

# **M25 DIVERSITY SURVEY**

Katie Winter

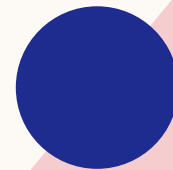
# OUTLINE

Group background

Survey development

Results and recommendations

Discussion



# GROUP BACKGROUND

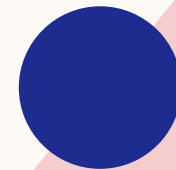
- Established in 2019 but on hiatus for most of 2020
- Focus on BAME staff due to the CILIP (2015) workforce mapping survey and SCONUL (2019) report on BAME staff experiences
- Developed key strands:
  - Active allying
  - Positive action
  - Diversity training
  - Starting conversations

# SURVEY DEVELOPMENT

- Broader range of perspectives
- Aimed at all library staff in order to determine levels of awareness
- Used four work strands as a starting point for developing questions
- Also considered issues or areas of interest within our own institutions
- Final areas covered:
  - Active allying and networks
  - Social media and representation
  - Positive action and training
  - Starting conversations
  - Ideas and initiatives

# RESULTS: OVERVIEW

- 58 responses from staff in 25 distinct institutions
- Range of different roles and levels
- Very different approaches across institutions
- Key issues:
  - Lack of impact of training
  - Lack of confidence in discussing Equity, Diversity and Inclusion (EDI) issues



## ACTIVE ALLYING AND NETWORKS

- Majority of respondents were aware of BAME and/or allies network within their institution
- Six respondents had neither, 10 didn't know
- Networks most commonly offered events and support but offerings varied
- Follow-up interviews suggested labour of running these networks often fell on minoritized staff and this was a barrier to success

# SOCIAL MEDIA AND REPRESENTATION

- Half of respondents did not have (or were not aware of) a diversity group or representative within their library
- 17% of respondents disagreed that library social media was representative of their user communities
- Over half did not use or were not aware of a marketing strategy
- Lack of guidance on inclusive language (see [University of York glossary](#) as example)

# POSITIVE ACTION AND TRAINING

## POSITIVE ACTION

- Five respondents reported no positive action initiatives, 25 did not know
- Blind recruitment and inclusive job descriptions most commonly mentioned
- Fair Library Jobs manifesto

## TRAINING

- No respondents rated the training they had received as 'very effective'
- Suggestions to improve training included:
  - External trainers
  - Setting objectives
  - More comprehensive and embedded
  - Regular discussions
  - Putting theory into practice




“

The principles of the training on unconscious bias is not acted out by senior management. We all have to do this training, but they keep on hiring white men for very senior roles, and it undermines the training and promotes a completely opposite agenda.

”

# STARTING CONVERSATIONS

- Majority of respondents did not have a named person responsible for EDI within library, or did not know
- Several responses noted limited confidence in their organisation's ability to react appropriately
- 39 respondents did not know who to speak to if they wanted to raise an EDI issue



“ I still don't trust the HR route, however I am part of a network and union, and I know who I could contact. I'm also aware of managers and colleagues who I would feel comfortable talking to about diversity and racism. ”

# DISCUSSION

- Was the survey/report useful to you in reviewing your own practices?
- Are there other questions we could ask?
- How could we encourage a greater number of participants?

Pick one of the five areas within the report and discuss:

- Any areas in which your institution has been successful
- Barriers to implementing recommendations