAM sections 'Food, Nation and Cultural Identity' and 'Ritual and Tradition.'

Meeting with Caribbean Digital Library director arranged for 20/10

Contributed to development of Travellers virtual exhibition for The European Library.

2 August 2010: Professor Delamatar visited the Library to discuss digital projects in Ethiopia.

2 August 2010: Meeting with Stephen Delamarter on the finalization of his workplan and budget relating to the digitization of Ethiopian Manuscripts

2 September 2010: The Foreign Office visited to discuss IOR plans for digitisation. We also look which the BL could work with the FCO to assist in cultural briefings for their staff

### RE32

#### Scholarship and Collections – Implementation

Some recent SSCR events connect with issues of race and ethnicity. The SSCR team was involved 'Southall: Music and Life'.

One of our September events explores 'Migration and Integration' (15th Sept. 2009).

In the last year SSCR have held events which connect with broader issues of social inequality (the welfare state, forced migration due to climate change and issues in mental health).

Management and Business Studies: we are supporting a new ESRC seminar series (6 seminars) Henley Business School, Universities of Kent & Liverpool, which will examine the development of businesses in the UK and the factors that underpin their success. This will be relevant to a BAM particularly as many minority ethnic individuals are involved in entrepreneurship and small-business. The Census exhibition in the folio space will focus on many aspects of social change, including and immigration.

An ESRC Ph.D. placement working with the SSCR team for three months during the summer of topical bibliography on migration.

BEPC lent *Some Experiences of an African Air Raid Warden* by E I Ekpenyon [1943] to the Imperial Museum for exhibition *From War To Windrush*. Andy Simons gave a talk on Black and Asian history; the Word, a poetry collective; Richard Price appeared on the BBC Radio 4 programme, "Dirty D by Benjamin Zephaniah, to compare and contrast British and American black poetry with late modern the UK.

Americas involvement in Native Studies Research Network.

Display prepared by Americas Collections for 'Besieging Inca Garcilaso de la Vega' conference

Interconnected Worlds public show and tell (arranged with Marion Wallace and the Making Britain project) promoting Library as a source of Caribbean history (in my case). The event appealed strongly to London's Black and Ethnic Minority communities across all age ranges (October 2010)

Our Memories of the Uprisings public event but with focus on contemporary Black History (October 2010). Material for the event was made more accessible to the public by putting the information on pod

The Diamond Sutra went on display in the Chinese Print exhibition at the British Museum on 12 October 2010. The Chart is on display at the Grand Palais in Paris in their exhibition on Daoism in 2010.

The joint British Library-British Museum travelling photographic exhibition, *Lasting Impressions: Islamic World* opened at Toxteth Library, Liverpool, on 13 July, at the start of its nationwide tour. It will be on display at the ST. Pancras site for staff in 2010.

The reference and research department provide monthly family history training days in APAC for staff. These have been successful so far.

The author and MP Rory Stewart visited the Library to film items from the India Office Private Papers collection for a forthcoming TV documentary on Afghanistan.

### **RE33**

#### **Directorates – Implementation**

- The SPIS collection in the SS reading room contains recently published books on social issues and equality.
- The Olympics Hub has pages devoted to race and ethnicity in sport and is receiving contributions from researchers on issues of race in sport at Leeds Met. University.
- The current awareness bulletin Welfare Reform on the Web includes material on the impact of the reforms on BAME groups.
- First British Overseas Territories webpage mounted on the BL Website by the Modern British Library. This brief page outlines holdings that included publications originating from or relating to territories such as Montserrat and Anguilla. Individual pages will be developed in due course.
- The Adopt-a-Book scheme run in partnership between the Development Office and Conservation Department offers a range of adoption possibilities to encourage a diverse audience. This is done via the internet where possible books for adoption. Recent bespoke adoptions have included the Sikh community with significant donations and with whom work is ongoing.
- The new Archival Sound Recordings website increases access to collections for people in the diaspora backgrounds as well as to people from their home countries.
- The new subject page within the oral history section of the BL website entitled 'Oral history: the legacy of colonialism' highlights the variety of collections that relate specially to BAME groups.

The Radio curator is preparing a webpage specifically devoted to BAME collection content/resources. This will be linked to other relevant BL pages.

### **RE34 External consultation and Engagement**

#### **Directorates – Implementation**

S&C have engaged with stakeholders by hosting visits from SOAS undergraduates on collection development, Vietnamese collections and how to use the Library's resources, the India Records Office

The International Dunhuang Project hosted a visit by curators and conservators from national libraries in Mozambique and Nigeria during their visit to the BL. The IDP team set up a on a six-day workshop as part of the collaboration between IDP and Korea University.

S&C represented the Library at the opening of the Jewish Museum in Camden and attended a r... the *Open Jewish Culture*, an initiative supported by the Mayor of London aimed at promoting Je... culture. The Library's participation in this scheme includes the annual visit to the BL Hebrew co... of the European Day of Jewish Culture; we are exploring other ways of making the collections b... to audiences.

S&C colleagues have also arranged visits on specific collections such as members of the Talkin... Association, London, had a guided tour of Hebrew treasures and Lambeth Palace Anglo-Jewish... a show and tell display of illuminated manuscripts.

S&C furthered their relationship with the AHRC by holding meetings with various institutions, inc... of Culture and Planning Commission, to take forward the BL's India Strategy.

The curator for African Collections went to a workshop on African studies on the web in Bayreut... gave presentations on the Library's digital activities, and on African official publications and the... The curator also gave a paper to the SOAS Africa seminar entitled 'Current Publishing in East A... British Library's Collections'. She hopes to follow it up with a session for SOAS research studen...

The curator for African Collections took part in a show and tell for a group of interns from the Br... attended a seminar on the annual Caine Prize for African short-story writing, at SOAS.

Several APAC staff attended the South Asia Archives and Library Group meeting in Oxford.

Head-International Dunhuang Project made visits to China, Japan and Russia to give conferenc... MOU's regarding IDP and hold talks with potential new partners. Gave a paper at the conferenc... *Medical History* organised by The Wellcome Trust Centre of the History of Medicine at UCL.

7 July. Lead Curator for Persian Collections attended the Board meeting of The Islamic Manusc... (TIMA) at the Faculty of Middle Eastern and Asian Studies, Cambridge, University and on 8-10... Isa Waley participated in the annual conference of The Islamic Manuscripts Association at Quee... Cambridge, and chaired two of its sessions.

The joint British Library-British Museum travelling photographic exhibition, *Lasting Impressions: Islamic World* opened at Toxteth Library, Liverpool, on 13 July, at the start of its nationwide tour... at the St. Pancras site for staff.

On 13-14 September 2010, the Bharat Britain conference took place at the British Library and th... travelling panel exhibition was launched together with a database of sources for research. This... culmination of the first phase of the Making Britain project which highlights the contribution of So... Britain from the 19th century onwards. Curator for India Office Records represented the British... Making Britain Advisory Board and was involved in the conference organisation and producing t... exhibition. The exhibition featured as part of the Library's Black History Month 2010 events for s...

### **Boston Spa**

The travelling exhibition – made up of banner displays – of Spanish American Independence wa... canteen of Boston Spa

### **PUBLIC PROGRAMMES**

#### **Centre for Conservation Tours**

#### **Number of visitors attending conservation tours**

	<b>Nov-09</b>	<b>Dec-09</b>	<b>Jan-10</b>
Behind the scenes tours of the BLCC (Public)	27	34	16
Themed behind the scenes tours of the BLCC (Groups)	26	12	37
Behind the scenes tours of the BLCC	8	17	6

(Professionals)			
Adopt a book tours	20	0	5

#### Staff events –

1. Many APAC staff participated in APAC's Acquisitions Open Day, co-ordinated by Annabel G. Employees dropped in throughout the afternoon to see a selection of books, manuscripts, papers, newspapers and photographs acquired over the past year, and to meet the curators who secured their donation.

#### **Events for Black History Month 2010**

##### 2. Interconnected Worlds: a display of British Library African and Caribbean materials

This event showcased material on slavery, abolition and empire, the end of empire and the beginning of independence and the rich cultural and scientific material produced by and about Africa and the Caribbean. It illustrated the astonishing diversity and breadth of our African and Caribbean collections, as well as the connections between the East India Company/India Office and the Caribbean and Africa.

##### 3. South Asian Making Britain Exhibition - 1858 - 1950 October 26, 2010

South Asians have been living in Britain since 1600, when the East India Company was founded by merchants. This exhibition traces the impact of South Asians on British life during the period of early South Asian population. It came from diverse regional backgrounds.

#### Public Events

- An event to mark Nigeria's 50th Independence
- Our memories of the uprisings: the 1980's revisited
- The Art of Rap / Voices of Hip Hop
- La Diosa - Case Study for Black History Month courtesy of the Business and Intellectual Property Centre

**Boston Spa Exhibition** - A number of collection items from Boston Spa and photograph prints on display in a glass case on the right hand side near the conference suite Building 1:

**Black History Month Dishes – the staff restaurant provided** a diverse range of menu dishes of the diversity of culinary dishes from around the World ranging from Brazil, South Africa, West Africa, Latin Americas/Cajun, Caribbean and Malaysia.

#### **RE35**

#### **Directorates – Implementation**

The Design Office produces the general BL information and ensures a wide cultural diversity of content. The Design Office works with a variety of internal clients such as public marketing, BIPC and the Design Office. Diversity is considered in the marketing material for example, leaflets and posters for BIPC that target a mix of entrepreneurs.

Last year's annual report featured a section on a South African archivist and there are several events in the What's On Exhibition and Events celebrating Black History Month in 2010.

Operations and Services has responsibilities over Reader Bulletin which is issued to readers on a regular basis informing 65,000 readers and service users which is year on year increasing.

BL Readers Group and Library managers meet quarterly to discuss and communicate with readers.

#### **RE36**

## **Directorates – Implementation**

- The Library is a member of Race for Opportunity and establishing networking opportunities with other organisations.
- The Library has outreach programmes within SM&C/Learning team which includes working with schools and providing learning workshops.

### **The Magnificent Map of Kings Cross.**

The Magnificent Map of Kings Cross was a local community project linked to *Magnificent Maps: Propaganda and Art*.

The project was supported by Revel – a festival of visual and digital art, live music and site specific events around the Kings Cross area from April 22 to 2 May 2010.

The project involved a large scale map of the Kings Cross area (4 meters square) being reproduced on separate 1 meter square panels of stretched canvas. Each panel carried a different section of the map given to 16 different local groups to be embellished and decorated based on the exhibition themes.

Outreach workshop leaders visited each group to talk to them about The British Library exhibition and the key themes of the exhibition (propaganda, power and patriotism and art).

The map, once produced, hang in entrance Hall from 2<sup>nd</sup> May till mid August. 14 community groups including Somers Town Community Association Youth Club, The Mary Ward Centre and Camley Street Market took part in the project, with over 90 people being involved. All participants were invited to BL for a drinks reception and a curator-lead tour of the exhibition.

### **Points of View**

As part of the community programme linked to the Points of View exhibition, three local community groups were invited to a series of workshops with the British Library. The groups were ESOL students from Somers Town Community Centre, elders from Marchmount Street and mental health service users and volunteers. One group was given a tour of the exhibition, and after a quick introduction to modern digital photography used to capture Kings Cross. The work produced was displayed in an exhibition at the German Gymnasium, Kings Cross Stations as part of the Reveal King's Cross Festival alongside photographs taken by members of the community. This was a linked BL public event.

## **RE37**

## **Directorates – Implementation**

The Learning Team works with Primary and Secondary schools and families from across London. Our projects attract a high percentage of local schools, young people and families from Camden, Tower Hamlets, Islington, Haringey, Lambeth and Westminster.

### **Summer Family Programme**

The month of August saw the BL's family workshop programme all linked to the Magnificent Maps exhibition. There was a doubling of the numbers of families which took part in the workshops compared to last year.

### **General Family Programme**

Family workshops linked to the exhibition programme also took place during the February and July half terms, as well as during the Easter holidays. There will also be workshops during the October half term.

### **Further plans**

Over the next six months there will be a community project linked to the Evolving English exhibition. Local community groups will be invited to visit the exhibition and contribute to the process of collecting

sound archive. The community programme for Out of the World – the science fiction is currently  
All exhibitions will be also be supported by family workshops. Evolving English will also be sup  
Discovery Day. We also hope to begin a Book Club in association with local Community Learni  
The Library's CSR strategy includes volunteering opportunities for staff to read with primary stu  
mentoring in secondary schools in Camden and Yorkshire. In 2010, the Library has enabled and  
with ESOL students for reading opportunities for staff.

## RE38

### **Strategic Marketing and Communications – Implementation**

**SM&C** - Public and Learning Engagement Strategy is to broaden the Library's core audience ba  
and strategic way. To this end, we are in the process of drawing together an Audience Develop  
aims to:

- Encourage current visitors to return
- Attract audiences who currently attend other cultural activities elsewhere to visit the Library
- Engage new audiences, particularly from our local communities

**Somers Town Festival and Fiesta!** - The BL was a key partner in this local festival which was  
Spanish American Independence exhibition. Family workshop in the entrance hall and South A  
performance in the piazza was some of the highlights. Learning staff managed a stall on Charl  
local residents with information about the library and the summer family programme. Young pe  
Camden Community School did a short performance on the piazza stage.

### **Making Britain**

This is a display of 11 banners which explore the presence of South Asian in Britain from 1858.  
began in October 2010 at Bradford Library. This is project between the BL, the Open University  
Oxford, Kings College London and the Arts & Humanities Research Council.

### **Lasting Impressions**

This is a touring panel display touring the country on seals form the Islamic World.

### **Turing the Pages kiosk**

The kiosk has been part of an exhibition at a church Market Harborough and one is currently at  
church/community centre in Lincoln.

**BIPC** have ongoing engagement with BAME community in a regular programme of events. The  
Award 2010 is scheduled for 8 November and is being held at the British Library. The PRECIOU  
founded to celebrate the achievements of inspirational entrepreneurial women of colour who are  
businesses in the UK. The BIPC website also hosts a number of success stories showing entrep  
diverse backgrounds including BAME.

## RE39

### **Directorates – Implementation**

In the last 18 months we have had three professional visits to Collection Care. The aim of these  
the work that we do within Collection Care with other external professionals. Our three visits we  
following places:

- Roja Muthiah Research Library, Chennai, India
- Tartu University Library, Estonia
- Swiss National Library, Bern, Switzerland

### **Social Science Collection Research: (SSCR)**

- The SSCR team has hosted a number of events for the British Sociological Association for

race and ethnicity are a large area of scholarly exploration.

- Members of the SSCR team attend external events relating to issues of race and ethnicity to attend an ESRC seminar about issues of mixed racial heritage (on 18th Sept. 2009).

IC is a committee member and on the editorial team for SCOLMA/ African Research and Documentation journal aims to include articles from scholars working in Africa, and to review books written by scholars in Africa, African scholars, and books published in Africa. SCOLMA is also contributing to an information African Studies Association UK), which in part aims to improve the information available to African students planning a period of study in the UK.

**(World & Traditional Music)** Curator has worked throughout 2009 with AUCUK (a registered charity for the benefit of African communities mainly in and around London.)

**(Sound Archive - Oral History)** A high number of BAME community groups receive BL oral history services. Contact the oral history section for advice. Partnership projects with BL and BAME related groups will increase BL presence and status within BAME community.

**(Radio)** Curator for Radio will use aforementioned webpage as a springboard for outreach to BAME communities. seek ways of further serving BAME interests.

## RE40

### Directorates – Implementation

Operations and Services Reader Satisfaction survey ratings for 698 readers who answered both overall satisfaction & the question on race/cultural background. Overall satisfaction for all readers was 79%.

Satisfaction by ethnic group was;

79% - WHITE (553 responses)

6% - ASIAN (43)

2% - MIXED (16)

4% - BLACK (29)

2% - CHINESE (15)

6% - OTHER (42)

## RE41 Marketing Material and External Communications

### Strategic Marketing and Communications – Implementation

**SM&C/BIPC** supports women / BAME women / entrepreneurs of all gender in business: e.g. In 2000 work shops+ advice sessions with 50% women /37% BAME groups. Also campaigns to support BAME women e.g. “Mothers of Invention” to celebrate international women’s month. BIPC partners with organisations who support gender events / initiatives e.g. **African Caribbean Business Network • Association of Black Business Based Business Advice (ACBBA)** - gives resources to enable grass root organisations to offer support to entrepreneurs in their communities • **Precious**, an online magazine, network and resource for women entrepreneurs. BIPC have ongoing engagement with BAME community in a regular programme of events e.g. BAME Entrepreneurs and Open Evening events and celebrate success of BIPC entrepreneurs (including a Case Study programme. Hosted the PRECIOUS Awards which celebrates the achievements of BAME entrepreneurial women of colour who are running businesses in the UK. Also featured a success story on our website and displayed their products (jewellery in the BIPC during the Black History month).

BIPC have ongoing engagement with BAME community in a regular programme of events e.g. BAME Entrepreneurs and Open Evening events and celebrate success of BIPC entrepreneurs (including a Case Study programme).

Case Study programme. Hosted the PRECIOUS Awards which celebrates the achievements of entrepreneurial women of colour who are running businesses in the UK.  
37% of the BIPC users come from a BAME background.

The Public Events team run a schedule of public events to celebrate Black History Month each

**RE42 - See RE36 Learning Team**

**RE43 - Strategic Marketing and Communications – Implementation**

Contacting BAME media and press as part of the new press strategy for the Business & IP Cen

**RE44**

**Strategic Marketing and Communications – Completed**

BIPC continues to take account of race equality in relation to events and marketing materials. H gained further advice with regards to providing core marketing materials in alternate languages that due to databases and services only being available in English it would not be appropriate to marketing materials which would raise customer expectations which we could not satisfy without investment.

**RE45**

**Strategic Marketing and Communications – Implementation**

The BIPC website was relaunched in 2009 and ensures cultural diversity of material used. BIPC case study of the month to reflect Black History Month 2010 was La Diosa, two female BA who launched their luxury jewellery brand.

**RE46**

**Operations and Services– Completed**

Multi-lingual leaflets - translated key information about the BL (exhibitions/reading room requirements/opening times etc) into sixteen different languages which can be found on the external website. Bengali, Gujarati, Punjabi, Kosovan/Albanian, Serbian, Yoruba, Somali, French, Spanish, Italian, Japanese, Mandarin, Arabic, Polish, Croatian.

**SEE RE44**

**RE47**

**Strategic Marketing and Communications – Implementation**

SM&C Public events

- The Campaign for Abolition
- Ramayana exhibition 0708
- Taking Liberties 0809
- Annual Black History Month schedule of public events
- BIPC Success story case studies

**SEE RE 38**

**RE48**

**Strategic Marketing and Communications – Implementation**

SM&C Bookshop holds a wide range of diverse books Promotional book are also linked to the L programme.

**RE49 Corporate Procurement**

**Finance and Corporate Services – Completed**

Head of CPU has attended Equality impact assessment training.

**RE50**

**Finance and Corporate Services - Implementation**

A Responsible Procurement Policy was published in 2009 linking CSR issues to Procurement a

increase contract opportunities to a more diverse supply base including SME's, BME's, Women organisations. With the Library's goal to increase usage of small to medium enterprises [SME's] spend with SME's increased 8%, totalling approximately £19 million in Expenditure. Many SME

**RE51**

**Finance and Corporate Services – Planning**

More work needed for a more detailed assessment of bids in an evaluation process. In light of the 2010 and the new approach of the Coalition Government to equality in procurement. A consultation is being undertaken once the results of consultation is published then this can be taken forward.

**RE52**

**Finance and Corporate Services – Planning**

Most internal Buyers have attended the Managing Diversity Course. Further Diversity considerations to standard tendering processes to ensure reviewed automatically for each tender. **SEE RE51**

**RE53 Benchmarking**

**Human Resources – Implementation**

The Library has joined Race for Opportunity and will be undertaking RFO benchmarking exercises to benchmark progress across standard and to inform further action for Year 3.