

## **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.

### **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.
- Explore 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

### **Meetings**

Meetings will take place regularly online, with one annual in-person meeting. Guest speakers will contribute throughout the year. At least 50% attendance required for meetings to commence. A rotating chair is elected by the group.

### **Accountable to**

M25 steering group within the consortium of academic libraries.

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**Author:** Erika Delbecque

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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/taskfinish-groups/task-finish-group-diversity/>