

# ALIA Multicultural Terms of Reference



## **Purpose**

ALIA Multicultural is a special interest group formed in 2022 to champion cultural diversity and inclusion in the library and information workforce and multicultural library collections and services. The group advocates for resources for the library and information sector with a focus on multicultural and multilingual communities.

The group facilitates networking, professional development, and connections within the library and information sector along with key non-LIS sectors.

## **Key areas of focus include:**

- Advocating for continuous improvement of library services for multicultural communities through information sharing and evidence-based practice
- Building pathways to enhance the library user experience for people from culturally diverse backgrounds
- Advocating for increased diversity in the LIS workforce, including strong leadership pathways
- Providing access to professional development and mentoring pathways with a focus on library services for culturally diverse communities

## **Who can be involved**

The group is open to anyone with an interest in multicultural and multilingual services and collections in libraries and information services. Active members can participate in the core committee or general committee. Those not interested in active engagement can sign up to receive updates about ALIA Multicultural activities via the ALIA Multicultural website:

<https://multicultural.alia.org.au/>

To serve as an office holder on the core committee, ALIA personal membership or the formal nomination of the appointed representative of an institutional or corporate member is required.

The general ALIA Multicultural committee welcomes LIS professionals, allied professionals, researchers, students studying LIS, ALIA institutional members, or anyone with a connection to multicultural and multilingual services and collections in libraries.

## **Core Committee**

The ALIA Multicultural Committee has the following actively participating office holders:

- Convenor(s)\*
- Convenor(s) in training \*\*
- Secretary
- Social Media Coordinators
- eNewsletter Coordinator
- Website Coordinator

\* Convenors undertake the Convenor in training role or act as a deputy for a year before they become Convenor. All convenors will have spent a year working with the group and gaining a sense of the advocacy focus and the culturally safe collaborative environment.

\*\* To drive involvement and commitment to rotating roles the group will promote this role through Expressions of Interest (EOIs) for a leadership mentoring program for the sector that lasts for a year. This provides an opportunity for new members to develop skills and knowledge and demonstrate ALIA Multicultural's commitment to leadership development.

## **Responsibilities**

The Core Committee is responsible for following the guidance in the ALIA Groups Handbook.

## **Meetings**

The ALIA Multicultural working group meets ten times a year on the last Friday of the month. One-hour meetings are held online to enable open participation. The chair and minute taking of each meeting is via rotation.

## **Commitment to sustainability and leadership development**

ALIA Multicultural is committed to leadership development and sustainability of the group. An embedded leadership mentoring program enables skill-sharing and opportunities in leadership. Key positions of leadership will be rotated to enable new visions, fresh approaches, and continuity of the group with office holders determined through EOIs and/or committee agreement every 2 years or as positions become vacant/available.

Small working groups for designated ALIA Multicultural projects enable leadership opportunities through the year. Participation occurs through expressions of interest.

## Relationships

ALIA Multicultural will work collaboratively with relevant institutions and ALIA Sector Committees, Regional Groups, and Special Interest Groups as required.

Institutions and Groups of special interest include but are not limited to:

- Aboriginal and Torres Strait Islander Expert Group
- Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS)
- Australian Public Library Alliance (APLA)
- Australian Coalition for School Libraries (ACSL)
- CAVAL
- Council of Australian University Libraries (CAUL)
- IFLA Library Services to Multicultural Populations Section
- National Centre for Australian Children's Literature (NCACL)
- Trove
- ALIA Community on Resource Description (ACORD)
- ALIA Reparative Description Community of Practice (RDCoP)
- ALIA Schools Cataloguing Community of Practice (SCCoP)
- ALIA Adult Literacy Group
- ALIA Digital Literacy Group
- Relevant National, State and Territory peak bodies

## Conflicts of Interest

ALIA Multicultural is primarily a special interest group dedicated to advocacy for multicultural focus, including services, resources, programs and improved representation/participation of a multicultural and multilingual workforce at all levels. Any conflict of interest including any pecuniary interest must be managed in accordance with ALIA's *Conflict of Interest Policy and Procedure* (2022).

## Changes to the terms of reference

The terms of reference may be revised by the Core Committee in consultation with Group members and submitted to the ALIA CEO for approval.

**Approved:** by ALIA CEO 1 October 2025

**Replaces:** ALIA Multicultural Terms of Reference March 2023

**Review date:** by September 2028