



The Network Newsletter: tackling social exclusion in libraries, museums, archives and galleries

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The Network's Website is at www.seapn.org.uk and includes information on courses, good practice, specific socially excluded groups, as well as the newsletter archive.

Contents List

Did you see ...?

- Museums Journal page 2
- ARC Magazine page 3

Equality Act 2010

Tackling socioeconomic inequalities locally ... – page 4

LGBTQ issues – Government, Government Agencies and Local Government

- National LGBT survey: summary report page 6
- LGBT Action Plan ... page 8

Broader issues – Other Agencies

The media and austerity ... – page 11

Abbreviations and acronyms - page 14

Did you see ...?

Museums Journal

The July/Aug issue includes a number of interesting items:

- "Project seeks 'real change'", which reports very briefly on the Launch of the "Open Up: Museums For Everyone" resources¹ [p5]
- Errol Francis "It's time all museums were postcolonial" ("Comment" column), which calls, amongst other things, for DCMS and the UK Arts Councils to specify diversity performance targets [p14]
- Rebecca Swirsky "International opening: The Legacy Museum, Alabama", which looks at this new museum which "[...] explores the history of racial inequality and its relationship to contemporary issues such as mass incarceration and police brutality." [pp34-35]
- Deborah Mulhearn "Book clubs" ("Trendswatch" column), which looks at the growth of museum book clubs [p39]

There are also three pieces relating to the current debate about museums' neutrality.

Firstly, in the Editorial (titled "Why we should not be afraid of politics"), Simon Stephens discusses a recent visit to the Museum of Free Derry³ and concludes that:

"The Museum of Free Derry is the very opposite of a neutral space, but it has an honesty, truth and sense of place that many other institutions don't come close to." [p4]

He goes on to say:

"The idea that museums are neutral spaces won't go away and has to be debated further. It seems to me that museums are making decisions all the time, on what they display, who they employ and which organisations they choose to work with, that make it very difficult to see them as objective institutions that somehow sit above politics." [p4]

Secondly, in his article "Cultural organisations act to support Windrush generation", Rob Sharp reports on work by Black Cultural Archives⁴ and the Migration Museum⁵ [p9].

Thirdly, in a "Comment" column piece, David Fleming tackles the issue of neutrality head-on:

2

¹ See: https://www.aim-museums.co.uk/making-real-lasting-change-museums-sector-open-museums-everyone-launches/.

² For further info about the Museum, see: https://eji.org/legacy-museum.

³ For further info about the Museum, see: https://www.museumoffreederry.org/.

⁴ See: https://blackculturalarchives.org/, and specifically: https://blackculturalarchives.org/search?q=windrush.

⁵ See: http://www.migrationmuseum.org/.

"The notion of the 'neutral' museum is just about the most dishonest I have ever encountered. That generations of museum people managed to convince the rest of the world that they hold no views about anything, and stand for nothing except neutrality, is quite extraordinary. The world is full of bias and opinion, and museums are part of this, as are novels, history books and the media." [p15]

ARC Magazine

The May 2018 issue includes:

Kirsti Bohata, Katrina Legg <u>and</u> Mandy Lane "'Take me as you find me ...
I am not ashamed of being myself", a glimpse into the material in the
Richard Burton Archives about Amy Dillwyn (1845-1935):

"Amy Dillwyn was one of the first British female industrialists. She has been painted as a woman whose bright future was dashed by the death of her fiancé when she was just 18. In reality, she was already in love with the woman who would dominate her life and fiction for the next 30 years. Her radical novels – some of the earliest lesbian fiction in print – bend gender and reject romantic endings" [quotation from the text accompanying Mandy Lane's sculpture] [pp11-14]

In the July 2018 issue, Sophie Gibbs (who coordinated it) wrote:

"In celebration of the centenary of the Representation of the People Act 1918, which allowed some women to vote in the UK for the first time, the theme for this issue is 'unsung heroines'. We have selected a number of amazing, pioneering women whose stories have been captured within archives across the UK and Ireland. Gabrielle Enthoven earned an OBE for her wartime work and also collated the founding collection for the V&A Department of Theatre and Performance. Dorothy Burlingham worked with her close friend, Anna Freud, to establish the Hampstead Clinic for training, treatment and research in child psychoanalysis. The women of the British motor industry, known as the Lucas factory girls, contributed significantly to the industrial politics of the Lucas factories in the 1930s. Dorothy Buxton and Mosa Anderson, among others, contributed greatly to the Save the Children Fund. Indeed, charity work is particularly well represented in this issue. Mother Mary Clare Moore led a group of nuns to nurse in the Crimean War, and Mary Elizabeth Byng, née Colebrooke, undertook amazing charity work for a number of societies during both the Boer War and the First World War.

And let's not forget the firsts: Gert[r]ude Herzfeld was Scotland's first practising female surgeon; Ettie Steele was the first female lecturer in chemistry at the University of St. Andrews; and Gwen Moffat, who, in addition to being an artist's model, forester and author, was the first certified female mountain guide. The story of Amy Carpenter, woman and wife, is also featured. Amy, like so many women of her time, supported and deputised for her husband, who in this case was an adventuring entomologist. Sadly, such stories are often under-represented in archival

records, making Amy's story all the more touching. In amongst these stories our Chair, Adrian Glew, updates us on the year that was for the Section for Specialist Repositories.

It is poignant that, 100 years after some women were first able to vote in the UK, women in the UK, Ireland, and across the whole world are still fighting for equal rights. Indeed, the #MeToo movement and widespread condemnation of the gender pay gap are integral to the zeitgeist of our time. We must not underestimate the power of sharing relevant stories from the archives in the fight for equality – for women, and for other marginalised groups. It is through shedding light on stories, such as those of these women, that archives can inform and mould the collective memory and societal identity – for both men and women – for the better." [pp8-9]

Equality Act 2010

Tackling socioeconomic inequalities locally ...

The charity, Just Fair:

"[...] exists to realise a fairer and more just society in the UK by monitoring and advocating the protection of economic and social rights (ESR)."6

For the last three years, they have been campaigning:

"[...] to have the duty contained in section 1 of the Equality Act 2010 brought into force since 2015 when it made its first submission to the UN Committee on Economic, Social and Cultural Rights as part of the Committee's 6th Periodic Review of the UK's performance under the International Covenant on Economic, Social and Cultural Rights. In that submission the Just Fair Consortium urged the Committee to recommend that the UK government bring the duty into force in order that it improve its human rights record. The Equality and Human Rights Commission made a very similar submission to the Committee." [p2]

"At the time of writing, 78 MPs from Labour, the Liberal Democrats, the Green Party, the Scottish National Party and Plaid Cymru have signed Early Day Motion 591 calling on the Government to bring the socioeconomic duty into force." [p8]

This report⁷ was published in June.

⁶ See: http://justfair.org.uk/about-us/.

⁷ Tackling socioeconomic inequalities locally: good practices in the implementation of the socio-economic duty by local authorities in England. Just Fair, 2018. Available to download as a pdf (6376 kb) from: http://justfair.org.uk/wp-content/uploads/2018/06/Just-Fair-June2018-Tackling-socio-economic-inequalities-locally.pdf?mc_cid=8131c1db07&mc_eid=17c19d737e.

"The report explores the motives and best practices of seven local authorities that are tackling the effects of socio-economic inequality on the people living in their area." [p2]

The seven local authorities are: Bristol, Islington, Manchester, Newcastle, Oldham, Wigan, and York.

It looks at why these authorities are tackling socio-economic disadvantage (primarily the effects of austerity); and then goes on to identify:

"[...] five features as being essential to local authorities' efforts to initiate and sustain work to tackle socio-economic disadvantage and to ensure that it is rigorous and systematic." [p3]

These five features are:

- Visible leadership: "Interviewees ventured that it is vital that someone senior, the Leader or an Executive Member of a local authority, champions work on tackling socio-economic disadvantage and communicates clearly and consistently why it is a priority." [p4]
- Creating a cultural shift: "Respondents laid great emphasis on the need to embed the priority to tackle socio-economic disadvantage within all levels of decision-making in the local authority, in order to ensure that it survives changes in political administration, council leadership, corporate strategy or national policy agendas." [p4]
- Meaningful impact assessments: "Undertaking systematic and transparent assessments of the immediate and cumulative impact of council decisions on particular groups of residents provides tangible evidence of a council's commitment to reducing inequality. It also provides a valuable insight into how the socio-economic duty would be implemented if in force. This practice is influenced by, and aligned with, the equalities impact assessment process adopted by councils to meet the requirements of the Public Sector Equality Duty." [p4]
- Using data effectively: "All the authorities involved in this research have in place a wide range of local data and needs assessments of residents and communities, as well as a significant amount of shared data with health services, the police and other partners." [p5]
- Engaging with residents, civil society and voluntary and community sector organisations: "Manchester City Council, for instance, cited an understanding of socio-economic disadvantage as being important to the allocation of grants. The council ensures that it funds activity which will support its priorities, including building on Manchester's economic strengths and reducing socio-economic disadvantage, thereby promoting inclusive growth." [p5]

The report then looks at views of local authorities about an enforceable duty; and recommended next steps – these include:

- "[...] understanding the interaction of the socioeconomic duty with the Public Sector Equality Duty and developing a holistic approach to equalities [...]
- greater understanding of causation in respect of decision-making and policy development to address socio-economic disadvantage and the resulting impact on residents' lives; and
- development of an evaluative framework to compare and contrast the effectiveness of varied approaches to the implementation of the socioeconomic duty." [p6]

In addition:

"In the future, Scotland will provide valuable evidence through implementation of the Fairer Scotland Duty, the name given to the socio-economic duty in force there since April 2018.

All the councils involved in this study expressed a desire to learn from others. Councils would benefit from opportunities to share practice, engage in shared problem-solving and receive guidance on how to meaningfully implement the duty effectively, including the relationship with the Public Sector Equality Duty." [p6]

This is an important issue, about which there is growing awareness and pressure to act. This is a valuable background report – recommended.

LGBTQ issues – Government, Government Agencies and Local Government

National LGBT survey: summary report

This report⁸ was published by the Government Equalities Office in July 2018. It is the result of a survey, carried out between July and October 2017:

"The survey received over 108,000 valid responses, making it the largest national survey to date of LGBT people anywhere in the world." [p5]

The key findings are:

"LGBT respondents are less satisfied with their life than the general UK population (rating satisfaction 6.5 on average out of 10 compared with 7.7). Trans respondents had particularly low scores (around 5.4 out of 10).

• More than two thirds of LGBT respondents said they avoid holding hands with a same-sex partner for fear of a negative reaction from others.

⁸ National LGBT survey: summary report. Government Equalities Office, 2018. Available to download as a pdf (2550 kb) from: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachme nt data/file/722314/GEO-LGBT-Survey-Report.pdf.

- At least two in five respondents had experienced an incident because they were LGBT, such as verbal harassment or physical violence, in the 12 months preceding the survey. However, more than nine in ten of the most serious incidents went unreported, often because respondents thought 'it happens all the time'.
- 2% of respondents had undergone conversion or reparative therapy in an attempt to 'cure' them of being LGBT, and a further 5% had been offered it
- 24% of respondents had accessed mental health services in the 12 months preceding the survey." [p3]

Some additional detail:

"The most common places where cisgender [9] respondents had avoided being open about their sexual orientation were on public transport (65%) and in the workplace (56%)." [p11]

"59% of trans women and 56% of trans men who responded to the survey said they had avoided expressing their gender identity for fear of a negative reaction from others. For non-binary respondents the figure was much higher, at 76%." [p12]

In terms of education:

"Only 3% of respondents said they had discussed sexual orientation and gender identity at school, be that during lessons, in assemblies or elsewhere. Over three quarters (77%) said that neither was discussed, though this was lower for younger respondents, e.g. 54% for 16-17 year olds. Where these topics were discussed at school, only 9% of respondents said that the discussions had prepared them well for later life as an LGBT person." [p15]

"A third of respondents who were in education in 2016-2017 said that they experienced a negative reaction during that time due to them being, or people perceiving them to be, LGBT [...] The most frequent perpetrators of the respondents' most serious incidents were other students (in 88% of cases). However, almost a tenth (9%) were committed by teaching staff." [p16]

In terms of healthcare:

"46% of cisgender respondents said they had never discussed their sexual orientation with healthcare staff in the 12 months preceding the survey, in most cases because they thought it was not relevant. The figure was much higher for bisexual respondents (67%) than gay/lesbian respondents (36%). When it was disclosed by cisgender respondents, 75% said it had no effect, 18% said it had a positive effect and 8% said it

⁹ The report defines cisgender as: "[...] the word 'cisgender' is used throughout the more detailed report as an umbrella term for respondents who identified exclusively as men and women where this was consistent with their sex as assigned at birth. It does not include transgender men or women or non-binary people." [p8]

had a negative effect [...] 21% of trans respondents said their specific needs were ignored or not taken into account when they accessed, or tried to access, healthcare services in the 12 months preceding the survey.18% said they were subject to inappropriate curiosity and 18% also said they avoided treatment for fear of discrimination or intolerant reactions." [p17]

"Of the 2,900 respondents who discussed gender transition and gender identity services in the optional free-text response, a picture was painted of hard-to-access services, a lack of knowledge among GPs about what services are available and how to access them, and the serious consequences of having to wait." [p20]

In the workplace:

"19% of respondents with a job in the preceding 12 months had not been open about their sexual orientation or gender identity with any of their colleagues at the same or a lower level. Respondents were even more likely to say that they had not been open with any senior colleagues (30%) or any customers or clients (57%)." [p21]

In her Foreword, Penny Mordaunt, Minister for Women and Equalities, concludes:

"None of this is acceptable. Clearly, we have more to do." [p3]

Therefore, in parallel, the Government has launched an Action Plan ...

LGBT Action Plan ...

This Action Plan¹⁰ has over 75 commitments – some of the 'headline' key actions are:

<u>Health</u>

 We will appoint a National Adviser to lead improvements to LGBT healthcare.

- We will improve the way gender identity services work for transgender adults
- We will take action to improve mental healthcare for LGBT people
- We will support improved monitoring of sexual orientation and gender identity in healthcare services to enable better patient care
- We will take action to improve the support for LGBT people with learning disabilities

¹⁰ LGBT Action Plan: improving the lives of lesbian, gay, bisexual and transgender people. Government Equalities Office, 2018. Available to download as a pdf (2113 kb) from:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment/data/file/721367/GEO-LGBT-Action-Plan.pdf.

Education

- We will continue to tackle homophobic, biphobic and transphobic bullying in schools and the wider education system
- We will ensure that schools have access to the guidance they need to support LGBT pupils
- We will support LGBT teachers to be themselves at work and improve the diversity of the teaching profession

<u>Safety</u>

- We will bring forward proposals to end the practice of conversion therapy in the UK
- We will improve the police response to hate crime and raise awareness of local support agencies for LGBT victims
- We will work to understand the causes of LGBT homelessness and how we can better support LGBT homeless people's needs
- We will continue our work to ensure that the needs of all LGBT claimants are met in the asylum process, regardless of whether their claim was lodged on this basis
- We will ensure that transgender prisoners are treated fairly, decently, lawfully with their rights respected

Workplace

- We will provide employers with free training materials to support inclusion in the workplace
- We will continue to take action on sexual harassment in the workplace

Rights and the law

- We will consult on how best to reform the gender recognition process
- We will consider ways to make it easier to tell the government if you have changed your gender
- We will improve our understanding of issues facing non-binary people
- We will also improve our understanding of the issues facing people who are intersex

Data and monitoring

- In line with the Government's approach to open data [...] we will explore how best to make as much of the national LGBT survey data available as possible
- We will undertake further work to improve our understanding of the needs of specific groups within the LGBT population

Representation

 We will trial innovative ways of tackling deep-seated prejudices in our communities

- We will support the important role of local pride events across the UK
- We will work to address harmful gender stereotypes and gender norms
- We will continue our work to increase LGBT inclusion in sport and physical activity

<u>International</u>

- We will support countries that want help to repeal laws discriminating against LGBT people
- We will provide better travel advice for LGBT people.

To fund this Action Plan:

"We will make available £4.5 million to deliver commitments in this action plan and other projects, through an 'LGBT Implementation Fund'. The funding will initially run until March 2020. Some of this funding will be used to deliver projects within government. The remainder will be made available to public, private and voluntary sector organisations to deliver projects to support LGBT people. The Government Equalities Office will manage the funding, and decide how money is allocated to projects. More details will be released soon.

We intend to secure additional funding after March 2020. The Government Equalities Office will work with other departments and LGBT sector organisations to build a business case for further investment in initiatives to improve outcomes for LGBT people.

We will also provide support to small LGBT charities and organisations looking to diversify their funding as part of this package. This will focus on improving the skills small organisations have to enable them to better support their users."

[p7, emphases theirs]

This is an important Action Plan – it will be vital to monitor progress on it (and to ensure that the funding is delivered).

In addition, there is an interesting post¹¹ that looks at issues arising from the report and the Action Plan on *The Conversation*.

Finally, the Government also launched its consultation on reforming the Gender Recognition Act 2004:

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¹¹ Christine Jackson-Taylor "Small daily struggles make LGBT people feel like they have to hide", *The Conversation*, 10 Jul 2018, https://theconversation.com/small-daily-struggles-make-lgbt-people-feel-like-they-have-to-hide-

^{99416?}utm medium=email&utm campaign=Latest%20from%20The%20Conversation %20for%20July%2011%202018%20-

^{%20106089401&}amp;utm_content=Latest%20from%20The%20Conversation%20for%20July%2011%202018%20-

^{%20106089401+}CID 76f70af9aec7665ee5a69c36a3607b3b&utm source=campaign monitor_uk&utm_term=Small%20daily%20struggles%20make%20LGBT%20people%20feel%20like%20they%20have%20to%20hide.

"Trans people are able to receive legal recognition of their acquired gender through a process set out in the Gender Recognition Act (GRA) 2004. Since the GRA came into force, only 4,910 people have legally changed their gender. This is fewer than the number of trans respondents to the government's LGBT survey, who were clear that they wanted legal recognition but had not applied because they found the current process too bureaucratic, expensive and intrusive. The government therefore seeks your views on how to reform the legal recognition process." 12

Further information, and details of how to respond to the consultation (by 11 October 2018), are available on the gov.uk website¹³.

Broader issues – Other Agencies

The media and austerity ...

This title¹⁴ has recently been published by Routledge. As it says in the blurb:

"[It] examines the role of the news media in communicating and critiquing economic and social austerity measures in Europe since 2010." [p i]

It is in four sections:

- 1. The UK experience
- 2. Continental perspectives
- 3. Journalistic practice and the crisis
- 4. Social media, social movements and the crisis.

The first part, "The UK experience", is excellent and includes five chapters.

Chapter 1, "The UK news media and austerity" by Steve Schifferes and Sophie Knowles:

"[...] looks at how leading commentators in the UK quality press supported or criticised the austerity policy despite growing evidence that it was not working or delivering higher living standards to ordinary citizens [...]" [p15]

It concludes:

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¹² Taken from: https://www.gov.uk/government/consultations/reform-of-the-gender-recognition-act-2004?mc cid=b31106facd&mc eid=ced2aa6f21.

¹³ See: https://www.gov.uk/government/consultations/reform-of-the-gender-recognition-act-2004?mc_cid=b31106facd&mc_eid=ced2aa6f21.

¹⁴ Laura Basu et al (eds). The media and austerity: comparative perspectives.
Routledge, 2018. NB Charged-for publication, further details at:
https://www.routledge.com/The-Media-and-Austerity-Comparative-perspectives/Basu-Schifferes-Knowles/p/book/9781138897311. Borrowed, with thanks, from Libraries Unlimited.

"There is little doubt that the majority of media commentators supported and legitimised the austerity narrative put forward by the Coalition government in 2010." [p26]

The key argument – and one that runs throughout the book – is that the arguments were seen through the prism of politics, not economic analysis, and that, rather than seeking views of academic specialists or 'ordinary people', journalists tended to talk to business leaders and politicians who wanted to put forward a broadly pro-austerity point of view.

Chapter 2 by Laura Basu, "Media amnesia and the crisis", argues that much of the reporting and news coverage keeps changing the overall narrative, so that:

"[...] information [is] forgotten and misremembered with each re-framing. This forgetting has had ideological effects. It has served to legitimise certain kinds of crisis-responses – the kinds that helped cause the crisis in the first place, and that transfer resources upwards." [p40]

Chapter 3, "Austerity, the media and the UK public" by Mike Berry, looks at the reporting of the growth in the deficit; significantly, it argues that, when the 2008 banking crisis hit and austerity became the main response:

"[...] the public was already primed to see public spending as wasteful and excessive, whilst areas like immigration and welfare were viewed a major drain on the economy." [p59]

Chapter 4, "The economic recovery on TV news" by Richard Thomas, argues that, in general, news reporting put a positive spin on the economic position and the effects of austerity, with little or no mention of growing poverty and inequality.

Chapter 5, "The 'Geddes Axe': the press and Britain's first austerity drive" by Richard Roberts, looks back at austerity during and after WW1.

The second section looks at "Continental perspectives", and is much less readable (some of it possibly having suffered in translation! Seriously, there are sentences that appear to have been translated literally without there being any real sense in English). This section contains:

- Chapter 6, "Covering the Euro crisis: cleavages and convergences" by Heinz-Werner Niensted
- Chapter 7, "Austerity policies in the European press: a divided Europe?" by Ángel Arrese
- Chapter 8, "Safeguarding the status quo: the press and the emergence of a new left in Greece and Spain" by Maria Kyriakidou and Iñaki Garcia-Blanco
- Chapter 9, "Race and class in German media representations of the 'Greek crisis'" by Yiannis Mylonas

The third section, "Journalistic practice and the crisis", has some interesting chapters. Chapter 10, "Whose economy, whose news?" by Aeron Davis is particularly interesting:

"[...] offers a historical overview of how economic, business and financial news reporting has changed in the UK since the 1970s. it traces the shifts in both general news production and economic news, arguing that economic news content has become increasingly narrow. As changes have occurred in the traditional business model of news production, and the range of news sources shifted, so 'economic news' itself has become less pluralist and more ideologically limited. Consequently, economic news has edged ever further away from discussing 'the real economy', as experienced by most people. Instead, it has come to be defined in extremely restrictive, elite and financialized terms. Ultimately, this not only contributed to the financial crash of 2007-08 and the economic slump that followed, but it has also ensured that very little changed in economic public debate and policy-making since." [p157]

Chapter 11, "'Mediamacro': why the news media ignores economic experts" by Simon Wren-Lewis, is also very useful and interesting, fleshing out the investigation into "[...] the disconnect between how the media presents key economic issues and how they are viewed by academic economists." [p170]

Chapter 12, "Financial journalists, the financial crisis and the 'crisis' in journalism" by Sophie Knowles:

"[...] explores the influence the intensification of neoliberal policies has had on financial reporting over the past three decades, according to journalists themselves." [p184]

It also echoes points made in previous chapters about the limited sources that most journalists use. According to survey findings:

"Academics are viewed not only as slow to respond, but also as too abstract in their thinking, and generally ignorant of the speed and nature of the news production process." [p187]

Chapter 13, "Reform in retreat: the media, the banks and the attack on Dodd-Frank" by Adam Cox, looks briefly at the way that the Trump administration in the US has rolled back much of the financial regulation established via Dodd-Frank¹⁵.

The final section, "Social media, social movements and the crisis", includes four chapters.

https://en.wikipedia.org/wiki/Dodd%E2%80%93Frank_Wall_Street_Reform_and_Consumer_Protection_Act.

13

¹⁵ "The Dodd–Frank Wall Street Reform and Consumer Protection Act (Pub.L. 111–203, H.R. 4173, commonly referred to as Dodd–Frank) was signed into United States federal law by US President Barack Obama on July 21, 2010 [...] Passed in response to the financial crisis of 2007 and 2008, the Act brought the most significant changes to financial regulation in the nation since the regulatory reform that came following the Great Recession [...] It made changes in the American financial regulatory environment affecting all federal financial regulatory agencies and almost every part of the nation's financial services industry [...]". Taken from:

Chapter 14, "Social media and the capitalist crisis" by Christian Fuchs, is extremely dense (and I'm afraid I didn't understand it!)

Chapter 15, "Narrative mediation of the Occupy Movement: a case study of Stockholm and Latvia" by Anne Kaun and Maria Francesca Murru, looks at the Occupy Movement through the lens of 'critical hermeneutics' (and is also quite dense!).

Chapter 16, "Facebook and the populist right: how populist politicians use social media to reimagine the news in Finland and the UK" by Niko Hatakka, is really interesting, showing that, in the UK for example, UKIP used FB to promote articles from the *Telegraph* and the *Daily Express* – far from its being 'fake news', it was using published 'real' news and then harnessing it to their political cause.

Finally, Chapter 17, "#THISISACOUP: the emergence of an anti-austerity hashtag across Europe's twittersphere [sic]" by Max Hänska and Stefan Bauchowitz, shows how Twitter engaged people across Europe in a political/economic story.

Sadly, I found this book very patchy, but the chapters indicated above as being readable, interesting and useful are well worth reading, especially chapters 1-4, 10-12, and 16.

Abbreviations and acronyms

LGBT = lesbian, gay, bisexual, trans people

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https://plato.stanford.edu/entries/ricoeur/?PHPSESSID=83444a8a950c44f4aea6e4f3bee15550

¹⁶ See, for example: