dri

The Digital Repository of Ireland

Equality, Diversity, and Inclusion Policy

2023

What is the DRI?

The Digital Repository of Ireland (DRI) is a digital repository for the long-term preservation of Ireland's humanities, cultural heritage, and social sciences data. This means that the data entrusted to the DRI will be accessible in the long term for use by researchers and the general public. This data is openly available in line with the FAIR data principles of findability, accessibility, interoperability, and reusability.

The DRI is not the owner of the majority of the data in the Repository. DRI depositors retain *ownership* of their data, while DRI provides *stewardship* of the data, which means the DRI ensures that it is preserved for sustained access and discovery. One way that long-term preservation and sustained access is ensured is by meeting internationally recognised standards. The DRI is a trusted digital repository (TDR) and has gained certification as a CoreTrustSeal repository.
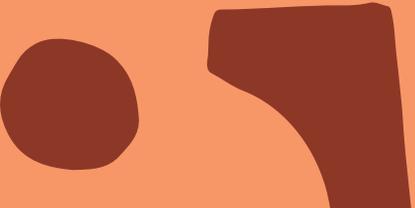
The DRI works with member organisations that include higher education institutions, cultural heritage institutions, government agencies, local authorities, and community archives. The DRI is also a research-performing organisation and undertakes research projects where data sets and collections are generated. Though the DRI supports the open sharing and reuse of data where possible, depositors control the rights statements and licences attached to their own digital assets.

The DRI is managed by three academic institutions – Maynooth University (MU), the Royal Irish Academy (RIA), and Trinity College Dublin (TCD). The DRI is funded by the Department of Further and Higher Education, Research, Innovation and Science (DFHERIS) via the Higher Education Authority (HEA) and the Irish Research Council (IRC).

Why Equality, Diversity, and Inclusion (EDI) matters to the DRI

Archival content in brick-and-mortar memory institutions has often reflected the dominant culture that has had power over what is collected, preserved, and made accessible.

Marginalised groups have traditionally experienced barriers to full participation and access to archives. However, as digital technologies become increasingly accessible, more people are learning the skills necessary to collect, curate, and share their own stories by creating openly accessible digital collections online. Digital archives, therefore, have the potential to democratise digital cultural memory by opening up participation in, and access to, the archive to a wider range of cultures and communities. The role of digital repositories, like the DRI, is to provide stewardship of these collections for long-term access and discovery.

As a national repository, the DRI's collections, membership, and partnerships should aim to reflect Ireland's society and culture in all of its breadth and variety. Resources for digital archiving and preservation are not evenly distributed across society, and opportunities for archival presence are not equal, so an effort must be made to actively seek out existing diversities.

This policy has been developed in order to create a balanced archive, to ensure the rights of those who deposit with the DRI, to ensure the subjects of those deposits are protected, and to create spaces where all can access this work.

The Principles That Drive EDI at the DRI

The DRI aims to be:

📖 Open

- The DRI has the remit to archive Ireland's social and historical record both inclusively and respectfully, and as part of that, the DRI seeks to include collections that are representative of all communities from Ireland, today and in the past. The DRI doesn't claim any ownership of collections, but acts as a steward, preserving collections and supporting depositors to ingest their material.

- The DRI is a strong supporter of open research (also known as Open Science or open scholarship), the core values of which include equity, diversity, and inclusiveness,[1] and acknowledge that actions that align with and progress these values are essential to supporting and implementing open research for the collective benefit of all. DRI is committed to open research practices, including publishing open access, sharing, and stewarding data according to the FAIR principles.

1 UNESCO. (2021). UNESCO Recommendation on Open Science. **https://unesdoc.unesco.org/ark:/48223/ pf0000379949.locale=en**

Equitable

- The DRI strives to be equitable in both hiring and professional development practices, and to provide opportunities for professional development through the provision of staff training opportunities.
- Diversity of representation is aimed for in governance structures and within the digital preservation community.

Actively Inclusive

- The DRI operates a paid Membership Model. Membership is open to organisations across the island of Ireland, and work is actively carried out to retain a membership that reflects the diverse range of identities and experiences across the island of Ireland.
- The DRI Community Archive Scheme offers an alternative way for non and low-income groups to access digital preservation free of charge. The scheme is a key way to diversify collections, support community-based approaches to archives, and ensure ongoing and evolving inclusivity.

Accessible

- The majority of the DRI's events are free. Where a fee is attached, it is because additional financial support was needed to run the event. In these cases, the event fee is as low as possible and student and unwaged price structures are offered.
- The DRI strives to remove barriers to access events and training workshops, and to implement reasonable accommodations so that everybody can participate fully.
- Best practice guidelines for accessibility features are followed for each social media platform to ensure that social media posts are more inclusive. Measures are being implemented to improve the accessibility of the DRI's website and repository.

Transparent

- Transparent selection and evaluation criteria are used in the tendering processes.
- The DRI has been developed through a partnerships and collaboration-first approach. This is where policies, practices, and programmes are built not just by engagement and consultation, but through partnerships, providing opportunities, and learning from the broader community.

This EDI policy is envisioned as a tool to help move the DRI forward in terms of the values espoused, so a commitment is undertaken to implement the policy across a range of functions and workflows. The active striving for inclusivity and diversity will be embedded into the organisational structure and practices.

A longer policy is available that expands on these principles, creates a set of actions to bring the policy to life, and that shows how the success in meeting these goals is measured.

You can find it on the website and in the Repository. **dri.ie/about-us/**

Want to Find Out More about the DRI?

The Digital Repository of Ireland's contact details are as follows:

✉ For general email inquiries email: **dri@ria.ie**

🌐 DRI website: **dri.ie/**

DRI Repository: **repository.dri.ie/**

Want to learn more about the DRI? There are several ways to do this:

✖ Twitter: **@dri_ireland**

📷 Instagram: **@dri_ireland**

f Facebook page: **www.facebook.com/ digitalrepositoryireland**

News & Events Feed: **dri.ie/news-type/news/**

Subscribe to our DRI Friends Newsletter: **dri.ie/dri-friends-newsletter/**

If you have any questions about this policy please email our Training and Engagement Manager, who will direct your question to the most relevant member of our team.

Training and Engagement Manager: **Lorraine Marrey – l.marrey@ria.ie**