

APPENDIX A – RACE EQUALITY SCHEME STATUTORY RECORD OF YEAR ONE ACTIONS

APPENDIX A - Race Equality Scheme Action Plan November 2008 - October 2009

| No. | ACTION | TARGET DATE | RESPONSIBILITY COMMENTS / NOTATIONS | REVIEWED TARGET DATE . |
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| Demonstrating Leadership & Accountability | | | | |
| RE1 | Continued commitment from the Executive team (ET) which currently includes supporting /ensuring a: (1) Race Action Group; (2) Race Champion / chair, (3) sourcing funding for RE initiatives. (4) RE actions on the Business Plan (5) Reviewing progress & accountability for RE progress @ ET/Board level - signing of annual /statutory progress reports. (6) RE goals on annual directorate business plans (7) Taking appropriate action on Impact assessments / monitoring | Year 1 Q2 | <p style="text-align: center;">HR Completed for 0809</p> Race Champion and RAG established and first meeting organised in October 2008 with Directorate leads. Race Equality Action plan on quarterly Business plan monitoring and annual ET and board report. Matrix and action plan includes main but localised supplementation. Equality Impact Assessment policy published September 2009 and will be on-going work. | Year 2 ongoing |

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| | where adverse impact identified | | | |
| | Resources | | | |
| RE2 | All Directorates - Establish the resources needed to support the RES / extent of delivery within current and future resource constraints | Year 1 Q2 | HR Completed – 0809 Extra funding was secured to embed race equality in 0809. Directorates will budget to fund delivery of their actions as appropriate in 2010 and 2011 | Completed with continual review for Years 2 - 3 |
| | Training | | | |
| RE3 | HR and Managers - Review training needs in RE & awareness - implement appropriate training for ; HR & team managers; front line services & staff in general | Year 1 Q4 | HR Completed – 0809 Training delivered includes (1) Race and Cultural awareness rolled out to managers / front-line staff during 0809. Ongoing Equality Impact assessment delivered inclusive of relevance to race equality. Investigation training for managers to ensure when carrying out investigations they are aware of race and cultural considerations and apply policy fairly and efficiently. Further courses to be delivered. | Year 2 and ongoing review |
| RE4 | HR - Launch E-learning tool across the BL to encompass RE & cultural awareness & which can be promoted in induction processes. | Year 1 Q4 | HR Completed – 0809 An Equality Online training tool has been applied from March 2009 for all staff and includes specific reference to Race Equality. It will continue to be rolled out to new entrants to ensure they are aware of their obligations to diversity and equality. | Year 2 & ongoing roll-out |
| | Screening and Monitoring | | | |
| RE5 | HR - Improve qualitative monitoring & analysis of all HR policies to ensure that the BL RE objectives are achieved – See also RE20 | WIP for Year 1 will continue into Year 2 | HR – Implementation HR EIA programme commenced and will be ongoing work to compliance to policy/practice/ RE Duty | Year 2 and ongoing WIP |
| RE6 | HR - Continue & improve quantitative monitoring / analysis e.g. set a target to increase current declaration of | Year 2 WIP | HR –Completed 0809 Current ethnic declaration of staff is 96%. Continue to monitor and communicate the importance of HR capturing | Year 2 ongoing |

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| | ethnicity/race from 96% to 99% | | accurate monitoring data via HR Self Service | |
| | Recruitment | | | |
| RE7 | HR - Review / develop advertising methods to encourage applications from BAME communities to all BL senior roles (especially where BAME are under-represented) | WIP for OD | Human Resources (Organisation Development) – Implementation (1) Will consult Euro Riley for advice on advertising approaches. (2) Will feature intranet case studies to raise awareness of BAME staff in senior roles from recently launched BL careers website. | Year 2 and ongoing (1) By October 2009 - (2).By 31 March 2010 |
| RE8 | HR All Recruitment & Selection policies and methods are monitored and analysed for RE | WIP for OD | Human Resources (Organisation Development)– Completed All managers who are involved in recruitment and selection are trained in the Library's recruitment policy and procedures. Recruitment & selection activity is monitored every six month first report in April and October and circulated to Directorates. | Year 2 ongoing |
| RE9 | HR - Ensure Recruitment Panels have as diverse make-up as can reasonably be achieved for each process | WIP for OD | Human Resources– Implemented HRBPs will be encouraged to raise with Recruiting managers to achieve more diversity on the panels but bearing in mind this may be difficult to achieve currently with low numbers of BAME staff in senior roles in both genders. This approach will be added to the recruitment charter. This action to be reviewed 31.03.10 | Year 2 ongoing |
| | Career Development | | | |
| RE10 | HR - Look at initiatives to increase BAME employees where under-represented in BL e.g. grade B+ & support for Diploma in Management Studies (PATH) and internships | WIP for 0809 | Human Resources – Implemented 1 Path individual completed and successful passed and 3 individuals have started the DMS course (Sept 09) . | Year 2 ongoing |
| RE11 | HR - Establish BL pilot programme to mentor - targeting under-represented groups, pairing senior staff to lower | WIP for 0809 | Human Resources (Organisation Development) – Implemented Pilot mentoring programme developed and in progress | Year 2 Review ongoing |

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| | grade staff to help cross-cultural awareness and understanding. | | which includes PATH mentees but programme has been widened to include other new managers. Pilot programme will run for 1 year and be evaluated. | |
| RE12 | HR - Review career development initiatives targetted at grades D & E e.g. work shadowing, short secondments, career discussions etc | WIP for OD 08 -10 | Human Resources (Organisation Development) – Planning Career Development workshops have been implemented with monitoring on take-up from BAME groups. Staff satisfaction and engagement results to be analysed from the 2008 staff survey to inform any further actions needed | Review ongoing |
| RE13 | HR - Assess & monitor percentage take up of BAME employees for personal development, training, career opportunities | WIP for OD 0809 | Human Resources (Organisation Development) – Implementation Corporate training is collated and recorded each quarter on performance. Further analysis on diversity stats to assess and monitor take-up for analysis WIP. | Year 2 ongoing |
| NB* | See also RE25 | | | |
| | Performance Management | | | |
| RE14 | HR - Review & analyse the application of the BL Performance Management System to see if there is any adverse impact for RE | 0910 | Human Resources - Planning EIA screening of the Performance management system to be undertaken for any adverse impact on race equality. | Year 2 |
| RE15 | HR - Review content of generic & individual diversity objectives on PMR's e.g. managers who lead & teams have RE objectives | 09/10 | Human Resources (Organisation Development) – Planning Role specific diversity objectives are provided for front-line managers / staff . Further implementation across managers is being developed. | Year 2 ongoing |
| | Internal Information & Consultation | | | |
| RE16 | HR - Establish a newsletter for SLT managers with up to date legislation, case law & good-practice examples. | Year 1 | Human Resources – Completed 1 st Employment Law Newsletter (2008) was issued to the Senior Lead Team on current employment and legislative issues. Planned annual update as minimum is scheduled. | Ongoing |

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| RE17 | Race Action Group – to encourage establishment of BAME focus groups or sub groups to the RAG where required to support projects of the RAG and to assist BAME contribution and networking | Year 1 | Race Action Group/Human Resources – Planning A Black History Month group formed in 2008 with HR and TUS representatives meets to develop the annual celebrations. The Deputy Chair of the Race Action Group is a member. Other groups will be formed as appropriate. | Year 2 and Ongoing |
| RE18 | HR and Directorates – Analyse Colleague Opinion Survey further re: lower satisfaction rates from BAME employees. | WIP for 0809 | Human Resources and Directorates – Planning Directorates have specific action plans resulting from analysis of staff survey results. A qualitative report on staff survey results for BAME employees has been shared and will inform further work corporate initiatives e.g. for engagement in Year 2. | Year 2 and Ongoing |
| RE19 | HR and Directorates - Review communication channels to ensure RE is supported / “owned” by all BL employees (and users). (See RE34) | WIP for 0809 | Human Resources and Directorates – Implementation Initiatives such as training have been communicated to staff via various communication channels. A Diversity Newsletter for staff promoted the launch and work of the Race Action Champion / Group. A Communication Groups is being considered for a cohesive approach to further engage staff on diversity including race equality. | Year 2 ongoing |
| RE20 | Trade Union Staff Side – to actively promote RE in BL by improving communications to members work TUS has been doing and continues to do to promote equality in the BL | | Trade Union Side– Implementation A TUS Circular on equality was delivered to members in October 2009. PCS South have organised a member talk from PCS HQ Black Members Forum during Black History Month 2009. TUS representatives are on the Black History Month group and have contributed to the activities in 2009, taking the lead in organising the Boston Spa exhibition of collection items. | Year 2 and ongoing |
| | Equality Impact Assessment | | | |

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| RE21 | HR - Ensure full (EIA)Equality Impact Assessment training is provided to all key decision makers / policy holders | Completed 0708 | Human Resources – Completed All managers with high to medium decisions that impact on diversity and race equality were targeted for courses in 0708. This included Diversity Champions and Directors. A further course was held in early 2009. Courses will be offered to new managers. | Year 2 and ongoing |
| RE22 | HR - All employment policies are to be assessed for impact on equality | WIP for 0809 | SEE RE05 | Year 2 review and ongoing |
| RE23 | Directorates - EIA all core operational functions to identify gaps actions to promote RE/ ensuring BAME consultation where required. | WIP for 0809 > 0910 | Directorates – Planning Corporate equality impact assessment policy/templates have been completed and negotiated with Trade Union Side. Policy issued in September 2009. Work on-going. | Year 2 and Ongoing |
| RE24 | HR – Directorates - Ensure appropriate corporate policy / guidance for EIA are provided and effectively implemented. | WIP for 0809 > 0910 | SEE RE23 Policy responsibility rests with HR but Directorates have responsibility for ensuring EIA are undertaken on operational functions and when required. | Year 2 and Ongoing |
| RE25 | HR – Directorates - Continue to produce year end monitoring data inclusive of RE - ensure reviewed as to content and is published | WIP for 0809 > 0910 | Human Resources – Completed Employment information is collated / monitored on gender, race/ethnic origin, age and disability. Statutory annual reporting to the ECNI is published externally. | Year 2 and Ongoing |
| Content Development & Access to the Collections | | | | |
| RE26 | S&C - To ensure Content strategy accounts for RE needs & collection material is relevant to BAME audiences | WIP for 0809 > 0910 | See details below: | Year 2 and ongoing |
| <p>(Drama & Literature - Location recording) The section has a history of audio recording at theatres which regularly presents plays by black or multi-ethnic writers. Video recordings of experimental theatre frequently feature artists whose work is in some aspect a reflection of a multi-ethnic society.</p> <p>British Library recording project</p> | | | | |

'Between Two Worlds: Poetry and Translation' is a project that aims to record for posterity a number of poets who have settled in England having migrated from outside the UK, who are either bilingual or whose first language is not English. We are particularly interested in recording poets who may currently be under-represented in the Library's sound archive.

The recordings will be preserved in the collection of the British Library and made available to scholars through the Library's Listening Service. They will also form the basis of a learning pack to be made available to schools. So far poets from Hungary, Hong Kong, Iran, Iraq, Mexico, Chile, India, Azerbaijan, Tatarstan and Pakistan have been recorded.

(Wildlife) The acquisition policy for 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) Pop section aims to 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 represented across Sound Archive collecting areas and future policy is to collect with relevance to most subjects areas represented across the Library

Acquisition of oral history projects that are based on BAME community experience. In the last 18 months: *Moroccan Memories in Britain*, *Chinese in Britain*, *Overseas Trained South Asian Geriatrician interviews* and *An Oral History of the Runnymede Trust Millennium Memory Bank* has a particularly good representation from 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 UK and 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 collections which cover social issues relevant to BAME groups.
- Special focus on selection of official publications from Africa and South Asia covering issues such as poverty eradication , economic development, health and sanitation, education and public service reform.
- Maintain depository and exchange agreements with IGOs active in the field of diversity issue worldwide, e.g EU, Unesco,

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| | <ul style="list-style-type: none"> • Special focus on selection and acquisition of research and practice reports produced in the UK by charities, 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 connect to welfare and social issues of relevance to a BAME audience. • BIPC: collection is managed with reference to LDA imposed metrics to target BAME audience. • Economics content group: Matthew Neil to talk to group about diversity in collection development in practice at meeting in Nov. 2009. • Management and Business Studies: has a much more ethnically diverse student population than the rest of the HE sector. This is taken into account in the collection policy which includes case studies from non-western cultures. • The sociology of race and ethnicity has been identified as key area of focus for the content lead and content specialist working on Sociology during the year 2009 - 2010. • Collection of e-content (i.e. digital donations) as organisations like Demos & EHRC regularly publish e-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 migrant women workers & POW Berlin Lautarchiv collection – see RE30. | | | |
| RE27 | S&C - Continue with curators of the future project (subject to available funding) Look at MLA and other initiatives / schemes to encourage more BAME people into this sector | WIP for 0809 > 0910 | See details below: | Year 2 and ongoing |
| <p style="text-align: center;">Scholarship and Collections - Implementation</p> <p>The Conservation Department have worked with Camberwell College of Arts in developing a Foundation Degree in Book Conservation. The first cohort of students began in October 2007 and graduated in June 2009. The British Library offers placements for up to 5 students from each cohort, a two week placement in their first year and a ten 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.</p> | | | | |

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| | <p>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 element 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 June to July and September to October Many of the students who have completed work placements with us over the last 18 months have come from Europe, however in the past we have also had students from India and South Africa. As part of the work placement programme, we monitor the ethnicity of our enquiries.</p> <p>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 sections. The aim is to introduce what we do and foster an interest in coming to work with us. Around 10 work placement students also accommodated by BEPC in last 18 months. All categories regularly including BAME participants.</p> <p>The Sound Archive Classical music curator runs the Edison Fellowship scheme which attracts people of every nationality and ethnic background. This year students arrived from Taiwan, Israel, USA and Spain to study at the BL. Our programme of oral history training courses (in conjunction with the Oral History Society) attracts a diverse mix of attendees including many from BAME backgrounds. These courses encourage those from all backgrounds to use oral history and help to show that the BL is an accessible place (and potentially work environment) for BAME users.</p> | | | |
| RE28 | <p>S&C - 21st Century Curator project exploring the skills sets needed to ensure the collections are reaching / engaging a more diverse audience</p> | <p>WIP for 0809 > 0910</p> | <p>See details below:</p> | <p>Year 2 and ongoing</p> |
| <p style="text-align: center;">Scholarship and Collections - Implementation</p> <p>There is more conscious awareness since diversity and social inclusion form part of the curatorial competencies. Diversity management training undertaken by SSCR team.</p> <p>In October 2007, conservation began a public programme including twice weekly tours of the conservation studios, quarterly seminars and quarterly advice days. This has widened public access to conservation. Collection Care staff who conduct the tours received customer service training to address a diverse audience.</p> <p>After the tours, visitors are asked to complete an evaluation form; demographic data is collected as part of this.</p> <p>Employees have attended the Institute of Race Relations seminar on the (UK) Negro Welfare Association, 1931-1937 and also</p> | | | | |

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| | the Trinidad & Tobago High Commission launch of the <i>Trinidad Noir</i> short stories collection to represent the Library and learn more about Anglo-Trinidadian connections. | | |
| RE29 | S&C - Look at initiatives to create more diversity in the curator sector area e.g. by linking up to MLA / DCMS initiatives to encourage more BAME people into this sector. | WIP for 0809 > 0910 | Year 2 and ongoing See details below |
| Scholarship and Collections – Implementation | | | |
| Supported the “Africans in London Project” application to the Heritage Lottery Fund. Offered training in research techniques as well as interactive workshops. In addition, have supported a number of oral history projects as archive partner. In the last year this has included <i>Moroccan Memories in Britain</i> , <i>Overseas Trained South Asian Geriatrician interviews</i> and <i>An Oral History of the Runnymede Trust</i> . Each year the BL oral history training programme has delivered training to a vast number of community oral history projects run by particular BAME community groups (usually the projects are HLF funded). The Moving image curator is working with BL Social Sciences to look at personal film archives and personal digital video production, to include BAME content and relevance to BAME audiences | | | |
| RE30 | S&C - Ensure Digitisation Projects continues to reflect cultural diversity by selecting as wide a range of materials as possible. | WIP for 0809 > 0910 | Year 2 and ongoing See details below: |
| Scholarship and Collections - Implementation | | | |
| Ongoing digitization projects are increasing the access of collections on race and culture such as the Chinese Dunhuang Project . Social Science Collection Research: (SSCR) Within the last 18 months POW recordings (part of the Berlin Lautarchiv) were purchased by SSCR, catalogued and made available via SoundServer; these recordings contain material from South Asian POWs and have already 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 members from this research community. British National Corpus (BNC) – SSCR is currently working in partnership with Oxford University to digitise the tapes of this | | | |

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| | <p>collection. Once this project is complete, the audio will be available via SoundServer and some segments via the Archival Sound Recordings (ASR) site. The transcripts from these recordings have been 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 across the UK, some presumably from BAME groups, but will also become a valuable English language resource for students from a number of linguistically and culturally diverse communities from both within and outside the UK.</p> <p>Digitization within BEPC has been increasing focused on mass digitization of all materials within a particular period (e.g. 19th century British) or format (e.g. single sheets). Through this selection method, the diverse experiences of all categories of UK population as represented in the published archive will be represented.</p> <p>The new Archival Sound Recordings website has much audio material from a broad cultural range specially digitized and made freely available worldwide, including: 12,000 recordings of music from Africa, Latin America, South Asia and the Australasian regions; <i>Jewish Survivors of the Holocaust</i> content package of over 60 life story recordings,; environemantl and nature recordings from Europe, Africa, Asia, North & South America and Australasia.</p> <p>(Wildlife) -The Sound Archive is currently digitizing a selection of pre-1958 birdsong records that represent an important stage in the international history of published wildlife recordings.</p> <p>Two content packages on Archival Sound Recordings have relevance to global audiences. Both Soundscapes and Amphibians contain recordings from Europe, Africa, Asia, North & South America and Australasia. All can be accessed by registered UK-based educational institutions and many are available for worldwide listening.</p> <p>New projects include digitization of the Krahmer-Newbrook Collection which documents in detail the influence of American BAME music on British popular music traditions, and the work of British BAME performers, bandleaders and composers and the Oral History of Black British Jazz project with Open University generating interviews/online resource.</p> <p>Researcher post for Caribbean digitization project funded and appointment made. In fundraising phase for digitization elements.</p> | | | |
| RE31 | <p>S&C - Continue digitisation work with international libraries to increase collection access to countries in the developed /developing world</p> | <p>WIP for 0809 > 0910</p> | <p style="text-align: center;">See details below:</p> | <p>Year 2 and ongoing</p> |

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| | <p style="text-align: center;">Scholarship and Collections - Implementation</p> <p>The World Collections Programme, run by the BL by the international Engagement Team in (S&C) has a focus on Kenya and South Africa. The Sound Archive and APAC are also involved.</p> <p>The Sound Archive is planning an archiving training workshop for 2010 in Kenya to help establish a national audio-visual archive. (World & Traditional Music) is heavily involved in the World Collections Programme, with an AV archiving training workshop being planned for 2010</p> <p>The 'Food Stories' online educational resource includes oral history sound clips relating to BAME experience in the sections 'Food, Nation and Cultural Identity' and 'Ritual and Tradition.'</p> <p>Meeting with Caribbean Digital Library director arranged for 20/10</p> <p>Contributed to development of Travellers virtual exhibition for The European Library.</p> | | | |
| RE32 | <p>S&C - Use BL's wealth of information to promote race & cultural heritage e.g. via more exhibitions of particular relevance to BAME audiences</p> | <p>WIP for 0809 > 0910</p> | <p>See details below:</p> | <p>Year 2 and ongoing</p> |
| | <p style="text-align: center;">Scholarship and Collections - Implementation</p> <p>Some recent SSCR events connect with issues of race and ethnicity. The SSCR team was involved with the event 'Southall: Music and Life'.</p> <p>One of our September events explores 'Migration and Integration' (15th Sept. 2009).</p> <p>In the last year SSCR have held events which connect with broader issues of social inequality (e.g. with respect to the welfare state, forced migration due to climate change and issues in mental health).</p> <p>Management and Business Studies: we are supporting a new ESRC seminar series (6 seminars over 2 years) with Henley Business School, Universities of Kent & Liverpool, which will examine the development of family-owned businesses in the UK and the factors that underpin their success. This will be relevant to a BAME audience particularly as many minority ethnic individuals are involved in entrepreneurship and small-business.</p> <p>The Census exhibition in the folio space will focus on many aspects of social change, including issues of migration and immigration.</p> <p>An ESRC Ph.D. placement working with the SSCR team for three months during the summer of 2008 produced a topical bibliography on migration.</p> <p>Curator for African Collections gave a staff talk on African Scripts and Languages as part of BHM 2008 and 2009. The Head of India Office Records gave a staff talk on Indian lives in 19th and 20th centuries for BHM 2009.</p> | | | |

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| | <p>APAC members will be coming to Race Action Group about the work of APAC within S&C, to function as a prospectus for dialogue between RAG and APAC and S&C.</p> <p>BEPC lent <i>Some Experiences of an African Air Raid Warden</i> by E I Ekpenyon [1943] to the Imperial War Museum for exhibition <i>From War To Windrush</i>. Andy Simons gave a talk on Black and Asian holdings to Spread the Word, a poetry collective; Richard Price appeared on the BBC Radio 4 programme, "Dirty Dozens", presented by Benjamin Zephaniah, to compare and contrast British and American black poetry with late medieval poetry in the UK.</p> <p>Americas involvement in Native Studies Research Network. Display prepared by Americas Collections for 'Besieging Inca Garcilaso de la Vega' conference, BL, 7 July 2009.</p> | | | |
| RE33 | <p>S&C – SM&C and O&S Transforming search and navigation, web pages and thematic collections to reflect race equality – maintaining of services</p> | <p>WIP for 0809 > 0910</p> | <p>See details below:</p> | <p>Year 2 and ongoing</p> |
| <p style="text-align: center;">Directorates – Implementation</p> <ul style="list-style-type: none"> • The SPIS collection in the SS reading room contains recently published books on social issues of race and equality. • The Olympics Hub has pages devoted to race and ethnicity in sport and is receiving contributions from scholars of issues of race in sport at Leeds Met. University. • The current awareness bulletin Welfare Reform on the Web includes material on the impact of changes on BAME groups. • First British Overseas Territories webpage mounted on the BL Website by the Modern British area of BEPC. This brief page outlines holdings that included publications originating from or relating to territories that include 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 offers a wide range of adoption possibilities to encourage a diverse audience. This is done via the internet to highlight possible books for adoption. Recent bespoke adoptions have included the Sikh community who have made significant donations and with whom work is ongoing. • The new Archival Sound Recordings website increases access to collections for people in the UK of BAME 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: ethnicity and post-colonialism' highlights the variety of collections that relate specially to BAME groups. | | | | |

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| | The Radio curator is preparing a webpage specifically devoted to BAME collection content/resources, which will be linked to other relevant BL pages. | | |
| | External Consultation and Engagement | | |
| RE34 | SM&C – HR – Directorates Review BL communication channels to ensure race equality is supported and “owned” by all (BL employees) and users. (see RE19) | WIP for 0809 > 0910 | Year 2 and ongoing |
| | See details below: | | |
| | Directorates – Implementation | | |
| | <p>The SSCR team has hosted a number of events for the British Sociological Association for whom issues of race and ethnicity are a large area of scholarly exploration.</p> <p>Members of the SSCR team attend external events relating to issues of race and ethnicity. For example: SE to attend an ESRC seminar about issues of mixed racial heritage (on 18th Sept. 2009).</p> <p>IC is a committee member and on the editorial team for SCOLMA/ African Research and Documentation. The journal aims to include articles from scholars working in Africa, and to review books written by scholars working in Africa, African scholars, and books published in Africa. SCOLMA is also contributing to an information hub (with African Studies Association UK), which in part aims to improve the information available to African scholars planning a period of study in the UK.</p> <p>Business Intellectual Property Centre (BIPC) continues to engage with BAME communities. The Business Engagement Manager recently attended ‘Promoting Enterprise among Bengali Women’ Project’</p> | | |
| RE35 | SM&C – HR – Directorates - To continue to use external communications to enhance BL’s image with BAME readers / visitors | WIP for 0809 > 0910 | Year 2 and ongoing |
| | See details below: | | |

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| | <p>Directorates – Implementation The Design Office produces the general BL information and ensures a wide cultural diversity of material is used. The Design Office works with a variety of internal clients such as public marketing, BIPC and the Shop to ensure diversity is considered in the marketing material for example, leaflets and posters for BIPC that included a diverse mix of entrepreneurs. Last years annual report featured a section on a south african archivist and there are several events featured in the latest Exhibition and Events celebrating Black History Month.</p> <p>Operations and Services has responsibilities over Reader Bulletin which is issued to readers on a monthly basis informing 65,000 readers and service users which is year on year increasing. BL Readers’s Group and Library managers meet quarterly to discuss and communicate with readers</p> | | | |
| RE36 | <p>SM&C & CSR group - Corporate Social Responsibility – continue initiatives to assist disadvantaged / and work with local communities in london/ Leeds/York.</p> | <p>WIP for 0809 > 0910</p> | <p style="text-align: center;">See details below:</p> | <p>Year 2 and ongoing</p> |
| | <p>Directorates – Implementation SM&C/BIPC continues to engage with BAME communities. The Business Engagement Manager recently attended ‘Promoting Enterprise among Bengali Women’ Project’.</p> <p>The Library is a member of Race for Opportunity and establishing networking opportunities with other organisations. The Library has outreach programmes within SMC/Learning team which includes working with local schools and providing learning workshops. In citizenship, culture and knowledge, sacred texts and history which is relevent to local communities. The Learning Team ran a maps project as part of Camden’s Holiday Festival of Festival in July. The festival aims to engage young people in out-of-school creative learning projects during school holidays. 16 children from Primrose Hill Primary School, Holy Trinity Primary School and Richard Cobden Primary School, all aged 8-11 years, took part in the project. In addition, a series of activities over the summer holidays. These were aimed at families and community groups. 327 people participated over the course of the four weeks, including:</p> <ul style="list-style-type: none"> - 242 members of the public in drop-in sessions - 85 participants in community group sessions <p>Community groups from Camden included TAP (Temporary Accommodation Playscheme – provides after school clubs and activities for children and families in temporary accommodation. TAP works with 5 hostels in Camden) and Fairfields Playscheme.</p> | | | |

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| RE37 | SM&C and CSR Group - continue to work with local schools to increase awareness of BL e.g. as an educator, employer, influencer etc with disadvantaged school children | | See details below: | Year 2 and ongoing |
| <p>Directorates – Implementation</p> <p>The Learning Team works with Primary and Secondary schools and families from across London. Workshops and projects attract a high percentage of local schools, young people and families from Camden, Tower Hamlets, Islington, Haringey, Lambeth and Westminster.</p> <p>During the <i>Henry VIII: Man and Monarch</i> exhibition, 12 groups from Camden schools took part in workshops.</p> <p>The exhibition, <i>Twinkle Twinkle Little Bat! 400 Years of Poetry for Children</i>, ran from 1 April until 28 June and young people from various local schools took part in accompanying workshops. The highest number of schoolchildren came from Lambeth, Tower Hamlets, Camden and Westminster – 521 participants from these boroughs took part.</p> <p>The Library’s CSR strategy includes volunteering opportunities for staff to read with primary students and mentoring in secondary schools in Camden and Yorkshire</p> | | | | |
| RE38 | SM&C - Build stronger relations with RE organisations in London, York , Leeds to ensure a wider audience has access to collection items Build stronger networks to enable greater insight into national / local initiatives | WIP for 0809 > 0910 | See details below: | Year 2 and ongoing |
| <p>Strategic Marketing and Communications – Implementation</p> <p>SM&C - Public and Learning Engagement Strategy is to broaden the Library’s core audience base in a focused and strategic way. To this end, we are in the process of drawing together an Audience Development plan which aims to:</p> <ul style="list-style-type: none"> • 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 | | | | |

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| | <p>In engaging new audiences we have an inclusive approach to the development of our learning programmes and exhibitions workshops and tours are open to all groups. In most cases, if there is a direct link or interest, targeted marketing is used to get particular community groups in. An example will be <i>Ramayana</i> where Asian audience were targeted with tours conducted in Hindi and Gujarati or <i>Sacred</i> where a number of faith groups were directly marketed to.</p> <p>With the <i>Taking Liberties</i> exhibition testing was done with BAME groups in England, Scotland and Wales. The Learning Team has also amongst others worked with Pupil Referral Units on workshops and conferences, refugee women for the <i>Taking Liberties</i> exhibition, adults with learning difficulties, family groups, prisoners for the <i>Sacred</i> exhibition. We are members of and contribute to a number of local committees, partnerships and groups including Camden Adult Learning Partnership, Friends of Family Learning, Camden Black History Season Forum etc. The new Regional and Community Programmes Manager who will be responsible for delivery of a core programme of onsite activities, aimed at engaging local audiences with the Library as well as building on a network of regional partners to deliver exhibition-linked initiatives and regional projects.</p> <p>BIPC have ongoing engagement with BAME community in a regular programme of events. The Public Events team run a series of public events to celebrate Black History Month each year for 2008 it included The Poetry Translation Centre's World Poets' Tour and for 2009 the focus on Genetics and the Politics of Race as well as literay events.</p> | | | |
| RE39 | SM&C / BIPC / S&C / O&S - continue to engage & build relationships with BAME groups for funding opportunities | WIP for 0809 > 0910 | See details below: | Year 2 and ongoing |
| Directorates – Implementation | | | | |
| <p>In the last 18 months we have had three professional visits to Collection Care. The aim of these visits was to share the work that we do within Collection Care with other external professionals. Our three visits were from the following places:</p> <ul style="list-style-type: none"> - Roja Muthiah Research Library, Chennai, India - Tartu University Library, Estonia <p>Swiss National Library, Bern, Switzerland</p> <p>Social Science Collection Research: (SSCR)</p> <ul style="list-style-type: none"> • The SSCR team has hosted a number of events for the British Sociological Association for whom issues of race and ethnicity are a large area of scholarly exploration. | | | | |

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| | <ul style="list-style-type: none"> Members of the SSCR team attend external events relating to issues of race and ethnicity. For example: SE to attend an ESRC seminar about issues of mixed racial heritage (on 18th Sept. 2009). <p>IC is a committee member and on the editorial team for SCOLMA/ African Research and Documentation. The journal aims to include articles from scholars working in Africa, and to review books written by scholars working in Africa, African scholars, and books published in Africa. SCOLMA is also contributing to an information hub (with African Studies Association UK), which in part aims to improve the information available to African scholars planning a period of study in the UK.</p> <p>(World & Traditional Music) Curator has worked throughout 2009 with AUCUK (a registered charity working for the benefit of African communities mainly in and around London.)</p> <p>(Sound Archive - Oral History) A high number of BAME community groups receive BL oral history training and/or contact the oral history section for advice. Partnership projects with BL and BAME related groups (as above) help increase BL presence and status within BAME community.</p> <p>(Radio) Curator for Radio will use aforementioned webpage as a springboard for outreach to BAME groups and to seek ways of further serving BAME interests</p> | | | |
| RE40 | <p>O&S Service Improvement – S&C events – BIPC- Monitor complaints by ethnic group to ensure equality of service provision, & to highlight any potential service improvements - monitor by measuring satisfaction levels with report analysis</p> | Year 1 | <p>Directorates – Implementation</p> <p>Operations and Services Reader Satisfaction survey ratings for 698 readers who answered both the question on overall satisfaction & the question on race/cultural background. Overall satisfaction for all readers was 43%. Satisfaction by ethnic group was;</p> <p>79% - WHITE (553 responses) 6% - ASIAN (43) 2% - MIXED (16) 4% - BLACK (29) 2% - CHINESE (15) 6% - OTHER (42)</p> | Year 2 and ongoing |
| <p>Marketing Material and External Communications</p> | | | | |

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| RE41 | SM&C - BIPC continue to identify, work with BAME community/ organisations in entrepreneurial events, reflecting BL commitment to race equality | Year 1 | See details below: | Year 2 and ongoing |
| <p>Strategic Marketing and Communications – Implementation</p> <p>SM&C/BIPC supports women / BAME women / entrepreneurs of all gender in business: e.g. In 2009 delivered 2000+ advice sessions with 55% women /40% BAME groups. Also campaigns to support women / BAME women e.g. “Mothers of Invention” to celebrate international women’s month. BIPC partner different groups who support gender events / initiatives e.g. African Caribbean Business Network • Association of Community Based Business Advice (ACBBA) - gives resources to enable grass root organisations to offer support to entrepreneurs in their communities • Everywoman: leading provider of training, resources & support services for women in business (large black membership) - BIPC won 2007 corporate category of Black Women in Business Awards (BIBAs)- nominated by the African & Caribbean Business Network.</p> <p>BIPC have ongoing engagement with BAME community in a regular programme of events The Public Events team run a schedule of public events to celebrate Black History Month each year.</p> | | | | |
| RE42 | SM&C - BIPC continue to establish diverse community relationships e.g. in Bangladeshi or Somali communities to promote BIPC work | | SEE RE36 Learning Team | |
| RE43 | SM&C – BIPC Establish opportunities with BAME media / press relations to promote the BL’s work and employer brand | WIP for 0809 > 0910 | Strategic Marketing and Communications – Implementation Contacting BAME media and press as part of the new press strategy for the Business & IP Centre - WIP | Year 2 and ongoing |
| RE44 | SM&C – BIPC Ensure marketing material and public events take account of race equality when planning events | Year 1 | Strategic Marketing and Communications – Completed BIPC continues to take account of race equality in relation to events and marketing materials. However, BIPC gained further advice with regards to providing core marketing materials in alternate languages and it was agreed that due to databases and services only being available in | Completed |

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| | | | English it would not be appropriate to provide alternate marketing materials which would raise customer expectations which we could not satisfy without additional investment. | |
| RE45 | SM&C – BIPC - Ensure public / internal marketing material takes account of diversity of BL employees / the local community | Year 1 | 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 2009 is Geraldine Mattis, a female BAME entrepreneur. | Year 2 ongoing |
| RE46 | SM&C – BIPC - Review current literature and website information to assess the need to extend written / electronic communication to other languages | Year 1 | Strategic Marketing and Communications – Completed Multi-lingual leaflets - translated key information about the BL (exhibitions/reading room requirements/how to find us/opening times etc) into sixteen different languages which can be found on the external website. These are: Bengali, Gujerati, Punjabi, Kosovan/Albanian, Serbian, Yoruba, Somali, French, Spanish, Italian, German, Japanese, Mandarin, Arabic, Polish, Croatian. SEE RE44 | Completed |
| RE47 | SM&C - Organise / hold public events to commemorate & celebrate diversity e.g. Black History Month, Eid, Diwali etc, ensuring publicised externally / internally as funded and appropriate. | Year 1 | Strategic Marketing and Communications – Implementation BIPC - WIP Currently investigating staging workshop/event as part of our integrated programme, probably utilising one of our partners who have access to Black communities. SM&C Public events <ul style="list-style-type: none"> • The Campaign for Abolition • Ramayana exhibition 0708 • Taking Liberties 0809 • Black History Month schedule of public events | Year 2 and ongoing |
| RE48 | SM&C - Bookshop & other products - | Year 1 | Strategic Marketing and Communications – | Year 2 and |

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| | consider the range of books / goods held e.g. this last year books to reflect Black History Month or the bicentennial of the abolition of slavery etc | | Implementation SM&C Bookshop holds a wide range of diverse books. For Black History Month 2008 it stocked black authors and books for the Ramayana exhibition. However more profiling of diverse authors is required. | ongoing |
| | Corporate Procurement | | | |
| RE49 | CPU to ensure the BL procurement policy and practice is equality impact assessed to ensure equality is embedded into this process. | Year 1 | Finance and Corporate Services – Completed Head of CPU has attended Equality impact assessment training. | Completed |
| RE50 | CPU - To engage with more BAME suppliers to foster supplier diversity and review progress annually | WIP for 0809 > 0910 | Finance and Corporate Services - Implementation A Responsible Procurement Policy was published in 2009 linking CSR issues to Procurement and seeks to increase contract opportunities to a more diverse supply base including SME's, BME's, Womens and voluntary organisations. To be achieved by simplifying our tendering requirements and increasing opportunities to a broader range supply base. | Year 2 and ongoing |
| RE51 | CPU - Ensure organisations awarded contract to supply goods / services on behalf of the BL actively support BLs equality and diversity aims. | WIP for 0809 > 0910 | Finance and Corporate Services – Planning More work needed for a more detailed assessment of bids in an evaluation process. Review of this requirement to be completed with Human Resource by end Mar 2010 | Year 2 and ongoing |
| RE52 | CPU - To ensure internal buyers of services / goods have diversity considerations in their tendering exercise. | WIP for 0809 > 0910 | Finance and Corporate Services – Planning Most internal Buyers have attended the Managing Diversity Course. Further Diversity considerations to be added to standard tendering processes to ensure reviewed automatically for each tender. Review of this requirement to be completed with Human Resource by end Mar 2010 | Year 2 and ongoing |
| | Benchmarking | | | |
| RE53 | Action Group - Look to benchmark & | Year 1 | Human Resources – Planning | Year 2 |

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| | forward plan (join a forum e.g. Business in the Community/ Race for Opportunity to keep abreast of external drivers, business case etc | | The Library has joined Race for Opportunity and will be undertaking RFO benchmarking exercise in 2010 in order to benchmark progress across standard and to inform further action for Year 2. | |
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