

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. Our current focus is on BAME staff, however this will be regularly reviewed and 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.

Erika Delbecque, Co-Chair Head of Rare Books, University College London

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

Bayram Sari, Information Skills Librarian, London Southbank University.

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

Eleanor Ferguson, Project Support Officer: Libraries Programme, University of Sussex.

Dr Maria Castrillo, Head of Collections Access & Research, Imperial War Museum.

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 k.winter@surrey.ac.uk if you would like to join us.

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

Date Reviewed: 7 June 2023

Author: Daniella Fearon

Review Date: On or before 17th June 2023 depending on changes to the group remit.

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/>.