



**GLASGOW  
WOMEN'S  
LIBRARY**

# Annual Report 2011/2012

## Introduction

Glasgow Women's Library is a vibrant information hub housing a lending library, archive collections, contemporary and historical artefacts relating to women's lives, histories and achievements. It delivers an innovative Lifelong Learning Programme, an Adult Literacy and Numeracy Project, a dedicated Black and Minority Ethnic Women's Project and a National Lifelong Learning Project.

## Aims and Objectives

Glasgow Women's Library aims to:

- ★ Advance the education of the general public by increasing knowledge and understanding of women's history, lives and achievements.
- ★ Provide information on a range of women's and gender equality issues.
- ★ Enable women, particularly the most vulnerable and excluded in society, to access the information, resources and services they need to make positive life choices.
- ★ Break down barriers to learning and participation for women so that they become fully active citizens, develop skills and knowledge, engender self-confidence and equip themselves to pass on their experience to benefit their families and broader communities.
- ★ Take a lead role in redressing the neglect of women's historical and cultural contributions to Scottish society by providing a catalyst for change.
- ★ Create new ideas of and approaches to culture and heritage that bring together people from the most diverse backgrounds.
- ★ Invest in women's social, cultural and creative capital to the benefit of our nation.
- ★ Become more financially independent.
- ★ Provide the highest quality service for all our users, enquirers and members.

In meeting our aims, GWL:

- ★ Actively collects relevant information and materials so that they are accessible to the broadest range of users.
- ★ Encourages the involvement of as many women as possible in developing the Library and its related resources and services and in contributing to the documentation, collection, creation and use of materials.
- ★ Provides and promotes Lifelong Learning, training, education, skill-sharing, volunteering, and employment opportunities for women.
- ★ Provides an accessible information resource, library and archive relevant to all areas of women's lives, history, culture and achievements for use by individuals and groups from all areas of the community.
- ★ Will relocate into self contained, refurbished, fully accessible premises.
- ★ Will create Scotland's first Women's Archive, building a dedicated archive space within GWL's new premises and employing an Archivist for three years.
- ★ Seeks to achieve the Museums Libraries Archives (MLA) Accreditation Standard and later become a 'Recognised Collection of National Significance' as a 'Non-National National' Museum in Scotland, renaming as The Women's Library and Archive of Scotland (working title).
- ★ Create a sustainable and economically vibrant social enterprise, with an expanding range of Third Sector income generating activities.
- ★ Seeks to attain and uphold the appropriate accredited professional standards across the organisation's service delivery.

## Directors' Report

Welcome to another year in the life of Glasgow Women's Library. In this Annual Report you will find details of great commitment and achievement, inspiration and delight.

2011 was European Year of the Volunteer and for the first time the Library, through funding from the Voluntary Action Fund, appointed a Volunteer Co-ordinator. GWL was founded by just a few committed volunteers in 1991 and run by them for the first eight years, lovingly laying its foundations. Since then, whilst steadily building a core of paid workers, GWL has continued to be nourished by the hard work and enthusiasm of hundreds of volunteers. As an organisation we achieve way beyond our financial means due to the essential investment people freely make of their time. Volunteering brings benefits to all involved: skills learned and developed, new social contacts made and opportunities to shine and to share. Over the years the Library has been delighted to support many volunteers in their progression to further learning, training and employment.

Members of our Board of Directors are also volunteers. We were sad to see Sue Rawcliffe and Shona Craven leave the Board this year. Their knowledge and enthusiasm have contributed greatly to our work and we wish them health and happiness in their future endeavours. We ran another successful recruitment round and are pleased to welcome Maud Bracke, Angela Gray and Karen Birch to the team. All arrive with ideas, skills and experience relevant to current developments going forward in the Library.

2011 marked our 20th anniversary year and saw the launch of a year-long project due to culminate in our 21st birthday celebrations in September 2012. New works of art and writing inspired by items in GWL's library, archive and museum collections have recently been commissioned from 21 visual artists and 21 writers in an innovative and ambitious project funded by Creative Scotland and Museums Galleries Scotland. Watch this space!

Our 21st birthday year will perhaps be the most appropriate in which to secure

our 'key to the door' and dreams of finally grounding our work in a permanent, fit-for-purpose home also took great strides forward in the past year. Working with a Property Agent and supported by Glasgow Life, Glasgow City Council and Clyde Gateway, we were able to thoroughly scope building options across Glasgow. This process deepened the understanding of our needs and desires as an organisation, as well as the benefits we bring to the locations we inhabit. We are very pleased to announce that, as a result of a generous offer by Glasgow Life, we will be moving the beautiful Bridgeton Library in Glasgow's increasingly vibrant and regenerated East End. Timescales for moving are still to be determined but the entire team is thrilled by this development.

Of course, amidst this excitement, our core work continues to thrive and develop, so please do pop in, sign up to be a borrower or a learner and marvel in the world of knowledge and friendship contained in Glasgow Women's Library.

**Susan Garde Pettie**  
**Chair**

*The team plan the stunning new Glasgow Women's Library with our Architects, Collective Architecture*



## Strategic Development

*Sue John,  
Enterprise Development Manager*

As we were able to fully orientate towards relocation this year, having secured a permanent home in Bridgeton, we were delighted to be successful in a funding bid to the Glasgow Social Economy Development Fund that enabled GWL to resource a dedicated post of Enterprise Development Manager.

The remit of this post, funded until the end of September 2012, is to support the organisation towards achieving our four Strategic Aims - the major refurbishment of and relocation to permanent premises; accreditation and name change as a Scotland-wide national resource; the consolidation, development and expansion of collections, services and projects; and independent income generation through the development of Social Enterprise activities.

Ultimately we aim to secure the long-term sustainability, full accessibility and further growth of GWL for the next 20 years and beyond, so this is a challenging role.

We are pleased to have made progress in our income-generating and Social Enterprise activities with new initiatives, including a re-design of the GWL website and new online shop, resulting in a five-fold increase in self-generated income this year.

We now sell our own published books, bags, prints, downloadable Heritage Walk Audio Tours, GWL events tickets and other merchandise online. In addition, we are pleased to offer 'Inspired!' a new palette of carefully designed and bespoke workshops, learning modules, activities and events that GWL, with our specialist expertise and unique resources, can offer to groups and organisations.

The year saw a sea change in the way GWL deals with financial recording and reporting. Previously Excel spreadsheets were used, which were functional but led to some duplication of effort on the part of the Finance Worker and Enterprise Development Manager. We invested in the SAGE 50 Accounts package and training from Accountant, Andy Luke. Three members of staff were trained in the basics of SAGE 50 with Alison, the Finance Worker, receiving more detailed training from Andy over the course of the year, which was then 'cascaded' to other staff members and volunteers. With a turnover of just under £400,000, numerous projects large and small and a burgeoning Social Enterprise strategy, the SAGE package has made it much easier to keep an eye on our finances, as well as reducing our Audit costs and freeing up time for the Enterprise Development

Manager to focus on key Strategic Priorities.

Speaking of such priorities, with our 2009-2012 Strategic Plan in need of revision, the Board and Staff Teams came together for a series of Strategic Planning 'away days' to reflect on the last three years and to focus on a new, dynamic, 2013-2016 Plan to underpin our work and provide the framework for our next three years' development.

To get fully into the zone, we held the sessions at Bridgeton Library and they were intense, lively, fun and hugely productive. With a lot of follow-up actions and tasks undertaken, we are now well on the way to finalising the vision of GWL's next three years - it may only be on paper so far, but it's already looking good!



*Welcome to our world - GWL's future looks exciting!*

## Library Projects

### *The Lifelong Learning Programme*

*Adele Patrick, Lifelong Learning and Creative Development Manager and Laura Dolan, Lifelong Learning Assistant*

Glasgow Women's Library provides a safe, friendly, empowering environment where women can access the information and opportunities they need to take control of their own learning and personal development and to change their lives for the better.

The key aims of GWL's Lifelong Learning Programme are to:

- ★ Break down barriers to learning by providing formal and informal training opportunities and learning activities to socially excluded, 'hard to reach' and vulnerable women, including women living with addictions, young women, jobless women and those experiencing poverty
- ★ Enhance and develop the skills and knowledge of people from all walks of life
- ★ Empower women to increase their sense of self esteem and enable them to make choices that can improve their lives
- ★ Improve employment and further education opportunities so that all women value their individual experiences and skills and realise their full potential during the process of their learning and development

Learning at GWL has never been more vibrant and varied. In this past year we have truly delivered for our wide-ranging and growing audiences, learners and participants. As part of our Lifelong Learning Programme, 175 events took

place in Glasgow alone with over 3,500 people participating, while over 10,000 people visited GWL for a myriad of different reasons.

We delivered fresh 'Reading for Wellbeing' events, held Confidence Building and Personal Safety courses, screened a range of films that encourage discussion, hosted pre-election debates, provided exciting hands-on sessions delving into our collections and organised talks, walks, training sessions and a wealth of other wonderful learning journeys.

The Library and our learners have benefited from our work with established and new partners, from Scottish Women's Aid to Glasgow Health Walks, from the Reader Organisation to Amnesty International, from the 'Bonnie Fechtlers' group to St Vincent Centre for the Deaf. This year we also developed even more fantastic links with some great festivals, including events for International Women's Day, the West End Festival, Scottish Refugee Week, the Merchant City Festival, LGBT History Month, International Poetry Day, Doors Open Weekend, the Scottish Mental Health Arts and Film Festival, Glasgay! and International Short Story Day.

Some new links with academic partners were developed this year. We were proud to host and participate in an international conference, 'Displaced Women', focussing on the experiences of migrant women. On a related theme we drew a large crowd to an academic research project led by Rachel Flynn, 'My Glasgow Granny from Donegal', a popular project capturing the histories of Irish women's migration to Glasgow.

Our ever improving and expanding seasonal 'What's On' brochures illustrate the wealth and range of learning opportunities on offer. This year saw

the launch of a new booking system on the GWL website, allowing people to book on to events online. This has been a resounding success and its impact is particularly evident when it comes to our guided Heritage Walks, which constantly sell out in record time.

We work hard to try to deliver the very best quality of learning experience to everyone we work with. Our much lauded, bespoke 'Library Out Loud' monitoring and evaluation system collects information on the scale and diversity of those who have participated in all our events, capturing detailed data on how they feel about our work, the learning opportunities on offer and the 'special ingredient' they experience at GWL. We greatly value this feedback, analysing and responding to it so that we are also able to learn, expand our skills and constantly improve whilst creating inspiring and life-changing opportunities for all women.

**"Excellent film choice to initiate discussion of pressures women face within the family/cultural setting. Highlights role of oppression and prejudice and strength of female bonds in the face of it. Also need for coping tools."**

*'Body Talk' film screening of 'Gypo'*

**"Enjoyed it all. Changed my own perception of the personal experiences refugees go through."**

*Scottish Refugee Week event participant*

## **21 Years of Changing Minds**

In addition to the year's programme of events and learning opportunities, September 2011 saw the launch of GWL's 20th anniversary celebrations. We kicked off this auspicious milestone with a reflective exhibition of portraits of GWL learners and users taken by artist Rachel Thibbotumunuwe and video testimonies filmed by Jan Nimmo from GWL's previous 'Documenting 109' project.

Funding from Creative Scotland and Museums Galleries Scotland then enabled us to launch a major, year-long project and programme of activities to run between our 20th and 21st birthdays. We were overjoyed to be able to commission 21 of Scotland's top and emerging women visual artists and 21 of our best known and newly published writers to produce new works inspired by items in GWL's library, archive and museum artefact collections. We were overwhelmed by the positive responses from these wonderful creatives as agreements to participate met our tentative approaches. From Turner Prize nominees and Scottish representatives in Venice Biennales to internationally renowned, award winning authors, we started to gather the support of the A-Listers!

There was great excitement among the

team as the first writers and artists started to visit GWL to mine the collections for their starting points of inspiration. Suffragette memorabilia, Second Wave Feminist posters and magazines, knitting patterns, recipe books, badges and 1950s Marriage Guidance Advice all featured in the eclectic mix.

By March we were ready for the first showcasing of completed works and writers Karen Campbell, Margaret Elphinstone, Donna Moore and Anne Donovan read their poignant, evocative new pieces to a packed audience. Works by artists Claire Barclay, Ashley Cook and Kate Davis provided the perfect backdrop to a wonderful occasion.

The project will culminate in September 2012 and we can't wait to unveil all the final pieces.

## **'Women Make History'**

The 'Women Make History' events and workshops allow for diverse groups of women to come together in a programme of history related activities facilitated by GWL staff. The programme involves learners in the acquisition of new skills, with varied routes to gaining knowledge about women of the past, and includes group visits to, and use of outreach resources from, other museums, archives and academic institutions.

One core activity of the 'Women Make History' group is the undertaking of research in GWL's informal and friendly learning environment, with all the resources of the GWL Library and Archive collections made accessible. This also includes the further development of GWL's growing palette of Women's Heritage Walks and this year we were proud to launch our latest addition to the already popular series - the East End Women's Heritage Walk, created by a dedicated and tenacious team of volunteer Women's History Detectives. This, along with the other Women's Heritage Walks of Garnethill, the West End, the Merchant City and the Necropolis were all delivered throughout the year and increase in popularity year on year. The walks have also been developed into Maps available from the Library and other venues and downloadable from our website.

*Artist Kate Davis finds inspiration for her work from Jo Spence in the GWL Library collection*



**"The walk was fun, a good way to learn the history of the city. Personal input from walkers was interesting. Leaders were knowledgeable and were keen to listen. It was theatre on the move."**

*Attendee on the Women of the Merchant City Heritage Walk 2011*

## **Black and Minority Ethnic Women's Project**

**Syma Ahmed, BME Development Worker**

This year we were proud to launch our exciting new publication, 'She Settles in the Shields: Untold Stories of Migrant Women in Pollokshields'. This book is the culmination of two years work involving the gathering of testimonies and oral histories from over forty women who share intimate feelings of moving to a foreign land in search of family, love and security, into a climate and culture very different to their own. Told in their own words, the women reveal a fascinating story of hope, isolation, warm welcomes, cold weather, racism and the quest for acceptance and integration. We hope this project, which also involved the creation of a touring exhibition, will promote a better understanding of the personal struggles, successes and achievements of the migrant women who chose to settle here, as well as contributing to developing cohesion within the diverse communities of our nation. The exhibition has been widely shown in venues all over Scotland and the publication is available to borrow from all Glasgow City Libraries, where it is proving very popular, and is also available to buy from GWL and from the GWL website through our online shop.



**"['Lifebooks'] is a good way to look back on the positive things I have done in my life. The staff encouraged us to develop ourselves. I thought I wouldn't like to make a book about myself but I loved it!"**

*'Lifebooks' workshop participant*

In other activities related to the celebrating of women's histories, we worked with a number of groups across Glasgow to make 'Memory Boxes' and 'Lifebooks' as a way of promoting positive mental health and well-being whilst exploring issues important for happiness and personal fulfilment. We also worked with women from Pollokshields, Govanhill, Gorbals and Castlemilk to create their own personal history walks within their local

area. The women created guided walking tours of locations in their local area that meant something to them, aiming to increase confidence, communications skills and encourage physical activity through the process.

Lots of women loved getting out and about and the Summer Outreach Programme provided a series of visits and integrated learning activities that tackled integration and cross-cultural issues in an enjoyable and inspiring way, including visits to the Buddhist Temple, Glasgow Central Mosque, the Hindu Temple, Riverside Museum, Scotland Street Museum, People's Palace, the Burrell Collection and New Lanark. Through our 'Living Classrooms' events we also took groups out to take part in a series of creative learning sessions in several outdoor environments. The women shared stories and experiences of spending time outdoors in their country of origin.

Other popular projects this year focussed on intergenerational work, including supporting teachers and pupils at Glendale Primary School to organise workshops around the topic of 'Asia' and the development of a project involving students at Bellahouston Academy looking at attitudes to Domestic Abuse in various cultures. In collaboration with



*The launch of 'She Settles in the Shields.'*



**"It was great to meet women from different backgrounds; the session was a good way to learn in the outdoor setting, nice fresh air and great company; I learnt about how some migrant women cooked in the outdoor in their home country."**

*'Living Classrooms' participant*

the Castlemilk Domestic Abuse Project we worked with a range of community groups in the South of Glasgow to create a series of posters to raise awareness of violence against women. These powerful portrayals raise important issues such as the blaming attitudes that society often has on women and, crucially, demonstrate

that Domestic Abuse blights women from all backgrounds and cultures.



**"The best bit for me was when one of the pupils taught me how to send a text. The project was an eye-opener into what they can do and what we as older ladies can learn from them."**

*Coatbridge / St. Andrews Intergenerational Project*

## **National Lifelong Learning Project**

**Morag Smith, Development Worker**

The National Project continues to bring an exciting range of events and learning to women across Scotland: from the Wigtown Book Festival and Dundee Women's Festival to working with women in prisons and the development of new local women's history groups.

We took 'Hysterical Women and Graphic Grrrlz', our exhibition of graphic novels and zines by women writers and artists, to the Wigtown Book Festival and then to Dundee Women's Festival. The exhibition was accompanied by an illustrated talk on the history of women cartoonists and illustrators which attracted enthusiastic audiences of all ages, including dedicated zine fans.

We have also been working with the Scottish Prison Service, both in HMP Greenock and HMP Cornton Vale, running a number of workshops, film screenings, discussions and other activities including a women's history quiz, an introduction to the Suffragettes and a six week course where women learned 'Scrapbooking' techniques and created 'Lifebooks'. We have also been preparing to start a new 'Reading for Well-Being' group in Cornton Vale which will link to our Satellite Library collection there.

**"This was a breath of fresh air. The best bit was finding out things I never knew."**

*HMP Cornton Vale workshops participant*

Local women's history groups supported by GWL continue to flourish. Wigtown Women's Walk group this year created and launched a podcast of their Women's History Walk which is downloadable from the Glasgow Women's Library website. The new Women's History Group in Dumbarton has already uncovered some interesting previously unsung local heroines, including poets, artists, Suffragettes and campaigners. For International Women's Day, the Clydebank Women's History group held an event showcasing some of the research they have undertaken on local women past



and present. The group now also has the support of local councillors and West Dunbartonshire's Provost has donated a plaque to Clydebank activist Jane Rae, to be installed in a memorial garden in the newly refurbished Clydebank Museum. Both Clydebank and Coatbridge Women's History Groups produced bespoke scrapbooks on women's history in their area. The women from Coatbridge also participated in an intergenerational project with 3rd and 4th year students from St Andrew's High School.

GWL's volunteers continue to make an invaluable contribution to the project, particularly in preparing for workshops, events and exhibitions. We now also have a group of new volunteers in Dumfries who are helping in developing a Dumfries Women's Reading Circle.

We were delighted to receive great news in March that we have secured funding from the Scottish Government Equalities Unit to enable the National Lifelong Learning Project to continue for three years, until 2015, and are looking forward to developing more fantastic work across the country.

## **Adult Literacy and Numeracy (ALN) Project**

*Dawn Fyfe, Development Worker*

This has been an extremely productive year for the Adult Literacy and Numeracy Project. We continued to develop our multi-sensory approach to learning, offering women opportunities to learn through one-to-one support, films, group discussions, outings and a range of other integrated learning activities.

In this period we had 83 learners in total, 68 of whom were new to Glasgow Women's Library.

We had a big rise in the number of new learners due to the increase in group work activities developed by the ALN team. New partnerships, including SAY Women, Young Women's Project, Family Support Project and HMP Greenock, offered us the opportunity to focus on new themes to support group learning and we were able to employ fresh tools of engagement for learners, including:

- ★ 'Media Smart' - a group work programme supporting young people's safe use of social media.
- ★ Creative Writing Showcase - a wonderful exhibition created by the young women at the Family Support Project.
- ★ 'Body Talk' - a series of film screenings and discussions on women's health and well-being issues, delivered both at GWL and for women in Greenock Prison.

Women accessing the ALN project at GWL typically have a variety of skills, from the very basic right through to preparing for college or work. We try to respond to these wide ranging needs and are currently looking at how we can support women who have experienced violence and abuse more effectively. One of our learners has named this project, "Inspiring Your Learning" and we will be working hard to ensure all our learning opportunities are open to all women, regardless of their skill levels or preferred ways of learning. We are looking forward to another exciting year, with new opportunities and new learners to meet!

## **Volunteer Development**

*Gabrielle Macbeth, Volunteer*

*Co-ordinator*

Over twenty years ago, Glasgow Women's Library was established and started to grow as a result of the sheer dedication and hard work of volunteers and their role continues to be invaluable today. Our dedicated volunteer team always brings a diverse range of skills and talents to the Library, ensuring it operates successfully on a day-to-day basis. Each individual woman donating her time to GWL contributes a unique experience, new perspective and abilities that combine collectively to create a valuable and positive resource for volunteers and users alike. Volunteers often view donating their time as a step towards building confidence, value and self-esteem and also developing new skills. GWL offers a safe, supportive space where women of all ages and from a wide range of backgrounds are encouraged to develop proficiency and ability in many areas.

This has been a particularly momentous year for volunteering at GWL! Despite volunteers being core to our work for many years, this is the first time that we have had funding dedicated solely to growing and strengthening our volunteer support programme, enabling GWL to appoint a Volunteer Co-ordinator for the first time, thanks to support from the Voluntary Action Fund.

Gabrielle Macbeth, who joined the team in July, has an unusual role as she also spends a day a week managing volunteers in each of our three other partner organisations: Diversity Films, Amina - the Muslim Women's Resource Centre and Move On. The new ideas, networks, resources and expertise that these organisations have shared with us have helped immensely in developing best practise and ensuring that we offer the best opportunities to learn, meet new people, develop skills, raise confidence and grow.

Not only have we been able to involve more volunteers than ever before but these volunteers have been much better supported and trained, ensuring that their

**"[Coming to GWL] has been one of the best experiences of my life. The ALN Team have encouraged me to think out of the box and explore creative writing."**

*Anna, Literacy Learner*



Volunteers admire the 'Sharing Tree' made during one of their training sessions

experience with GWL is rewarding and inspiring.

This year, we worked with over 80 volunteers, each undertaking a range of tasks across different GWL projects. They have been involved in front-line reception cover, archive and library work, admin duties, helping out at workshops and events, documenting GWL's activities, literacy and numeracy tutoring, researching and guiding the Women's Heritage Walks, oral history recording, helping with our 20th anniversary project and in general bringing heaps of enthusiasm, high morale and good will to the team and the organisation.

- ★ 85% of our volunteers found that volunteering improved their confidence.
- ★ Over 50% felt more work-ready with improved communication, team working and timekeeping skills,
- ★ 50% felt they had better access to training and employment opportunities
- ★ 55% felt they have better social and support networks and more positive role models
- ★ 90% felt volunteering gave them the opportunity to meet people they would not otherwise have the chance to meet.

**"I feel that I am more confident when dealing with customers and have developed stronger interpersonal skills. I also have learnt more about cataloguing / classification, and about how to train others. I love being a part of GWL and definitely feel that being a member of this community has been inspirational and a very positive part of my life."**

**"I love the place and the people, I always feel happy when I'm here. Plus it has helped me to work out what I want to do in the future. I always have a great sense of achievement after time spent at GWL."**

## Collections Development

### Library Services

*Wendy Kirk, Librarian*

Our newly launched lending system has continued to go from strength to strength. It is simply fantastic to see people browsing the shelves, finding a cosy corner in GWL to curl up with a book, or taking an armful of books home with them. We now have over 1,000 people registered as Library borrowers and this number continues to grow daily. Library borrowers have over 2,000 books on our lending shelves to choose from, with a dedicated team of cataloguing volunteers adding more titles all the time. We now have an online Library catalogue for people to browse, which has been a great way of opening up the GWL book collection to a wider audience.

It's been an exciting year for Reader Development activities, with lots of book-themed events to celebrate women's writing. We held a lovely event

Women' show. We celebrated Banned Books Week in September and were surprised how many classic novels by women have been challenged or banned throughout the years! To celebrate National Short Story Day in December, we had an afternoon 'Read Aloud' session to banish the winter blues, where women

reads with each other.

We've received hundreds of interesting enquiries over the last year, from all over Scotland and across the world! Topics we have provided support with include Women in Science, Women in the Surrealist Art Movement and the History of Domestic Violence in Scotland. In

**"Glasgow Women's Library is not only a national treasure, it's one of the most special spaces for women I've been in throughout the world".**

*Visitor from the USA*

could come along and read out their favourite short story. Some women even shared their own writing with us, which was a wonderful way to end the year.

At GWL we believe that reading can be life-enhancing, life-changing, and in some cases, a real life-saver, so with this in mind, we set up our 'Reading for Wellbeing Group', which encourages women to share their 'recommended reads'. This group has been selecting a truly inspiring collection

in addition, Wendy has enjoyed supporting the work of the artists and writers involved in our 20th anniversary project, finding them inspirational books on an eclectic range of topics.

As Scotland's only Women's Library, we continue to be of great interest to the wider library profession. Wendy hosted a visit organised by Chartered Institute of Library and Information Professionals in Scotland (CILIPS), which saw 20 librarians visit GWL to find out about both our collection and our learning programmes. Wendy also supported an internship student from Berlin, who was studying Librarianship and was intrigued and inspired enough by our website to come on placement with us for six weeks!

**"Extremely friendly and helpful staff. Provided me with loads of reading material I'd not been able to find elsewhere. Very knowledgeable. I'm very pleased with my visit here"**

*Student at Glasgow School of Art studying GWL's fanzine and graphic novels collection*

for National Poetry Day in October, which encouraged women to come along and share their 'feel good' poems. We also ran a fantastic poetry evening, in partnership with the Radio Theatre Group, who performed poems from their 'Phenomenal

of books and poems, which will help us to support women on their individual reading journeys. We will be developing this into an interactive, online resource, encouraging women to share their uplifting, empowering and comforting



*GWL's weekly 'Unwind With a Book' project*

## **The Women's Archive of Scotland**

*Hannah Little, Archivist*

It's been a busy year at the GWL Archives. Our rich collections have regularly been used by individuals and groups as a resource and a source of inspiration in numerous different contexts, including an exhibition of Scottish Women's Aid materials, workshops featuring the Lesbian Archive as part of LGBT history month and work using our Suffragette collection to celebrate International Women's Week.

One highlight was a workshop given in Scotstoun as part of an Ankhur Productions community art project entitled 'GIRL'. As part of this we brought along objects that were important to us, or that we wished we had kept - these included someone's grandma's mirror, an inherited engagement ring, a tea set and even a song! Most women taking part had migrated to Scotland and the workshop enabled them to explore their own identities and to value their stories as part of a wider and varied history. We had

an evocative discussion as we compared our different memories and cultural inheritances, and why we all keep and collect things.

The Archive Team has supported the 'Women Make History' Workshops, including an introduction to GWL's poster and textile design collections, oral history workshops, a session on women and munitions and visits to the Scottish Jewish Archives Centre and the Scottish Screen Archive.

GWL has also received some brilliant new additions to its archives, most notably the Josephine Butler Society collection. The summer of 2011 saw the launch of the newly designed website and GWL's first online archive catalogue! Access to the archives has also been improved by re-housing a third of our collections in special acid-free boxes. This work could not have been achieved without our indomitable team of volunteers - so a big thank you to those who have helped out. The valuable work of our volunteers was highlighted at a national level in the Scottish Council on Archives publication, 'Archives Matter'.

**"A big thank you for our visit yesterday. We all enjoyed it immensely and felt that the welcoming, friendly atmosphere, which was so much in evidence in your last premises, has been fully retained. We found the artefacts you showed us really fascinating and all the information you provided definitely gave us food for thought."**

*'Bonnie Fechtors' group visit*



*Working with the Josephine Butler Society donation*

## **The GWL Website**

The GWL website ([womenslibrary.org.uk](http://womenslibrary.org.uk)) and our wider online presence continues to be an important part of how the Library reaches its users, with over 17,000 visitors accessing the site between April 2011 and March 2012.

With the website being accessed so much, it was time for an upgrade: GWL staff worked with web designers Root Creative to redevelop and revitalise our website, and the new website was launched on our 20th anniversary. As well as information about the collections and our learning programmes, the site now includes a shop selling books, prints, audio tours and more, helping to raise funds for the Library, and a new, streamlined online booking system for our events. We continue to add to the website, with regular new Reading Ideas and Archive Items of the Month opening up the collections, and oral histories



shared by our National Lifelong Learning team. September saw the launch of our first video podcast, featuring readings by Louise Welsh and Kirsty Logan. And to coincide with our Two Decades of Changing Minds exhibition, interviews with Library users from twenty years of GWL's history were uploaded to Vimeo ([vimeo.com/womenslibrary](http://vimeo.com/womenslibrary)).

Social networks have been increasingly important to the way we engage with Library users, with GWL's Facebook friends accessing the website more regularly than general users, and Twitter followers interacting on a range of topics, from book recommendations to unexpectedly misogynist song lyrics, International Women's Day to, inevitably, tea. Join the conversation on Facebook and Twitter - or let us know which networks you're on!

Facebook: [facebook.com/womenslibrary](https://www.facebook.com/womenslibrary)

Twitter: [@gwlkettle](https://twitter.com/gwlkettle)

Vimeo: [vimeo.com/womenslibrary](http://vimeo.com/womenslibrary)

## **Women of Scotland**

All over Scotland, in towns, villages and in the countryside, there are many types of memorials, large and small, commemorating the lives and achievements of women. Some names are well known, others have been forgotten. All the women have contributed in some way to the life of the country we know today. The Women of Scotland website ([womenofscotland.org.uk](http://womenofscotland.org.uk)) was set up to record this information and make it available to all.

2011 saw the initial launch of the Women of Scotland website in association with Women's History Scotland and Girlguiding Scotland. Initially conceived as a database of memorials to women in Scotland, the site was developed to allow Girlguiding groups from the Borders to the Shetland Isles to record online the memorials they found while taking part in 'The Big Name Hunt' throughout 2011, and making those records accessible to everyone in an online map. Tracking down memorials to women proved harder than expected, and the decision was made to open up the website to allow anyone with an interest in their local history to contribute to the map.

The Mapping Memorials to Women in Scotland project was relaunched on 10 March 2012 with a message of support from First Minister Alex Salmond, who said, "Throughout the centuries, Scots have paid tribute to the remarkable achievements of women in both small and grand ways. From plaques and cairns to statues and buildings, all commemorate the contribution that women have made to Scottish life, from the most humble to the most generous. It is a rich and fascinating story. This project is a very fitting one to be launched at the time of International Women's Day and I would urge all those interested in the achievements of Scottish women both at home and abroad to help with some

detective work and build the Women of Scotland website into a very useful database and resource we are all proud of."

By the end of March, over 100 memorials had been added to the site, and with contributions from people across Scotland the site continues to grow into a comprehensive national record of memorials to women. There are many memorials still to be mapped, however, and we'd like to encourage you to keep your eyes peeled for memorials the next time you're out in your local area.

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Women of Scotland: [womenofscotland.org.uk](http://womenofscotland.org.uk)  
Facebook: [facebook.com/womenofscotland](https://www.facebook.com/womenofscotland)  
Twitter: [@womenofscotland](https://twitter.com/womenofscotland)  
Flickr group: [flickr.com/groups/memorialstowomeninScotland](https://www.flickr.com/groups/memorialstowomeninScotland/)

## Partnership Working, Outreach and Training

Glasgow Women's Library is a unique organisation, however we aim to work closely with relevant organisations and always welcome the chance to participate in partnership working and outreach opportunities, and to raise the profile of Glasgow Women's Library through public events, conferences, seminars and discussions. This year, GWL workers were involved in the following:

### Partnerships

Merchant City Festival	Edinburgh Central Library	WEA Clydebank
West End Festival	Ferguslie Park Library	Clydebank Library
Scottish Mental Health Arts and Film Festival	Friends of the Glasgow Necropolis	Clydebank Women's Aid
Doors Open Festival	Workers Educational Association (WEA)	Renfrewshire Libraries
Glasgay!	Paths for All	Glenburn Community Learning Centre, Paisley
Wigtown Community Festival	Amnesty International	Dundee Women's History Group
Wigtown Book Festival Fringe	Scottish PEN	Scottish Woodlands
Glasgow's International	Amina Muslim Women's Resource Centre	Inverness Women's Aid
Festival of Visual Arts	Move On	Dalmuir Community Centre
Clyde Gateway	Learning Link Scotland	SAY Women, Glasgow
Museums Galleries Scotland	YWCA	Family Support Project, Glasgow
Glasgow Life	West Dunbartonshire Community Education	Radio Theatre Group
Centre for Contemporary Arts Glasgow	CEIS	Linen Press
Historic Glasgow	The Forestry Commission	The Reader Organisation
Scottish Women's Aid	Diversity Films	Scottish Screen Archives
Glasgow University, Department of Adult and Continuing Education	Engender	Castlemilk Domestic Abuse Project
Glasgow University, Creative Writing Postgraduate Course	Central and West Integration Network	Centre 81, Clydebank
Langside College	Pollokshields Health Shop	World Book Night
Stow College	Women's History Scotland	St. Mungo Museum
Dumfries Library	Girlguiding Scotland	LGBT History Month
Dumbarton Library	Wigtown Women's History Group	LGBT Youth Scotland
Dundee Central Library	HMP Cornton Vale, Stirling	NHS Greater Glasgow and Clyde
	HMP Greenock	Sunny Govan Radio
	Dundee International Women's Centre	St Vincent Deaf Group

### Training and Career / Personal Development

SAGE Financial Management	Association Annual General Meeting	Panel member on 'What Are Libraries For in the Age of Google?' an event organised by the Glasgow City Heritage Trust
Podcast Development	Attendance at The Reader Organisation National Conference, Liverpool	Panel member on 'What's Wrong With Women's Writing? an Aye Write Festival Event
Customer Care: 'Living By Our Values, Meeting and Greeting' for GWL volunteers	'Delivering Outcomes' Training	
Training in sound and audio-visual archives	Oral History Training	
'Carry on Camera' training	Presentation on GWL given at the Annual General Meeting of the Voluntary Action Fund	
Archives Hub Cataloguing	Managing Challenging Volunteers	
Copyright Training	Supporting and Supervising Volunteers	
Presentation on GWL given to the Archivists and Record Managers'	Managing Risk in your Organisation	

## Income and Expenditure for the Year Ended 31st March 2012

<b>INCOMING RESOURCES</b>	<b>£</b>
Voluntary Income	
Donations	2,414
Subscriptions	4,758
Women on the Shelf Initiative	1,250
Sundry income	5,430
	<hr/> 13,852
 <b>Activities for Generating Funds</b>	
Fundraising events	784
Book sales	1,652
Podcast sales	60
Walks	1,567
Consultancy	15,294
Merchandise	105
	<hr/> 19,461
 <b>Investment Income</b>	
Bank Interest	282
	<hr/>
 <b>Income Resources from Charitable Activities</b>	
Scottish Govt - National Lifelong Learning	52,524
Glasgow City Council - ALN	45,660
Heritage Lottery Fund - Archivist	40,609
South Lanarkshire Council	1,568
Feminist Review Trust	1,334
Glasgow City Council - Lesbian Services	6,176
Glasgow City Council - Librarian	30,000
Glasgow City Council - BME/LLL	98,612
Heritage Lottery Fund - She Settles	4,400
Voluntary Action Fund	30,000
Glasgow City Council - SEDF	19,804
Creative Scotland	679
Victoria League	1,800
Glasgow City Council - Repairs	5,293
Creative Scotland -20th Anniversary	12,975
MGS - 20th Anniversary	2,302
	<hr/> 353,736
 <b>Total Incoming Resources</b>	 <hr/> <b>387,331</b>

**RESOURCES EXPENDED****Costs of Generating Voluntary Income**

Support Costs 1,940

**Fundraising Trading and Other Costs**

Fundraising Events 4,500

Support Costs 3,881

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8,381**Charitable Activities**

Staff Costs 272,675

Sessional Staff 4,232

Events and Materials 32,037

Training 2,936

Publicity 4,728

Administration Costs 5,072

Travel Expenses 3,034

Volunteer expenses 3,962

Equipment 443

Professional fees 125

Sundry Expenses 31

Support Costs 27,167

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356,442**Governance Costs**

Auditors' Remuneration 1,500

Sundry costs 252

Support Costs 5,822

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7,574**Total Resources Expended****374,337****Net Incoming Resources****12,994**



**Balance Sheet at 31 March 2012**

<b>Current Assets</b>	<b>£</b>
Debtors	26,850
Cash at Bank and in Hand	118,737
	<hr/>
	145,587
<b>Creditors: Amounts Falling Due Within One Year</b>	<b>(16,390)</b>
Net Assets	129,197
	<hr/>
<b>Funds</b>	
Unrestricted Funds	81,956
Restricted Funds	47,241
	<hr/>
	<b>129,197</b>

## Meet the Team

Staff involved in Glasgow Women's Library between 1st April 2011 and 31st March 2012 were:

### Board of Directors

Helen Anderson	
Shona Craven	(resigned 13 January 2012)
Ashley Lennon	
Susan Garde Pettie	
Sue Rawcliffe	(resigned 13 January 2012)
Zoë Strachan	
Lisa Tennant	(resigned 19 April 2011)
Maud Bracke	(appointed 14 December 2011)
Angela Gray	(appointed 14 December 2011)
Karen Birch	(appointed 14 December 2011)
Lucy Haughey	(appointed 14 December 2011; resigned 14 February 2012)

### Paid Staff

Sue John	Enterprise Development Manager
Adele Patrick	Lifelong Learning and Creative Development Manager
Syma Ahmed	Black and Minority Ethnic Women's Development Worker
Laura Dolan	Lifelong Learning Assistant
Dawn Fyfe	Adult Literacy and Numeracy Development Worker
Alison Gardiner	Administration and Finance Worker
Pauline Healy	Adult Literacy and Numeracy Tutor
Wendy Kirk	Librarian
Eleftheria Lazaridou	Administrative Assistant, National Lifelong Learning Project
Hannah Little	Archivist
Gabrielle Macbeth	Volunteer Co-ordinator
Helen MacDonald	Administration and Finance Worker
Morag Smith	National Lifelong Learning Development Worker
Laura Stevens	Archivist

### Volunteers 2011 – 2012

Aileen Harding	Deborah Igiraneza	Jean Scollay	Lesley O'Brien	Motoko Hore
Aileen Paterson	Donna Moore	Jenny Spiers	Linda Delgado	Mwanasiti Abdulaziz
Ailsa Ferguson	Doreen Edgar	Joyce Parlane	Lindsay Smith	Nicki Bray
Aja Konjira	Elaine Foley	Julie Lee	Lindsey Loudon	Pauline Wood
Alice Andrews	Elif Saydam	Karin Holzaphel	Mabli Hall	Rabha Abdelmoumene
Alicia Hadiwidjaja	Erica Nziza	Katherine Woods	Manjit Kaur	Rebecca Hogg
Amy Nichol	Esther Quinn	Kate Gallagher	Maree Shepperd	Sandra Cameron
Ana Munoz-Perez	Hannah Ellul	Kath Kane	Margaret Singleton	Sarah Livingstone
Anne Donovan	Heather Middleton	Kishwer Ahmed	Marissa Keating	Sarah MacDonald
Annie Brunt	Helen de Main	Laine Farquhar	Mary Hughes	Stella Crowther
Carol Clark	Jane Smith	Laura Bryce	Mary Frances Forry	Tabassum Niamat
Christine Tait	Jean Donaldson	Lauren Tuckerman	Meagan Butler	Valaine Middleton
Chidem Enkeshafi	Jean Gibson	Laurie Bolewitz	Melanie Tuckerman	Vanessa Yuille
Dawn Sinclair	Jean Girdwood	Leighanne McCombe	Miriam Valencia	Yi-Wen Hon

### Placement Trainees

Jana Kugoth, Humboldt University, Berlin
Megan Kelly, M Sc University of Strathclyde
Sarah MacDonald, University of Glasgow University, Community Learning and Development

## Acknowledgements

Glasgow Women's Library would not be able to deliver its unique services, innovative projects and valuable resources without the help and support of a great many people. The Directors and staff team would like to extend their thanks to everyone who has contributed to the work of the Library during the past year:

### **Our Funders**

Glasgow City Council	South Lanarkshire Council	Voluntary Action Fund
Glasgow Community Planning Partnership	Historic Glasgow	Museums Galleries Scotland
Glasgow's Learning	Glasgow City Heritage Trust,	Glasgow Social Economy
The Scottish Government	Creative Scotland	Development Fund
The Heritage Lottery Fund	Glasgow Life	

**Our Auditors:** Gerber, Landa and Gee.

### **The writers and artists participating in our '21 Years of Changing Minds' project:**

#### **Visual artists:**

Sam Ainsley	Delphine Dallison	Elspeth Lamb	Sharon Thomas
Claire Barclay	Kate Davis	Shauna McMullan	Amanda Thomson
Ruth Barker	Fiona Dean	Jacki Parry	Sarah Wright
Karla Black	Helen de Main	Ciara Phillips	
Nicky Bird	Kate Gibson	Lucy Skaer	
Ashley Cook	Ellie Harrison	Corin Sworn	

#### **Writers:**

Karen Campbell	Jen Hadfield	Heather Middleton	Zoë Strachan
Anne Donovan	Jackie Kay	Alison Miller	Louise Welsh
Margaret Elphinstone	A. L. Kennedy	Denise Mina	Zoë Wicomb
Vicki Feaver	Liz Lochhead	Donna Moore	
Helen Fitzgerald	Kirsty Logan	Elizabeth Reeder	
Muriel Gray	Laura Marney	Leela Soma	

**All our volunteers, placement trainees, 'Friends', 'Women on the Shelf' Sponsors, GWL users, supporters, learners and donors, all our fantastic partner organisations and also, sincere gratitude for the support of:**

Karen Cunningham	staff at the Mitchell Library, Bridgeton	Ian Corcoran
Gordon Anderson	Library and Hillhead Library	Mark Greer and the team at Arthire
Bridget McConnell and Glasgow Life	Fiona Hayes and the People's Palace	Cathy Houston and Jude Barber
Audrey Carlin at Clyde Gateway	Ronnie Scott	at Collective Architecture

...your support and generosity is so greatly appreciated,

**THANK YOU ALL!**



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Email: [info@womenslibrary.org.uk](mailto:info@womenslibrary.org.uk)

***[www.womenslibrary.org.uk](http://www.womenslibrary.org.uk)***

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