

Statement on Black Lives Matter (Approved by the Library Board on the 24 July 2020)

On June 2, 2020 the National Library of Wales took part in the #BlackoutTuesday event by means of our Twitter, Facebook and Instagram accounts in support of the Black Lives Matter campaign. The aim of the event was to use time that would normally be spent on social media to educate ourselves about injustice on the basis of race.

From learning more about the campaign and following the public debate over the last few weeks, it has become clear to us that our policies and actions fall short of the values we should uphold in declaring our solidarity with Black, Asian and Minority Ethnic people against the injustice they face.

This must change. *We* must change if we want to overcome racism, and that means undertaking a serious process of self-education and self-consideration, and action. It must also recognize the relevance of racial justice to the full range of activities and functions of the Library, by including the development of our collections, our promotion and interpretation work, our recruitment policies, the training provided to staff and methods of public consultation. Our commitment to this important matter will be reflected in our 2021-26 Strategic and Operational Plans which are currently being developed.

In doing so, it is essential that we collaborate with Black, Asian and Minority Ethnic people living in Wales today, and we are already consulting with Race Council Cymru on the way forward.

We therefore commit to undertake this work, and to accomplish this with the spirit and purpose that reflects the depth of our desire to ensure that the National Library is an institution that truly embraces and celebrates the diversity of the people of Wales today.