

M25 Diversity Group Terms of Reference

Role of the Group:

The M25 Diversity Group was established in 2019 in response to the CILIP 2017 Workforce Mapping Report and the SCONUL 2019 report on staff experiences from diverse backgrounds. These reports highlighted areas of practice which need addressing within M25 Consortium institutions. As such, our initial focus has been on BAME staff, however this has been expanded to consider diversity more broadly.

Key responsibilities for the M25 Diversity Group:

- Provide guidance and recommendations on best practice for fostering equality, diversity and inclusion (EDI) within libraries in the M25 consortium via the M25 website and other communications channels. Examples of themes include:
 - allyship
 - training
 - starting conversations
 - positive action
- Explore mentorship and apprenticeship pathways to support the recruitment and progression of marginalised groups.
- Amplify marginalised voices via events and sharing of case studies
- Regularly gather information from member institutions about EDI initiatives, working collectively to survey member institutions, analyse responses and disseminate via reports.
- Provide a platform/space to facilitate respectful and meaningful approaches to starting conversations about diversity.
- Regularly review sector information on the most appropriate terminology and update a central guidance document on the M25 website.

Members:

Cliff Van Dort, Group Chair, Head of Library, The National Archives.

Anna Semmens, Steering group sponsor, Head of Library and Archive Service (Joint), Royal College of Nursing.

Katie Winter, Learning Development Librarian, University of Surrey.

Debbie Phillips, Information Consultant for the School of Life Sciences and the Environment, Royal Holloway, University of London.

Daniella Fearon, Library Assistant, University of the Arts London.

Krishna Roy-Chowdhury, Head of Content and Digital Environments, University of East London.

Bayram Sari, Information Skills Librarian, London Southbank University.

Davina Omar, Head of Academic Support, University of West London.

Meetings:

Meetings will take place online monthly via Zoom with members across the discipline. Guest speakers will contribute throughout the year. At least 50% attendance required for meetings to commence.

New members and observers are welcome – please email cliff.vandort@nationalarchives.gov.uk if you would like to join us.

Accountable to: M25 steering group within the consortium of academic libraries.

Reviewed annually. Last review date: 17th June 2022

Author: Daniella Fearon

To find out more about the group and to view case studies and resources, have a look at our webpage: <https://www.m25lib.ac.uk/m25-resources-and-activities/task-finish-groups/task-finish-group-diversity/>.