

Academic Libraries North

Global Equity Network

TERMS OF SUPPORT

Purpose

The Global Equity Network (GEN) exists for the benefit of UK ethnic minority current and aspiring members of the library, information, and knowledge sector.

Mission

To make positive contributions to the wellbeing, development, and empowerment of our members - enabling them to thrive in their careers.

Vision

In the future we will be part of a happier and healthier workforce which mirrors the ethnic diversity of UK society, with proportionate representation across areas, roles, and levels of seniority.

Terms of support

GEN provides its members with:

- **Shared experiences:** connecting people who have experienced or are currently experiencing similar situations. By sharing their experiences, people can learn from one another, gain insights, and develop coping strategies.
- **Validation and empowerment:** people will find validation for their feelings and experiences. This sense of validation can help reduce feelings of isolation and self-doubt, empowering individuals to make positive changes.
- **Emotional support:** the network provides a safe space where people can connect and offer emotional support to each other.
- **Increased self-esteem and confidence:** through participation in the group and through the support of others, members will develop a sense of purpose and value, contributing toward their own personal growth and wellbeing.
- **Learning and information exchange:** Members will share resources, information, strategies and advice to enable people to thrive in their career.

Governance

- GEN operates under a shared leadership model. The leadership team will consist of no less than two co-leads who are directly accountable to Academic Libraries North Board.
- GEN's leadership team will keep in touch with the Academic Libraries North Equality, Diversity, and Inclusion (EDI) Action Group to promote activities and initiatives, and support members who have intersecting EDI characteristics.

- Membership of GEN is open to any UK ethnic minority current or aspiring member of the library, information, and knowledge sector, irrespective of whether they are associated with an ALN member organisation.
- The inaugural leadership team consists of four co-leads who worked together to establish the network. They are: Jen Bayjoo, Siobhan Haimé, Josh Sendall and Shirley Yearwood-Jackman.