



Glasgow Zine Library
32-34 Albert Road
Glasgow, G42 8DN
SCIO No: SC050309

Glasgow Zine Library Equality, Diversity and Inclusion Action plan

Equality, Diversity and Inclusion for Glasgow Zine Library is at the core of all of our policies, plans, offerings, management and structures. To this end, our EDI Action Plan references any of the other core strategic documents at the heart of the organisation.

Our EDI policy extends beyond employment, to all partners, facilitators, and beneficiaries in order to maintain a safer space for everyone taking part in our services and activities.

A Summary of Actions Included in this Plan

For ease of reading, we have included a summary of the current actions listed in this plan. For full description of each of these, including targets and deadlines, please see further down this policy.

1. To grow access provisions in funding applications, and deepen our learning around access needs through evaluation.
2. Ensure all workers are paid appropriately, especially those from under-supported and under-resourced groups.
3. Ensuring all event copy is accessible.
4. Ensuring all elements of our website are accessible.
5. Communicating access provisions to the public more clearly through our website and promotional materials.
6. Diversify the board of trustees and volunteer team.
7. Continue to increase the range of access provisions in the library

Legal Context

The Equality Act 2010 makes it unlawful to discriminate, harass or victimise or carry out any other unlawful act because of a protected characteristic. It applies in the provision of goods and services, employment and education. Protected characteristics include: age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, pregnancy and maternity.

What EDI is to us

In order to give the most accurate EDI Action Plan, we must first define what we mean by Equality, Diversity, and Inclusion, as well as identifying gaps in The Equality Act (2010) outlined above for a more robust and inclusive policy.

GZL recognises that discrimination affects people in complex ways and is committed to challenging all forms of inequality. Discrimination against anyone on the grounds of: gender, sexuality, race, ethnicity, age, ability, class, faith, language, marital status, survivor status, HIV status, immigration status or any inappropriate distinction will not be tolerated. GZL acknowledges that different aspects of discrimination intersect socially and politically, impacting those who are most marginalised and historically excluded. Equity must be upheld in conjunction with equality, in order for there to be equality in opportunity for all and the removal of disparities in access to arts, heritage and culture.

GZL believes that building and maintaining a diverse environment is intrinsic and invaluable to the health of a community, where people of all backgrounds and lived experience thrive. GZL takes a socially engaged approach in fostering this environment and resists mainstream notions of excellence and success that hinder diversity and accessibility. Representation and diversity must be prioritised from the structure of our organisation itself to our team members, facilitators, programme content, collection, archive, audience and wider community.

GZL approaches inclusion from a place of intersectionality, recognising that many people who access our services may have multiple barriers that they face, including race, class, disability, religion, sexuality, gender identity, among other factors.

The ethos of our EDI Action Plan is to remove barriers for people wishing to access the Library and its associated services and activities, support and reflect diverse cultures in Scotland, and create opportunities for people to engage with arts and creativity. It is our responsibility to do everything we can with our available resources to remove barriers and to be actively working to provide access to, and be welcoming to all people. We do this by approaching our activities and each policy that we write from multiple perspectives, identifying barriers that people may incur when accessing our services, and prioritising access, equality and empathy in all of our activities.

Scope of the Plan

This plan applies to all GZL staff, trustees, volunteers, event audience, participants (both on and offline) and library visitors. This includes our event leaders doing temporary facilitation work and partner organisation representatives.

How GZL approaches EDI:

Glasgow Zine Library applies the principles of what EDI is to us to all of our work in relation to zine and DIY culture. This entails maintaining a DIY, democratic approach, being concerned with community-building, engaging with appropriate technology, and working to alleviate the mental health issues experienced as a result of, and exacerbated by, living within a capitalist society. GZL focuses on this approach through five main areas:

Supporting Diverse and Marginalised Creative Voices

GZL focuses on uplifting and supporting marginalised voices in all of our activities and opportunities, and specifically prioritises the contributions of marginalised creatives. We look to enact the creation and redistribution of opportunities, work and representation, whilst appropriately supporting those who have historically and presently face exclusion and barriers in receiving them. One way of meeting this intention is GZL's Community-Led Programme (previously known as 'Open Source'), where we offer our space, resources, and expertise as in-kind support to DIY makers, artists, writers, and other organisations. The aims of the Community-Led Programme are to further feelings of belonging, ownership of community resources, access to the arts, and opportunities to develop professional skills (please see our [Community-Led Programme Policy](#)).

Programme decisions are made around the DIY ethos that zine culture is built upon, encouraging people of all ages, abilities, experience and skill to express, document, share and archive all manner of topics of personal and political importance. Information sharing is a primary purpose of zine culture, especially in relation to marginalised knowledge, and enables platforming, publication and distribution without reliance on capitalist modes of production.

Educating Audiences

Educational value is a priority in all of our public events and throughout the collection. Our audience includes those we employ and work with; we provide numerous professional development opportunities for young people through specific funded programmes, and for wider facilitators in our year-round programme. We distinctively create educational opportunities for our entire audience to learn from marginalised bodies of knowledge, ensuring that GZL's programme of learning and creative activity benefits people from a wide range of experience and backgrounds. We believe that the access we provide to an alternative DIY arts education celebrates an environment of EDI, supporting self conceptualisation, improving wellbeing and nurturing creative practice in situations where participants are safe to cultivate.

Engaging Our Community

Our approach is socially-engaged in principle and practice. It reflects our efforts to imagine and create an inclusive, democratic, anti-oppressive arts organisation that addresses common barriers to participation and leadership. Our outreach and Audience Development Plan specifically focuses on the interests, needs and concerns of our local community in Govanhill, particularly LGBTQI+, BPOC, disabled and working-class people, and is focused on ensuring our work is inclusive and relevant to diverse audiences locally, nationally and internationally.

Addressing Inequity and Increasing Access and Inclusivity

Opportunities with GZL afford all individuals, activity leaders, volunteers, visitors, learners, audiences and employees the opportunity to fulfil potential, without the exclusion that comes with expectations of mainstream excellence where growth and achievement is only made possible to those who are most socially and economically privileged.

To address access inequity we are committed to providing various accessibility arrangements where financially possible, which has been integral to our programme activities. This includes a wheelchair accessible library with baby changing facilities, dyslexia reading aids, soft and varied seating and lighting, masks, masked monthly opening hours, online and in person access guides, BSL interpretation, live captioning, film captions, audio description, large print, quiet spaces, an accessible hour each morning of our annual Glasgow Zine Fest, sensory toys, and closed group events.

Our pay-what-you-can pricing model for events, along with covering expenses for volunteers, trainees and some childcare, aims to ensure affordability for all. In 2023 we relocated to a new venue which we adapted to ensure it is fully wheelchair accessible.

In line with the Scottish Government's Fair Work Framework, we pay GZL staff the average Glasgow wage pro rata (well above the Living Wage), pay delivery partners in line with Scottish Artist Union rates, and pay fair rates to access workers. These rates increase annually in line with inflation. All GZL staff are paid the same wage pro rata to democratise leadership. We are committed to annual pay progression for staff and facilitators (please see our Fair Work policy outlined in our [Equal Opportunities Policy](#)).

Safer spaces

Glasgow Zine Library aims to be a safe space for all visitors, staff members, and volunteers. All staff members, volunteers and participants must agree to follow our safer space policy for all GZL activities in GZL spaces both online and in-person, as well as partnership spaces (please see [Safer Spaces Policy](#)).

Our EDI aims:

GZL will prioritise our approach to EDI in all instances of engagement with visitors, staff members, and volunteers. We will unequivocally apply this policy across all of GZL's activities, programming, collection, archive, project monitoring, outreach, strategic planning and structural changes. We aim to:

- **Eliminate discrimination and harassment against any individual** on the grounds of: gender, ethnicity, class, survivor status, care experience, neurodivergence, mental health, HIV status, immigration status, immigration/asylum/refugee status, language ability, or any protected characteristic.
- **Approach access to the Library using the social model of disability**, which explains that disabilities are caused by barriers in society, not by an individual's impairment or difference. It is our responsibility to do everything we can with available resources to remove barriers and actively work to provide access, and be welcoming to all people.
- **Commit to accessibility through a sustained continual dialogue between GZL and its audiences**, through feedback channels, outreach and consultation. Central to this is the intention that GZL can be sustainably, measurably and openly valuable to a wide variety of underrepresented (LGBTQI+, disabled, BPOC, working class) groups in Glasgow, and that these groups can contribute to the space as much as benefit from it. This includes providing access arrangements where financially possible, including activities with BSL interpretation, live captioning, film captions, audio descriptions and having closed events for specific groups.
- **Implement our Collections Policy** that clearly states that we will not accept zines that perpetuate or contribute to racism, sexism, homophobia, biphobia or transphobia. We are actively seeking to collect zines which engage with these issues, but we highlight the distinction between that and anything that contributes to harm. Some of the zines we hold cover potentially distressing topics. We will work to ensure that these topics are flagged in the catalogue and on the physical zine as much as possible. In accordance with our Collections policy, we are also actively seeking zines that contribute to identified weaknesses in our collection, including, but not limited to, zines in languages other than English.
- **Promote GZL's approach to EDI and safer spaces clearly on our website as well as make the information accessible to all via social media platforms.** To clearly present our commitment to providing a diverse, inclusive and supportive environment across the organisation.
- **Participate in our local community actively and responsibly.** The library location of Govanhill is going through a process of gentrification, and we will actively and carefully consider our position in this in order to uphold our approach to EDI whilst working in our

community. We are active members of the South East Integration Network and Creative Glasgow Networks, and partner with a number of local organisations in order to work co-creatively in reaching new audiences and resource a broader community of people with zine-making skills and equipment. In the past, these partners have included Rumpus Room, Empower Women for Change, Govanhill Baths, Glasgow SE Foodbank, Refuweegee and the Pollokshields Bowling Green. Every year we evaluate all of our partners and plan for future relationship building.

- **Prioritise a diverse team of staff, partners, trainees and volunteers** and apply this to all recruitment for future positions and opportunities through our hiring process and choices and ensuring the majority of staff, trustees, event facilitators, and partners are from marginalised groups. We believe our team should reflect the diversity of the community we serve and the audiences we seek to attract. This applies to contracted staff members as well as event leaders working as part of our yearly programme and Glasgow Zine Fest. And concurrently strengthening our outreach to ensure that our audience and participants are reflective of a diverse and inclusive community.
- **Commit to achieving sustainable outcomes that promote climate justice** where and whenever possible. We recognise the extremely negative impact that climate change is having on the environment that consequently affects communities that the Library is a part of, particularly disenfranchised groups made more vulnerable by environmental decline (please see our [Sustainability Policy](#)).

Responsibilities and Implementation

GZL's Board of Trustees is responsible for ensuring that the organisation meets its legal obligations, and retains strategic oversight beyond this, in relation to legislation relating to equal opportunities. The board oversees and reviews these obligations annually.

GZL's team of staff are all responsible for implementing our approach to EDI in our programming, development, recruitment, managing and monitoring. This includes monitoring and assessing how the EDI action plan is working in practice and addressing any obstacles in implementation. As well as ensuring that our own behaviour and actions never amount to discrimination, harassment, or bullying. This includes not making assumptions about the identity of others, not assuming your physical and emotional barriers are the same as others, being empathic and contributing to and fostering a work environment that celebrates the aims of our EDI Action Plan as integral (see our [Grievance](#) and [Safer Spaces](#) Policies).

The GZL Co-Directors are also specifically responsible for identifying and initiating ways that our EDI plan can improve. This includes organising appropriate staff training and development for the entire team, keeping in mind individual team members' accessibility and learning needs. As well as maintaining an awareness of issues around EDI.

The GZL team takes accountability seriously and if there is an issue with someone in our space

GZL will provide facilitation for mediation and learning. Abusive behaviour will not be tolerated and if someone experiences, witnesses, or is aware of any abusive behaviour by any individual(s) within our space we ask that this is raised with a member of staff and GZL will address it. The complaint will be dealt with under our Grievance Policy and appropriate action relative to the nature of the incident will be taken (please see [GZL's Grievance Policy](#)).

Risks to EDI

According to our current risk assessment the following risks pertain to issues around EDI:

Funding precarity

Funding precarity and insufficient budgets affects inclusion and our commitment to equal access to all in our programmes. This takes place when there are not enough funds to cover all potential access costs. This includes paying access workers for live captioning, film captioning, BSL interpretation, and audio description. Access budgets have been in place but only covering a limited amount of events per month and lacking contingency for potential access arrangements for a closed event (i.e. BPOC only) where the access workers fees are significantly higher. These funding restrictions affect our ability to ensure our services and activities are fully inclusive and in safer spaces.

In previous funding applications feedback we have been advised that in order to fund necessary access costs, our programme should be reduced with fewer events. The repercussions of this mean we then have fewer work opportunities and content for marginalised creatives and audiences.

Venue

In 2023 we relocated from an inaccessible venue to a larger space in Govanhill which we have made wheelchair accessible, enabling us to meet our EDI aims of venue accessibility. We have a five year lease for this venue ensuring some venue stability. Our ability to pay rent on this space currently depends on grant funding. We are therefore diversifying our income streams so that we can ensure sufficient funds for rent through a mix of grant and trading income (see our [Business Plan 2024-28](#) and [Income Strategy 2024-8.](#))

Risk Mitigation and EDI Actions GZL commits to:

OBJECTIVE: Continual growth in access provisions with funding applications dedicated to accessibility budgets, with evaluatory methods developed to deepen learning around accessibility needs.

LEADS: Co-Directors and Funding Manager.

TASKS: Apply for larger, multi-year core cost grants that keep access as a central focus of all activities. Continue to consult and implement suggestions and feedback from audiences.

TARGET AND DATE: Ongoing, funding years secured 25-29.

MEASURES OF SUCCESS: potential access costs for all GZL activities are covered in the yearly budget, feedback from the audience with regard to access provisions is positive.

ACTUAL PERFORMANCE: In 2024 we were granted multi-year funding from Creative Scotland and Paul Hamlyn Foundation, set to range from 2025-2028. This is core funding which provides a key platform to cover access costs across the majority of events that require it. In the meantime we have consulted with disability advocate groups Covid Action Network, Quiplash and Collective Text, as well as undertaken a wide-ranging access survey among our audience. These responses have been interpreted and actioned where necessary. The library now is fully wheelchair accessible thanks to previous funding, and also has a comprehensive access guide for all visitors. All website copy has been updated to reflect the new access measures, and is re-evaluated at regular intervals.

OBJECTIVE: Funding applications dedicated to increasing fees for event leaders, ensuring appropriate pay to all workers, particularly those from under-supported and under-resourced groups.

LEADS: Co-Directors and Funding Manager.

TASKS: Apply for supplementary funds and project funding to complete our budget year-on-year and allow us to meet payment progression goals.

TARGET AND DATE: April 2026

MEASURES OF SUCCESS: Event leader fees are raised to £250 per event. Additional fees available for event leaders where extra prep time is needed, or additional work required.

ACTUAL PERFORMANCE: With current funding applications we are on track for the fee raise of £235 for 2025-2026 year. An additional prep time budget will be applied for outside of core costs in alternative funding routes. We have secured multi-year funding through the Paul Hamlyn Foundation and Creative Scotland. We have a payment progression now in line with this target above, with our goal of paying £250 per event on track.

OBJECTIVE: Ensuring all event copy is accessible.

LEADS: Director, Programme Producer, Communications Coordinator.

TASKS: Develop and update event copy format with neurodivergent consultation.

TARGET AND DATE: Ongoing

MEASURES OF SUCCESS: All audience members find our event copy fully accessible according to past feedback forms and consultation. This will be measured through another survey.

ACTUAL PERFORMANCE: Have adapted and developed event copy. We have consulted with Quiplash in 2024 on designing our access survey. We recently performed an access survey which detailed where audience members had difficulty with our communication around access. Have received specific feedback around GZF event copy/promotion. All has been implemented. Additional training from Collective Text around Visual Impairment has been completed, and Hearing Impairment training is upcoming.

OBJECTIVE: Ensuring all elements of our website are accessible.

LEADS: Director, Programme Producer, Communications Coordinator.

TASKS: Develop and update website with neurodivergent consultation.

Last Updated: June 3rd 2025

TARGET AND DATE: July 2026

MEASURES OF SUCCESS: Audience members find our website fully accessible.

ACTUAL PERFORMANCE: Have adapted and developed website copy. We have consulted with Quiplash in 2024 to deliver an access survey which detailed where audience members had difficulty with website functions. All has been implemented. We have received training from Collective Text regarding Visual Impairment and will implement information onto our website with further consultation.

OBJECTIVE: Communicating access provisions to the public more clearly through our website and promotional materials.

LEADS: Director, Programme Producer, Communications Coordinator

TASKS: Update our website with more robust information around access provisions and make more access infographics for use in social media and newsletter.

TARGET AND DATE: Ongoing.

MEASURES OF SUCCESS: Disabled audience members find communications of access provisions clear on all of our online platforms according to our feedback. Measured through a survey, and anecdotally.

ACTUAL PERFORMANCE: Online information and infographics for socials have been updated and are more regular now. We now have a page regarding our masking days and general COVID protocols, in accord with our consultation with CAN. We had NEUK neurodivergent training, and will be seeking funding for a website access overhaul.

OBJECTIVE: Diversify the board of trustees and volunteer team.

LEADS: Co-Directors

TASKS: Achieve a broader range of lived experiences on our board of trustees and volunteers. We will do this by continuing to widen our community outreach and make the zine library's offering more apparent in circles where we don't currently feature. Continuing to offer a consistent, well-regarded output and being a voice for good in our neighbourhood will inherently draw people to our project, as it already has.

TARGET AND DATE: July 2027

MEASURES OF SUCCESS: Board and volunteers reflect our audience, including stakeholders.

ACTUAL PERFORMANCE: As of 2025 the board and volunteers team are made up of people who engage with our programme, however we are aware that there are gaps where certain demographics are not represented. As of April 2025 we are actively recruiting people who we think would not only have lived experiences that we are missing, but would also bring valuable technical experience in fields that we require (e.g - finance, charity law etc).

OBJECTIVE: Continue to increase the range of access provisions in the library itself

LEADS: All staff

TASKS: Formalise masking days, purchase a hearing loop, get 100% compliance on our COVID protocols, provide braille signage, build more accessible shelving, and begin to provide audio described zines. Receive funding to make these all achievable

TARGET AND DATE: April 2027

MEASURES OF SUCCESS: The above provisions have been implemented, or where they have not been, alternatives provided according to need and feedback from our audience.

ACTUAL PERFORMANCE: In July 2023 we moved into a new library which we had spent 6 months renovating. This library is now fully wheelchair accessible. As we proceed into life here, we have identified many improvements that can be made. We have consulted with CAN to produce a 'masking day' every month where masks are mandatory for visitors, as well as updated how we handle masking and masking requests at our events. We also have applied for funding to improve our shelving and produce audio described zines. This latter part is 2-year project.

A note on evaluation of objectives:

We request feedback about access provision via digital and physical surveys following events, by which we will seek to review our measurements of success in some of the above objectives. These are reviewed regularly by staff. Where targets involve more general aspects of accessibility (e.g websites) we will seek to hold specific evaluation sessions, either through special surveys or consultations.

Glasgow Zine Library also holds a dedicated [Evaluation Framework](#) on its key principles by which it will seek to measure the impact and outcome of its deliverables.

This policy has been agreed on by all staff of Glasgow Zine Library and its Board of Trustees.

OBJECTIVE

Approved: 16 June 2023

This policy was revised with updated targets on:

3rd April 2024

22nd April 2025

Signature: 
Kate Guariento
Glasgow Zine Library Trustee