



M25 Consortium Diversity Survey (Directors and Heads)



The M25 Diversity Group is seeking to understand more about the impact of initiatives and practices that address issues of inequality within member libraries.

This survey is open to Directors and Heads of Services of M25 Consortium member libraries. Demographic information will not be shared beyond the M25 Diversity Group. Anonymised responses will be shared more widely as part of our report.

If you would like to contact us directly as an alternative to responding to survey, please email: m25libadmin@london.ac.uk. You can learn more about the work of the M25 Diversity Group on the [M25 Consortium website](#).

Your Data

Networks

The first questions of the survey are around networks and champions and the support they offer

1. Does your library or institution have EDI related staff networks

☐ Yes

☐ No

2. Which of the following EDI staff networks does your library or institution have? (tick all that apply)

☐ Allies network(s)

☐ Disability network(s)

☐ Global Majority network(s) (other names might be BAME / BME network)

☐ Gender network(s) (for example Womens network)

☐ LGBTQ+ network(s)

☐ Menopause/menstruation Awareness network(s)

☐ Neurodiversity network(s)

☐ Parents / Carers / Families network(s)

☐ No networks

☐ Other

3. Are allies encouraged to belong to the networks?

- ☐ Yes
- ☐ No
- ☐ For some networks but not all
- ☐ I don't know

4. Which of the following do your network(s) offer for members?

- ☐ Discussion events
- ☐ Financial support
- ☐ Library - fiction and non-fiction resources
- ☐ Mentoring
- ☐ A safe space (physical)
- ☐ A safe place (digital)
- ☐ Social events
- ☐ Training
- ☐ Don't Know
- ☐ Other

5. Within your library is there an EDI

- ☐ Group
- ☐ Representative or Champion
- ☐ None
- ☐ Other

6. What level of positive impact do you feel the EDI group, representative or champion has on the development of your library?

- ☐ Very impactful
- ☐ Impactful
- ☐ Slightly impactful
- ☐ Not impactful
- ☐ Don't have one

Recruitment

The next set of questions are on recruitment topics.

7. Does your library / institution undertake any of the following positive action initiatives?

	Yes	No	For some roles
Protected roles for Global Majority candidates	☐	☐	☐
Hiring or interview quota for candidates with protected characteristics	☐	☐	☐
Guidelines or rules regarding diversity in interview panel members	☐	☐	☐
Guidelines or rules regarding inclusive job descriptions	☐	☐	☐
Anonymous recruitment	☐	☐	☐
Sending out some or all questions in advance of the interview	☐	☐	☐
L3 Apprenticeship posts	☐	☐	☐
For professional posts add "equivalent experience" or qualification	☐	☐	☐
Allow candidates to bring notes into the interview	☐	☐	☐

8. Does your library / institution undertake any positive action initiatives other than those already listed? Please type your answer below

Inclusive collections and user-facing activities

9. Does your library undertake any of the following user-facing activities to celebrate culturally significant days and events and/or encourage a sense of belonging among users?

☐ Blogs or website pages

☐ Book displays

☐ Book giveaways

☐ Coffee mornings

☐ Events

☐ Social media posts

☐ No activities undertaken

☐ Other

10. In terms of collection development, does your library have:

	Yes	Informally	No
A process for working out how much inclusive content you purchase?	☐	☐	☐
A yearly target for the number of inclusive books purchased?	☐	☐	☐
Guidance on how to research whether a book is inclusive?	☐	☐	☐
A process for determining how many reading lists are inclusive?	☐	☐	☐
A process for determining the inclusive content for formats beyond books?	☐	☐	☐
A way to highlight inclusive content on your catalogue or discovery system?	☐	☐	☐
A dedicated group of people or champions working on this area	☐	☐	☐

11. If there is anything else you do to review how inclusive your content is or highlight the inclusive content to your users, please let us know

Sharing ideas

12. Are there any EDI related initiatives or ideas within your Library / institution that you would like to share as good practice to others?

13. With regards to EDI in libraries, what changes have you noticed in the workplace culture, training and support policy over the last two years?

Institution

14. Please provide the name of your institution. This will only be used for tracking the number of responses to see how representative the survey is of our member institutions

This content is neither created nor endorsed by Microsoft. The data you submit will be sent to the form owner.

 Microsoft Forms