



## ALIA Multicultural Terms of Reference

ALIA Multicultural aims to facilitate networking, support professional development, and resources for the Information sector with a focus on Culturally and Linguistically Diverse communities.

### Purpose:

The ALIA Multicultural Group was formed as a cross-sector group committed to advocacy and awareness of diversity and inclusion in the information sector and building connections with multicultural communication personnel.

### Key areas of focus include:

- Information sharing of research and best-practice.
- Advocacy for improved diversity and inclusion in the workforce including strong leadership pathways.
- Access to professional development and support across sectors for diversity focussed professionals.
- Advocacy for improved services for multicultural communities and building on pathways to enhance the experience of multicultural people using the libraries and information services.
- Professional development with a focus on Multicultural needs

### Who can be involved:

ALIA Multicultural is open to anyone eligible for ALIA membership including LIS professionals and students studying LIS courses in Australia and via institutional membership.

Anyone can sign up to receive updates about ALIA Multicultural activities via the ALIA Multicultural website <https://multicultural.alia.org.au/>

### Meetings:

The ALIA Multicultural working group meets ten times a year on the last Friday of the month.

Meetings are held via Zoom to enable National 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 will enable skill-sharing and opportunities in leadership.

It is envisioned key positions of leadership will be rotated to enable new visions, fresh approaches, and continuity of the group. We encourage transition of leadership every two years

Small working groups for designated projects will enable leadership opportunities through the year.