



## M25 Consortium Diversity Survey (Main)

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 all staff, working at all levels, within M25 Consortium libraries. There are four pages to this survey. You can download a PDF version [here](#). Demographic information will not be shared beyond the M25 Diversity Group. Anonymised responses will be shared more widely as part of our report.

### Your Data

We know the importance of protecting your data and we take measures to ensure that information disclosed is kept secure, and only for as long as is necessary for the purposes for which it is used. You can read our full Privacy and Data Processing statement on our website: [M25's Privacy and Data Processing Statement](#).

### Contact

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

## Networks and groups

1. Does your library or institution have EDI related staff networks (for example: Women's network, Neurodiversity network, Global Majority network)

- ☐ Yes
- ☐ No
- ☐ Don't know

2. Do you find the staff networks at your institution useful?

- ☐ Very useful
- ☐ Useful
- ☐ Slightly useful
- ☐ Not useful
- ☐ Don't know / Never participated

3. Please let us know why you find the networks useful or not useful

4. Within your library is there an EDI

- ☐ Group
- ☐ Representative or Champion
- ☐ None
- ☐ Don't know

5. 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 know
- ☐ Don't have one

## Recruitment, appraisals and raising concerns

6. If your library uses inclusive recruitment practices (for example anonymous shortlisting, diverse interview panels, send out questions in advance etc) do you find this practice effective?

- ☐ Very effective
- ☐ Effective
- ☐ Slightly effective
- ☐ Not effective
- ☐ Not aware they are used
- ☐ Don't know if they are effective or not

7. If you think the above measures are effective or not effective, could you provide some more information on why you think that

8. Do you always have EDI related objectives set in appraisal / performance reviews?

- ☐ Yes
- ☐ No

9. If you wanted to discuss issues related to EDI, would you know how to raise concerns or share ideas?

|             | Yes                   | No                    | Don't know            |
|-------------|-----------------------|-----------------------|-----------------------|
| Institution | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Library     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

10. How confident are you that EDI issues raised will be dealt with appropriately

|             | Very confident        | Confident             | Partially Confident   | Not Confident         | Don't know            |
|-------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Institution | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Library     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

11. Do you feel the digital presence (including social media and website) caters to and engages with the diversity of the institution’s population?

|                                | Fully                 | Partially             | No                    | Don't know            | No digital presence   |
|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Institutional Digital Presence | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Library Digital Presence       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

12. Does your institution offer written guidance on the appropriate use of language for discussing or communicating about issues on EDI?

- ☐ Fully
- ☐ Partially
- ☐ No
- ☐ Don't know

## Training

13. Does your institution or library provide training on aspects of EDI? (select all that apply)

- ☐ Training is provided by the institution
- ☐ Training is provided by the library
- ☐ Online resources for self-learning are provided
- ☐ External resources are provided
- ☐ External speakers are provided
- ☐ No training is provided
- ☐ Don't know
- ☐ Other

## 14. What EDI training topics are offered and how effective is the training your institution offers?

|                                          | Very effective        | Effective             | Somewhat effective    | Not effective         | Not offered           | Don't know            |
|------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Unconscious bias                         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Microaggressions                         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Anti-racism training                     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Training on how to be an ally            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Menopause Awareness Training             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Neurodiversity in the workplace          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Inclusive collection development         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Inclusive cataloguing                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Creating inclusive learning environments | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Inclusive library service design         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Inclusive recruitment                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

## 15. If your institution provides other EDI training, please let us know the topics

## 16. Is EDI related training

|                | Mixture of optional and compulsory | All Compulsory        | All Optional          | Don't know            |
|----------------|------------------------------------|-----------------------|-----------------------|-----------------------|
| In Institution | <input type="radio"/>              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| In Library     | <input type="radio"/>              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

## Final thoughts and some questions about you

17. Are there any other initiatives or ideas within your Library / institution that you would like to share?

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

19. Which of the following do you identify with? Please select any that apply.

- ☐ Care experienced
- ☐ Caring responsibilities
- ☐ Child of a refugee
- ☐ Disability or long term health condition
- ☐ First in family to attend university
- ☐ Global majority
- ☐ LGBTQ+
- ☐ Neurodivergent
- ☐ Working class background
- ☐ None of the above
- ☐ Prefer not to say

20. Please select the library role you most closely identify with

- ☐ Library Assistant
- ☐ Senior Library Assistant
- ☐ Assistant Librarian
- ☐ Librarian
- ☐ Learning Technologist
- ☐ Archivist
- ☐ Senior Librarian
- ☐ Library Manager
- ☐ Team Leader/Head of Department/Head of Team
- ☐ Deputy Director
- ☐ Director
- ☐ Business and/or Management Support
- ☐ Other

21. 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

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