

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

Number 221, July 2019

(Formerly published as *Public Libraries & Social Exclusion Action Planning Network Newsletter*, issue 1, May 1999 – issue 29, September 2001)

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

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## Did you see ...?

### **Information Professional**

The July/August issue includes:

- Rob Green interview with John Chrastka “With goodwill and a good plan, libraries can deliver”, which looks at the development of LibrariesDeliver<sup>1</sup>, the “[...] new advocacy campaign to help build support for libraries in England [...]”<sup>2</sup> [pp12-14]
- David Stewart “Let’s share our inclusive and diverse experience” [“President’s View” column], which reflects on equality and diversity, and which concludes: “There is still so much to do, but I thought CILIP really ought to have an openly gay President.” [p21]
- Louisa Steel “Bringing children and dads together”, which looks at Essex Libraries’ work with HMP/YOI Chelmsford, which resulted in their scheme, “Family Library Times”, winning the CILIP Prison Libraries Group Excellence in Prison libraries award<sup>3</sup> [pp26-29]
- James Robertson “Supporting neurodiverse students”, which looks at “[...] practical changes to the library to better accommodate students with learning differences such as dyslexia and autism” [pp42-44]
- Simon Stokes “Digital reminiscence: sharing memories”, in which Simon “[...] talks about how he combined photos of Norwich from library archives with digital technology to create reminiscence experiences for people living with dementia”<sup>4</sup> [pp45-47]

### **Museums Journal**

The July/August issue includes:

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<sup>1</sup> See: <https://www.librariesdeliver.uk/>. “In an effort to raise awareness and make a meaningful, long-term impact on the future of library funding, CILIP and the EveryLibrary Institute are excited to launch LibrariesDeliver, an advocacy campaign that connects people from across England in support of their libraries with funding from Arts Council England. The core of the campaign is LibrariesDeliver.uk, a new GDPR compliant advocacy website designed to activate and connect an extensive network of individuals and advocacy groups about library funding.” [Taken from: <https://www.librariesdeliver.uk/about>].

<sup>2</sup> See: <https://www.cilip.org.uk/news/463136/With-goodwill-and-a-good-plan-libraries-can-deliver.htm>.

<sup>3</sup> See: [https://www.cilip.org.uk/members/group\\_content\\_view.asp?group=201309&id=691320](https://www.cilip.org.uk/members/group_content_view.asp?group=201309&id=691320).

<sup>4</sup> For more info about Memjo, the digital ‘memory journals’ that they create, see: <https://www.memjo.co.uk/>. “Memjo is inspired by real experience of supporting people living with dementia, and a desire to show that living with dementia shouldn’t stop someone leading a full and active life. When technology is designed well it has the power to change lives and should be available for everyone.” [Taken from: <https://www.memjo.co.uk/ourstory/>].

- Geraldine Kendall Adams “Volunteering in museums finds itself at a crossroads”, which looks at the benefits of volunteering, but also the need for museums to diversify their volunteers<sup>5</sup> [pp12-13]
- Becki Morris and Kate Johnson “What should museums be doing to better meet the needs of people with disabilities?” [“Comment” column], which briefly looks at the work of the Disability Collaborative Network for Museums<sup>6</sup> and identifies a number of areas where improvement is need (eg inclusive marketing, representation, accessible websites) [p17]
- Rob Sharp “A life not so ordinary”, which looks at:

“A wave of new museums is giving power back to the people by co-producing content with communities and focusing on uniting people around causes rather than places.” [p28]

The article mentions the Museum of Ordinary People<sup>7</sup>; the Climate Museum UK<sup>8</sup>; the Museum of Transology<sup>9</sup>; Queerseum<sup>10</sup>; and the Museum of Homelessness<sup>11,12</sup> [pp26-29]

- Alex Stevens “Co-curation: Collaborating can work for museums”, which includes a case-study of the Ahmed Iqbal Ullah Education Trust’s approach to collecting BAME history<sup>13</sup> [pp58-59, 61]

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<sup>5</sup> See: <https://www.museumsassociation.org/museums-journal/news-analysis/01072019-volunteering-museums-at-a-crossroads>.

<sup>6</sup> See: <https://www.musedcn.org.uk/>.

<sup>7</sup> “The Museum of Ordinary People celebrates the ripples that ordinary people leave behind, forging connections between different generations and gathering stories behind everyday objects. Exploring and documenting the magic and mundanity of everyday life.” See: <https://www.museumofordinarypeople.com/>.

<sup>8</sup> “We are an emerging mobile museum creatively stirring responses to the Climate and Ecological Emergency. We support Cultural & Civic workers to explore climate change and related issues in ways that help their communities to learn, create and take positive action.” See: <https://climatemuseumuk.org/>.

<sup>9</sup> “A mobile museum that collects and exhibits trans peoples' stuff, so that our her, his and they stories aren't lost.” See: <https://www.facebook.com/MuseumofTransology/>.

<sup>10</sup> “QUEERSEUM is a collective of activists, artists and queer educators [...] We curate LGBTQIA+ pop ups, collect, archive and queer spaces and institutions activating the past.

‘Our vision is to strengthen our community through knowledge and empowerment, creating positive links to our history to shape better futures’.” See: <https://www.queerseum.org/>.

<sup>11</sup> “Driven by experience of homelessness. MoH explores the art, history and culture of homelessness to change society today. The first museum of its kind in the UK, we make the invisible visible through collecting, research, events and exhibitions. We do not yet have a building, so we are working with partners to produce our public programme.” See: <https://museumofhomelessness.org/>.

<sup>12</sup> “The Museum of Homelessness (MoH) and Queerseum are delighted to announce a joint creative residency which will begin in September at the Outside Project’s new community centre in Clerkenwell Fire Station [...] The two museums are teaming up to undertake a joint one year creative residency at the UK’s oldest fire station, which is the location for the Outside Project’s new shelter and community centre for LGBTQIA+ people affected by homelessness.” See: <https://museumofhomelessness.org/2019/08/02/residency/>.

## **ARC Magazine**

The Aug issue<sup>14</sup> includes:

- Justine Reilly, in the “Opening Lines” column, looking at why sport is not considered part of cultural heritage; she argues that:

“Part of this is because sporting heritage tends to focus on working class histories, which, until recently, were not seen as relevant to the established heritage infrastructure.” [p5]

- Kostas Arvanitis “Collecting, documenting and using spontaneous memorials: the case of the ‘Manchester Together Archive’”, which outlines what was involved in developing this collection<sup>15</sup> (and how many of the other donated objects were dealt with) [p11-13]

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## **Tackling social and digital exclusion – Government, Government Agencies and Local Government**

### ***By deeds and their results: how we will strengthen our communities and nation***

New guidance<sup>16</sup>, just published by MHCLG:

“This document articulates the department’s vision for stronger local communities. It sets out why they matter, what strong communities look like, and what government and local partners can do to support them. Developed in consultation with community organisations, including those represented on the department’s Communities Partnership Board [<sup>17</sup> [...]], it identifies four pillars that will shape our work across government:

1. Trust, connectedness and local pride

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<sup>13</sup> See: <http://www.racearchive.org.uk/>.

<sup>14</sup> ARC Magazine, 361, Aug 2019.

<sup>15</sup> See: <https://mcrttogetherarchive.org/>. There is also further info about the Network of Spontaneous Memorials at: <http://www.spontaneousmemorials.org/>.

<sup>16</sup> *By deeds and their results: how we will strengthen our communities and nation*. MHCLG, 2019. Available to download as a pdf from:

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/819337/MHCLG\\_Communities\\_Framework.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/819337/MHCLG_Communities_Framework.pdf).

<sup>17</sup> “The Ministry of Housing, Communities and Local Government’s Communities Partnership Board helps to inform government policy on communities.” [p23]. The following organisations are recommended on the Board: Action with Communities in Rural England (ACRE); Business in the Community (BITC); Co-operatives UK; Cornwall Council; Faith Based Regeneration Network; The Local Government Association (LGA); Local Trust; Locality; National Association of Local Councils (NALC); NAVCA (National Association for Voluntary and Community Action); NCVO (National Council of Voluntary Organisations); Plunkett Foundation; Power to Change; Responsible Finance; The Company of Community Organisers (COLtd); Voice4Change England. [Taken from p23].

2. Active citizenship and local control
3. Shared community spaces
4. Shared prosperity, with no community left behind” [p5]

The document has three sections, “Celebrating our communities”; “Our mission”; “How we will take this forward”.

In “Celebrating our communities”, it looks at:

- What makes a strong community? This includes:
  - People: “In strong communities, people know their neighbours and have the skills and opportunity to take part in local life. Trust between residents helps to create a shared stake in their local area, and strong partnerships are built to work together on shared priorities. People from different backgrounds meet locally, and the diversity of voices in a community is heard and reflected in local decisions.” [p6]
  - Place: “The quality of the environment, local amenities, and the strength of local institutions make somewhere an attractive and safe place to live and to do business. Accessible community spaces are available where people can come together, including community centres, parks and libraries. A strong community also has strong organisational capacity and a vibrant local civil society, with groups, networks, and organisations which represent the diverse needs and priorities of local people. This helps to build the skills, connections and capacity – or ‘social capital’ – for people to organise themselves and act effectively together over the long-term.” [p6]
  - Local pride: “Local pride comes from this connection between people and place and generates a shared sense of belonging and local identity. This sense of local identity around a village, neighbourhood, town or county in turn helps to motivate people to become more involved in their community and improve their local environment.” [p6]
- Why do strong communities matter? This includes:

“Integrated and resilient communities with high levels of participation and trust can support local prosperity, improve health and wellbeing, and help protect and enhance the local environment. Communities come together to provide support in times of crisis, as seen in the floods in Cumbria in 2015 and the community response to the Grenfell Tower tragedy two years ago. Across the country, active community groups are also supporting valued community spaces and services – from libraries and parks to community transport.” [p6]

It argues that strong communities have a “transformative impact” on health and wellbeing; local services; economic growth and productivity; economic fairness; democracy and decision-making; the environment.

- How can government best support stronger communities?

“Ultimately, it is local communities themselves that lead change in their area. However, national government also has an important role to play by devolving power down to a local level; acting as a convenor and facilitator of resources and expertise; helping to identify and remove barriers; bringing communities into the design of policies and ensuring policies and programmes seek to encourage greater community integration and control.” [p8]

Resourcing local developments appears not to be part of the plan ...

It also identifies a number of barriers, including: too much emphasis on short-term policies and programmes; siloed working; inability to leverage additional funding (“Government can play an important role in identifying and catalysing funding sources – including as a convenor of other funders and investors” [p8]); top-down and transactional decision-making.

- How can partners best support stronger communities? Partners include local government; Civil Society and the social sector; and business.
  - It suggests that local government can help strengthen local communities through work on community engagement and co-production; commissioning and procurement; promoting community ownership; and access to finance (“In areas such as housing, energy and leisure facilities, local government can leverage their capacity to invest in community ventures with social impact, including through accessing funding via the Public Works Loan Board or as a co-investor to lever in private capital which is aligned with its objectives.” [p9]); championing the work of town and parish councils.
  - Civil Society and the social sector (voluntary, community, faith and social enterprise organisations) can help by: building diversity in participation (“using the practices of community organising and community development, which bring people together to act on common concerns, to engage with a diverse range of local voices in the communities in which they operate” [p10]); providing community spaces; stimulating local innovation; supporting the local economy.
  - Business:

“A strong community requires strong, responsible businesses, acting as positive contributors. With 99.3 per cent of businesses being small businesses [...] and only

two per cent operating more than one site [...], the majority of UK businesses are inherently local.

Responsible businesses contribute to their communities in a number of ways, whether through the jobs that they create or the products and services that they offer. Business also has a long history of philanthropy, supporting the social sector and local community activity, as well as making the most of volunteering opportunities for their employees to support local communities.” [p10]

In “Our mission”, the paper emphasises the ‘four pillars’ noted above:

1. Trust, connectedness and local pride
2. Active citizenship and local control
3. Shared community spaces
4. Shared prosperity, with no community left behind

In the introductory section, and then under each ‘pillar’, the paper notes key pieces of legislation and initiatives/strategies (eg the Civil Society Strategy; the Loneliness Strategy).

Under point 3 (Shared community spaces), it says:

“Shared community spaces can include parks, community centres, libraries, pubs and schools. Local civic amenities, from public water fountains to public toilets, also play an important role in making a place liveable and accessible. We know that in many areas community assets are under pressure. There is a range of activity currently underway to support these shared spaces:

- On libraries, the Libraries Taskforce convened by the Department for Digital, Culture, Media and Sport brings together local areas to promote and share good practice. The department has also invested in enabling free wi-fi across all public libraries in England, and provided a £3.9 million fund to trial innovative projects for libraries to benefit disadvantaged people and places in England.” [p17]

However, the paper also reiterates that: “Communities can take over the running of local assets themselves through Community Asset Transfer.” [p18]

It also mentions:

“The Cultural Development Fund (CDF), announced as part of the Creative Industries Sector deal and delivered by Arts Council England, will invest in heritage, culture and creativity as a catalyst for regeneration in five towns and cities across England.” [p20]

This Fund, the launch of which was noted in the Ebulletin<sup>18</sup>, covers Grimsby, Thames Estuary, Plymouth, Wakefield and Worcester<sup>19</sup>.

In the final section, “How we will take this forward”, the paper outlines what will happen next.

The MHCLG will:

- “Hold a national conversation with communities across England about their view of who we are as a nation, their vision for the future of their community and our country, and what local and national government can and should be doing to support their community to thrive” [p21]
- Establish a series of Civic Deal pilots to test (with DCMS) how the principles set out in this paper can be put into practice in partnership with local areas
- Publish a Communities White Paper: “[...] to renew government’s focus on building stronger communities across England. The scope of the White Paper will be developed in partnership with communities and informed by the national conversation and Civic Deal pilots.” [p21]

In addition, MHCLG will:

- “Work with local government to share best practice and further strengthen their role in supporting communities” [p21]
- Champion the important work of parish and town councils
- “Help support a sustainable social sector, working with the Department for Digital, Culture, Media and Sport to build on the Civil Society Strategy and recognise the contribution that the social sector makes in local places.” [p21]
- Work with Business in the Community and their Place Leadership Team
- Encourage community involvement in Business Improvement Districts
- Support delivery of the next phase of the Loneliness Strategy
- “Establish design principles and guidance for planning new homes and places that put communities and community involvement at their heart.” [p21]
- Take action to address unfair segregation in housing developments and promote integrated and socially cohesive communities

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<sup>18</sup> *The Network Newsletter – Ebulletin*, 260, 16 Jul 2018, pp1-2, <https://www.seapn.org.uk/uploads/files/Networkbulletin-no-260.pdf>.

<sup>19</sup> An outline of what each successful bid includes is at: <https://www.gov.uk/government/news/five-areas-to-share-20-million-to-unleash-creativity-across-the-nation>.



- Strengthen community involvement in local placemaking
- “Support volunteering, by working with the Department for Digital, Culture, Media and Sport to implement the commitments in the Civil Society Strategy.” [P21]
- Set a standard for community involvement across all departmental policies
- Explore opportunities to strengthen community ownership of local assets
- “Explore opportunities to coordinate funding for civic infrastructure more effectively in local areas, working with local government, charitable funders and government departments.
- Share learning from the Open Doors pilot programme, which is opening up empty shops in high streets for community use.” [p22]
- Encourage councils to work with water companies and businesses to increase the availability of water fountains and free water refill sites in every community
- “Work with Local Enterprise Partnerships to ensure that they are representative of the communities that they serve and prioritise policies and actions that are based on clear economic evidence and intelligence from businesses and local communities.” [p22]

Finally, in addition, MHCLG will:

- Promote good practice and celebrate our communities through targeted activities such as Communities Week
- Conduct further research and evaluation to build understanding of where government activity can have the most impact to improve social and economic outcomes in communities.
- “[...] develop a basket of success indicators and metrics to measure progress in in our mission to build stronger communities across the country.” [p23]

There are some strong and valuable aims within this important paper, which build on a range of initiatives already underway.

However, it does also reiterate the view that we need:

“[...] a new beginning for government to help local people build stronger and thriving communities for all. We are committed to listening to communities and working with them through national conversations across the country.” [from Foreword by James Brokenshire, p4]

and, without sounding sour, the vision is very small-scale, without any recognition of issues such as power, class, wealth:

“Britain has one of the world’s most successful networks of communities and we rightly have a lot to be proud of. We are thankful to the people who dedicate their lives to making our neighbourhoods safer, and our lives better. It’s the trust we build in our neighbours, the volunteers who support our elderly, the councillors who serve their communities, and the shopkeepers on our street corners. Fundamentally, it is the shared knowledge that our success and prosperity is the result of a multitude of small kindnesses paid towards us. The individual is a unit of solitude, not solidarity. That is why community matters. This tells us something about life in this country – we are a nation that takes pride in our identity and in giving back to others.” [p4]

However, the overall aims deserve – and need – to succeed, and it is to be hoped that it does not become a victim of Brexit:

“While there are many successes, Brexit has exposed long running divisions – between and within communities. As we prepare to forge a new relationship with Europe and raise our ambitions of what kind of country we want to be – a country with a strong, outward-looking presence on the world stage, but also with a strong foundation of thriving communities at home – it is important to renew our vision for communities.

That means renewing the cherished union not just between the four nations of our United Kingdom, but a new unionism between all our citizens – between the multiple units of solidarity; country, region, community and family that underpin it.” [p4]

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## Tackling social and digital exclusion – Other Agencies

### “Walking the Talk: putting workplace equality, diversity and inclusion into practice”

This new project<sup>20</sup> is based on a partnership led by New Philanthropy Capital. It is a collection of 4 podcasts and 10 essays looking at the diversity of the charity sector from a range of perspectives.

The four podcasts cover:

- Diverse leadership
- Diversity in funding

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<sup>20</sup> “Walking the Talk: putting workplace equality, diversity and inclusion into practice”, [https://www.thinknpc.org/resource-hub/walking-the-talk-putting-workplace-equality-diversity-and-inclusion-into-practice/?utm\\_source=New%20Philanthropy%20Capital&utm\\_medium=email&utm\\_campaign=10737150\\_NPC%20newsletter%20-%20July%202019](https://www.thinknpc.org/resource-hub/walking-the-talk-putting-workplace-equality-diversity-and-inclusion-into-practice/?utm_source=New%20Philanthropy%20Capital&utm_medium=email&utm_campaign=10737150_NPC%20newsletter%20-%20July%202019).

- Diversity in campaigning
- Race, charities and the media.

The essays include some particularly useful and challenging ideas. These are:

- Roger Harding “Enough with the poshsplaining”<sup>21</sup>:

“The young working class people we work with at RECLAIM don’t need the stats to know the sector has a class diversity problem. They hear it most times charity leaders open their mouths.

They regularly roll their eyes when they hear ‘disadvantaged’, ‘hard to reach’ and the like. Always well meaning, but always the language of weakness working class people don’t use about ourselves.”

- Amna Akhtar and Kiran Kaur “Diversity is meaningless. Find a new word”<sup>22</sup>:

“Diversity is a word used time and time again by companies and charities of all sizes, in an effort to appear more inclusive or more reflective of society. But more and more these so-called ‘diverse’ people are rejecting it.

Why?

The answer is simple; because the value placed on diversity and what it really means in organisations is making the word appear like nothing more than a last ditch effort to not be dubbed ‘pale, male and stale’ or accused of gender inequality (which are usually the most visible forms of diversity that companies tend to focus on).”

They prefer to use the term ‘representation’:

“Representation tells us a company is reflective of the society we live in. It tells us we are present, we are included, we are a part of it. It’s not about just putting a woman in at senior level or a person of colour on your board for diversity’s sake, it is to do so for values sake, for impact, for perspective and for their experiences.”

- Sophia Parker “Making the most of mums”<sup>23</sup>, which “[...] talks about the power of flexible working to bring women and other people with caring responsibility and the unexpected challenges it can bring.”
- Rose Mahon, Lisa Newman and Louise Temple “Putting lived experience at the heart of your work”<sup>24</sup>, which looks at the work of The Nelson

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<sup>21</sup> See: <https://www.thinknpc.org/enough-with-the-poshsplaining/>.

<sup>22</sup> See: <https://www.thinknpc.org/diversity-is-meaningless-find-a-new-word/>.

<sup>23</sup> See: <https://www.thinknpc.org/making-the-most-of-mums/>.

<sup>24</sup> See: <https://www.thinknpc.org/putting-lived-experience-at-the-heart-of-your-work/>.

Trust<sup>25</sup> in terms of “[...] building an organisation with lived experience at every single level. We talked about what diversity really means, what organisations need to do to support staff with lived experience, creating pathways for service users to become staff, and the trust’s priorities looking ahead to do even better.”

- Karen Sheldon “Heads and hearts: the challenge of real change”<sup>26</sup>, which looks at what is involved in implementing the equality, diversity and inclusion agenda at the British Red Cross, especially the challenges of changing a culture where people feel they are already ‘in the right’.
- Emma Francis “Six lessons for real change in diversity and inclusion”<sup>27</sup>, which looks at the six lessons that Zurich Insurance UK have learned via their becoming “a leading, award winning organisation on diversity and inclusion in the private sector.”
- Cerys Furlong “Diversity requires modern working practices”<sup>28</sup>, which looks at what Chwarae Teg (which means Fair Play in English) has developed over the last 25 years to tackle gender inequality in Wales
- Victoria Passant “Matching the best diverse talent with progressive employers”<sup>29</sup>, which looks at how Leonard Cheshire oversees the Change 100 programme<sup>30</sup>:

“Change 100 is a national internship programme for students and graduates with disabilities or long-term health conditions – including physical, visual or hearing impairments, mental health conditions and learning disabilities and difficulties like dyslexia and dyspraxia.”

- Catherine Garrod “Taking the first steps”<sup>31</sup>, which looks at top tips from Sky’s Head of Inclusion – especially important is “Diversity and inclusion are everyone’s responsibility”.

This is a very useful basic series of starters, recommended.<sup>32</sup>

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<sup>25</sup> “We’re a charity that brings belief, hope and long-term recovery to people whose lives have been torn apart by addiction and the multiple and complex needs that come with it. We provide residential addiction treatment to men and women. We also support women in the community who are in contact with the criminal justice system.” See: <https://nelsontrust.com/>.

<sup>26</sup> See: <https://www.thinknpc.org/heads-and-hearts-he-challenge-of-real-change/>.

<sup>27</sup> See: <https://www.thinknpc.org/six-lessons-for-real-change-in-diversity-and-inclusion/>.

<sup>28</sup> See: <https://www.thinknpc.org/diversity-requires-modern-working-practices/>.

<sup>29</sup> See: <https://www.thinknpc.org/matching-the-best-diverse-talent-with-progressive-employers/>.

<sup>30</sup> See: <https://www.leonardcheshire.org/what-we-can-do-you/working/employment-support-and-internships/internships-students-and-graduates>.

<sup>31</sup> See: <https://www.thinknpc.org/taking-the-first-steps/>.

<sup>32</sup> Source: New Philanthropy Capital Newsletter, 24 Jul 2019.

## Diversity in books and other materials for children & young people

### ***Representation of people of colour among children's book authors and illustrators***

This new report<sup>33</sup> looks at the findings of a major research project with UCL:

“[...] to look at representation of authors and illustrators of colour in children's books published in the UK over the 11-year period between 2007 and 2017.” [p3]

It forms part of the “BookTrust Represents” initiative<sup>34</sup>.

The ‘headline’ findings are that “[...] people of colour are under-represented among children's book creators.” [p8]. The stats quoted make this point powerfully, for example:

“In 2017, 1.98% of children's book creators were British people of colour and they created 1.58% of unique titles.” [p8]

The report looks at “barriers and enablers to improving representation of creators of colour” – these include:

- “Lack of role models: both the characters in and the people who create books for children.
- Financial insecurity and class disadvantage: social inequality is reinforced by low income from creative careers. Additionally, the cultural industries can be socially exclusive, with subtle barriers to those not from middle/upper-middle class backgrounds [...]
- Under-representation of people of colour in the children's book industry and the systemic issues this can cause.” [p13]

The report notes that, however, positive things are happening to support creators of colour:

- School and library visits
- Support from other creators of colour and small organisations
- Alternative routes into publishing – small press and self-publishing
- Financial support and/or social class advantage
- Support from publishers and the wider children's book sector. [Taken from p14]

Finally, the report has a series of recommendations

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<sup>33</sup> Melanie Ramdarshan Bold. *Representation of people of colour among children's book authors and illustrators*. BookTrust, 2019. Available to download as a pdf from: <https://www.booktrust.org.uk/globalassets/resources/represents/booktrust-represents-diversity-childrens-authors-illustrators-report.pdf>.

<sup>34</sup> “BookTrust Represents is a three-year project created to promote children's authors and illustrators of colour”, <https://www.booktrust.org.uk/what-we-do/programmes-and-campaigns/booktrust-represents/>.

- Support children and families to read books from an inclusive range of creators by connecting them with books that reflect our society.
- Engage the next generation of writers and illustrators by providing a career path that is accessible for young people from all backgrounds.
- Engage meaningfully with creators of colour to avoid tokenism.
- Recognise the social, cultural and creative case for inclusive publishing alongside the commercial opportunity and invest accordingly.
- Take collective action to break down the systemic barriers to representation of creators of colour.
- Increase support for people of colour to access, navigate and thrive in the publishing process. [Taken from p15]

This is a very significant report – recommended.

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## Abbreviations and acronyms

BAME = Black, Asian and minority ethnic

CILIP = Chartered Institute of Library and Information Professionals

LGBTQIA+ = lesbian, gay, bisexual, trans, queer/questioning, intersex, asexual  
(and + = all the other sexualities, sexes, and genders that aren't included)

MHCLG = Ministry of Housing, Communities and Local Government

UCL = University College London

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July 2019