



Diversity Group

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The Group

- Founded 2019
- Responding to:
 - CILIP workforce mapping report 2017
 - Sconul Report on experiences of staff from diverse backgrounds
- Areas of practice that needed to be addressed
- Initial Focus on people of colour
- Currently 10 members from HE and GLAM



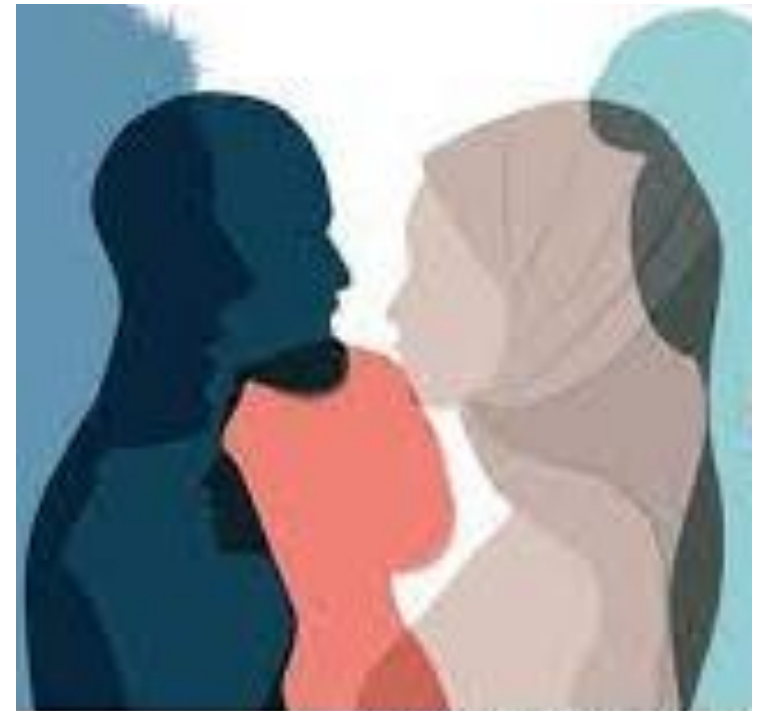
Our Role



- Provide guidance and share best practice
- Amplify marginalised voices via events and case studies
- Regular information and data gathering
- A platform /space to facilitate conversations
- Regular review of sector guidance

Survey on Current Practice

- Surveyed Staff of the Consortium Libraries
- 25 institutes responded out of 57
- 25% had no EDI group or Champion
- 45% unaware of any positive action/initiatives
- 0% stated training provided was effective in making change
- 14% not confident that highlighted issues would be addressed



Survey - Reccomendations

- All institutions/Libraries should have a
 - BAME (or equivalent network)
 - allies network
 - a diversity champion/representative
- Purpose of networks clearly communicated to all staff
- Networks predominantly to provide support for staff
- Participating/managing these networks should be acknowledged and accommodated within workloads
- Guidelines on inclusive language
- Inclusive marketing strategy
- Comprehensive package of training – Expert, external trainers



Survey - Recommendations

- Regular sharing of best practice
- Training and evidence of impact is part of annual performance reviews
- Recruitment processes reviewed and best practice on inclusive recruitment is adopted
- Publishing policy/process for library staff on raising EDI issues



Current activities

- Biannual survey, next planned for early 2024
- Review of questions
- Broadening the scope to include other EDI themes and disadvantaged groups on a rotating basis



Current activities

- Planning an online event focused on library & archive apprenticeships in September
- Enable sharing best practice
- Exploring collaborations with other relevant groups


Overview of the role

Helping people using places like libraries and archives find the information and resources they need.

Details of standard

Occupation summary

Library, Information and Archive Services (LIAS) Assistants perform a front line/global role in all sectors (including public, health, legal, commercial, educational, government, heritage/cultural and entertainment), supporting society through anticipating, determining, stimulating and satisfying the needs of existing and potential users for access to information in an ethical and fair or appropriate manner.

Status: Approved for delivery 

Level: **3**

Reference: ST0664

Version: 1.0

Date updated: 18/01/2022

Approved for delivery: 21 December 2018

Route: Business and administration

Typical duration to gateway: 18 months (this does not include EPA period)

Maximum funding: £6000

LARS Code: 395

EQA Provider: [Ofqual](#)

Current activities

- Joining up with other relevant groups: represented on the Libraries EDI Coordinating Group





Any questions?