

Diversity Group

Mission Statement: The aims of the Diversity Group are to unite those members of CILIP engaged in or interested in issues of diversity as they affect the library and information community, to foster communication between such members, to facilitate exchange of experience and the promotion of work relevant to those interests in order to promote and support library and information services to diversity and excluded communities.

"Diversity" covers issues of race, religion, culture, ethnicity, class, gender, sexuality, age, ability and other factors that result in discrimination and inequality.



Autumn 2006 Edition

Welcome to the latest edition of the Diversity Group newsletter. Included in this edition are more highlights of the diverse Library & Information activities throughout the UK:

- Diversity Group Web Presence
- Stirring Memories Wolverhampton
- Voices from a Silent Community
- CulturED in Lincolnshire
- Libraries Change Lives in Lincolnshire
- Libraries Without Walls
- Proud Heritage
- Building Bridges
- Chinese Collection in Buckinghamshire
- Black History in Brum
- Schools OUT
- NLB and RNIB Merger

 www.cilip.org.uk/dg

There are web pages for the Diversity Group on the CILIP website, where you can find information and news from the group, as well as presentations and handouts from the Diversity Group conferences. Plus copies of this - the Diversity Group newsletter!

We're hoping that this is only the starting point for our web presence. We want to know what you want to see on the pages and we're interested in hearing from anyone - not just Diversity Group members.

Please email your suggestions on its content to Ruth Murphy (Web editor) at ruth.m@sclد.co.uk

Email Database - we may not have up-to-date email addresses for our Diversity Group members. Please email: karen.berry@coventry.gov.uk to get your contact details on the list!



Chartered Institute of
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Unite in Diversity

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July saw the completion of the Stirling Memories Project in Wolverhampton. The project recorded and celebrated Wolverhampton's diverse historical and cultural heritage, after the Library Service was awarded a grant of £49,500 by the Heritage Lottery Fund.

Also supported by Wolverhampton City Council and the Arts Council of England West Midlands, Stirling Memories aimed to record the memories of people living specifically in the Blakenhall area of the City. Mapping the



social and employment history of the area, along with highlighting the importance of people's everyday lives and the input from the diverse social groups, they collected a range of reminiscences from people

in the community, documenting the Blakenhall of yesterday and today.

Project Manager Cheryl Williams said: "Stirling Memories was developed to record the history and contributions of all of Blakenhall's communities. We also encouraged people to share their personal collections and photographs with us. Blakenhall is one of the most culturally diverse areas of Wolverhampton and Stirling Memories worked with these communities to produce a publication and archive that is representative of the local communities."

To ensure everybody had the opportunity to explore these histories, a number of workshops and open days were run at venues around the area, documented by local photographer Nelson Douglas and a group of young people from Blakenhall.

The material collected created an excellently finished, locally produced book, which is available from Wolverhampton Archives & Local Studies for only £6.

For more information about the project, or to buy a copy of the book, please contact Kal Dale on 01902 556262 or visit the web:

www.stirringmemories.orationinsite.com

Voices from a Silent Community - Chinese Oral History in London

Charing Cross Library hosted an Exhibition entitled "Voices from a Silent Community – Chinese Oral History in London" and a range of accompanying events, such as Pipa Music, drama play etc. This project is supported by the Chinese Information and Advice Centre, the Museum of London, the Evelyn Oldfield Unit and others.

The exhibition featured ten members of the Chinese community who came to the UK after 1951. The exhibition has explored the experiences of these people and particularly highlighted the reasons why the Chinese community could be seen as a silent one, that doesn't wish to voice its views or tell of its experiences.

At the Opening Ceremony on 16th July, Councillor Astaire said Westminster Library is very proud to have the opportunity to work with other community organisations to host this exhibition. He went on to praise the Chinese community as key to the economic and cultural life in the City of Westminster.



The Westminster Chinese Library Service, based at Charing Cross Library, is also taking this occasion to mark and promote the expansion of the Chinese Library. Part of the Chinese collection has moved to ground floor with the increased amount of space making it more accessible.

The exhibition has helped raise understanding of the needs and contribution of the Chinese community.

www3.westminster.gov.uk/libraries/chinese

www.cilip.org.uk/dg

CulturED in Lincolnshire

The Romans built roads, dykes and fortified towns. The Norsemen established the Danegeld; they established communities, gave us many of our place names and our Lincolnshire accent. In the 17th century, engineers from the Netherlands helped us drain our Fens and designed gable ends. But since then - apart from prisoners of war - we haven't changed our demographics too much here in Lincolnshire. Indeed the size of our population is not so different from that of the Middle Ages (when we were a big noise and even Londoners had heard of Lincoln!) And then...

Five years ago, Portuguese people started to arrive to work on the land and in the packing factories. Most have settled in the south of Lincolnshire and now number tens of thousands. Since the expansion of the EU to include the Accession Countries, Lincolnshire has seen a rapid increase in guest workers from Central and Eastern Europe. Given our relatively stable demographics for the preceding millennium, Lincolnshire is being, sort of literally, regenerated.

Should you visit Boston, a small port and market town on the Wash, the library is evidently a cosmopolitan place, a place where people from different countries, with different languages congregate – a real community space. Ditto the libraries in many of our villages and smaller towns. The character of the Library and its users is changing rapidly, with services evolving to support these new members of our community.

There is misinformation - guest workers are taking jobs from local people, guest workers are given housing above local residents, the local authority gives cars to guest workers, pubs sporting the notice, 'No English People'. All nonsense, but it was fermented in 2004 into riots in Boston, with police cars overturned and set alight and hundreds of thousands of pounds of vandalism.

More and more schools are receiving Portuguese and Polish pupils, to name just two nationalities. Our communities are changing and the children of Lincolnshire are aware of the changes. In this need for community cohesion, the Heritage Service and the Library Service are working closely to raise awareness of Diversity in Lincolnshire schools. Ligia Ferreira

from the Library Service's Multicultural Development Service was planning a celebration of Portuguese Day in Boston Library. She had the creativity to see that this work could be cultivated to something greater and



approached Kieran Bussoopun from Heritage Service's Social Inclusion Access Unit. Together they used Ligia's resource book as a seed to

grow a program of events exploring diversity, drawn together using Keiran's experience with Social Inclusion projects in the county. They had created CulturED; tailored Cultural Diversity activity sessions for schools. Each school is consulted regarding particular topics they would like to address and there are activities for Reception, Key Stage I and Key Stage II pupils.

The day may include a range of activities, including food tasting, choosing a nation's football team and researching the country in books and on the internet. A consistently popular part of CulturED has been photographs and stories about Ligia's nine year old step-brother, Tiago, who lives in Portugal. This personal tie-in makes the sessions come alive for the children and they are fascinated to hear that this young Portuguese boy goes to school like them, likes to play football with his friends, plays on his Gameboy ... who would have thought it?



The feedback from schools has been universally positive, with both pupils and their teachers finding the day rewarding and stimulating. We already have a long waiting list and this work



looks set to run and run. Our colleagues in Heritage Service are planning an extension of this program to include CulturED sessions in secondary schools, with a

structure to encourage debate and discussion tailored to the Citizenship curriculum on the issues of refugees, asylum seekers and migration.

Keiran Bussoopun, Ligia Ferreira, Toni Franck,
Lincolnshire County Council, July 2006

LINCOLNSHIRE LIBRARIES CHANGE LIVES AWARD

Lincolnshire Library Service won the prestigious CILIP/LIS National Library Change Lives Award in 2006 for services to Guest Workers Communities. The annual award aims to commend good work in library related projects, recognising the efforts of staff and the organisations in making a real difference to people's lives.

The national award included a financial prize of £2000 and Lincolnshire Libraries have decided to match this £2000 creating its very own "Lincolnshire Libraries Change Lives Award". This award will go to projects which connect libraries with communities and meet identified needs. Applications will be particularly welcome from projects which involve a range of services and partners.

It is important that we have a library service in place that meets the needs of all residents, including the large population of migrant workers, which has recently arrived in the county. This is especially important because the county has seen little demographic change in previous decades.

A panel of judges will meet to allocate the funding to the projects and the award winners will be announced the week beginning the 20th Nov 2006 and there will be one grant of £2000 and two grants of £1000 each. The closing dates for applications will be at 12 noon on Friday the 20th of October 2006.

Essential criteria to be met:

- The project has to be delivered in partnership with the Library Service
- The project needs to have a focus on Community Needs
- The project needs to promote Diversity

For an application pack please contact:

Ligia Ferreira, MDS Manager
☎ 01522 552885

✉ Ligia.Ferreira@lincolnshire.gov.uk

LIBRARIES WITHOUT WALLS

Love and Care are a small group of African Caribbean elders who meet regularly at a Community Centre in Wolverhampton.



Their memories were collected by the Libraries Without Walls and Stirring Memories projects to provide a snapshot of the experiences of the African Caribbean community within the city.



Capturing the memories of seemingly everyday people has enabled the project to record and represent experiences that are rarely contained within conventional archives.

Contact LWW Project Officer, Tina Campbell ☎ 01902 556826 or see website:

www.wolverhampton.gov.uk/leisure_culture/libraries/projects/Love+and+Care.htm

...Proud Heritage...

Proud Heritage is the new national agency for lesbian, gay, bisexual and trans- history, heritage and lived experience. Their goal is to create a national museum; at first online and then as a physical institution, reflecting the diverse experiences of LGBT people across the country and through time.

They have just launched the 'Proud Nation' survey, with the aim of establishing the first



nationwide listing of LGBT-related holdings in museums, libraries and archives.

Ted Walker Brown of the Black Gay Liberation Front

For further information about Proud Heritage and their work, and to complete the survey, please go to the Proud Heritage website:

✉ www.proudheritage.org

WELCOME TO YOUR LIBRARY INCLUDED IN UNDERSTANDING THE STRANGER

BUILDING BRIDGES COMMUNITY HANDBOOK

Welcome To Your Library is one of just five case studies included in a chapter on developing responsive public services in *Understanding the Stranger: Building Bridges Community Handbook*. Published by the Calouste Gulbenkian Foundation, the Handbook's authors are Neil Amas and Beth Crosland from the Information Centre about Asylum and Refugees.

The Handbook profiles innovative initiatives from across the UK that aim to mediate tension and build bridges between local host communities and asylum seekers and refugees, with examples drawn from statutory and non-statutory sectors, including very small-scale grassroots projects. In their introduction the authors explore the common messages revealed by these initiatives as well as other relevant research and projects.

Welcome To Your Library aims to increase opportunities for active participation by refugee communities in public library service planning and delivery and in so doing, to improve access to and quality of services for all. The project is funded by the Paul Hamlyn Foundation and co-ordinated through the London Libraries Development Agency.

The project seeks to be a catalyst for change, increasing capacity of public libraries over time so this work becomes an integral part of what libraries do. The project's vision is to nurture learning, well-being and sense of belonging for all. It is doing this through developing partnerships to raise awareness and increase library use, ensuring library staff are confident and trained, sharing good practice based on evidence and advocacy work.

After a pilot project in five London boroughs in 2003-4, Welcome To Your Library has extended across the country.

The current public library service partners are the London Borough of Hillingdon (working with Healthy Hillingdon and HOPE – Health, Opportunities, Promotion and Education), Leicester City Council, Liverpool City Council, London Borough of Southwark and Tyne & Wear (a consortium comprising councils in Newcastle, Gateshead, North and South Tyneside and Sunderland).

Helen Carpenter, the Welcome To Your Library Project Co-ordinator, said:

“A very important part of the Welcome to Your Library project is to share information, learning and good practice locally, regionally and nationally to ensure that the work continues in the long-term and to position public libraries in a much wider policy and practice context. Inclusion in this Handbook is one of many ways of achieving this.”

The Handbook provides an invaluable resource of ideas, guidance and contacts for practitioners to assist them in their work and to make lessons learnt in one neighbourhood available to others. Its messages are relevant to policy makers and funders when making decisions about strategy and the kinds of initiatives that should be supported in the future.

Understanding the Stranger; Building Bridges Community Handbook is available for £10 + P&P from Central Books, 99 Wallis Road, London E9 5LN ☎ 0845 458 9911

 orders@centralbooks.com
www.centralbooks.com



Dates for your diary:

26th Sept - DG Meeting at Westminster

15th Jan 2007 - DG Meeting at Beaconsfield

Contact: karen.berry@coventry.gov.uk

Please make every effort to attend.

Chinese Collection at High Wycombe Library

Buckinghamshire Libraries

In September 2005, Buckinghamshire Libraries' Community Development Team felt the time was right to revamp the Chinese stock at High Wycombe library. We did some research and discovered



that the Chinese population in the town had doubled between 1991 and 2001, so there was certainly a local community need for the expansion of the Chinese Collection.

We began by consulting local members of the Chinese community to gain up to date knowledge of reading habits, topics of interest, popular newspapers and magazines. We are extremely grateful for the support of these volunteers.

We bought into a six month subscription initially, with a new supplier, who provided us with ninety items for adults and children.

We introduced two weekly newspapers, *UK Chinese Times* and *Chinese Business Gazette*, and a monthly magazine, *Zoneast*. These materials are provided for reference and sit with the lending collection. We also went shopping with one of our volunteers to buy supporting stock in English on relevant themes such as travel, language, sport etc.



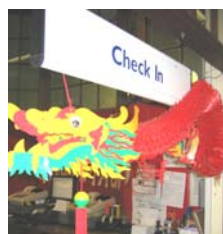
Once the collection was set up, our Marketing Team produced promotional flyers which we distributed in the local area. This was followed by an event to mark Chinese New Year in January 2006. We had a very well attended family fun day, with children and parents learning all about Chinese culture, including a quite competitive session on employing the correct technique when using chopsticks! Again, our volunteers were heavily

involved, from helping at the event to adding to the wonderful displays created by Wycombe Library staff.

Our key task since January has been to prove the value of the collection for the community by tracking the usage. This will hopefully secure future financial support. It is certainly now emerging from its infancy and proving popular - the newspapers are regularly being read at the coffee table and the vast majority of the stock has received multiple issues.



We are now embarking upon an extension of our initial promotional work, raising the



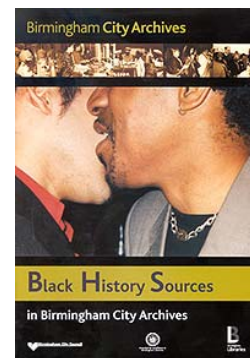
profile of the collection out in the community and meeting with groups. We will be hoping to hold another Chinese New Year event in 2007.

Lynsey Knock is the Community Development Librarian at Wycombe & South Bucks Library

lknock@buckscc.gov.uk

BLACK HISTORY MONTH in BRUM

Black people have lived in Birmingham since at least the 18th century and there are many references to individuals and groups to be found in the records of the city's history.



This beautifully illustrated booklet draws attention to the archive sources which have been identified so far and includes examples from some of the photographic collections held in Birmingham Central Library.

Priced at **£5** the booklet is available from **Birmingham City Archives** Floor 7, Central Library, Chamberlain Sq Birmingham B3 3HQ
☎ 0121 303 4217

archives@birmingham.gov.uk

SCHOOLS OUT

Schools OUT aims to provide both a formal and informal support network for all people who want to raise the issue of homophobia and heterosexism in education and learning.

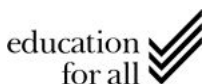
They research, debate and stimulate curriculum development on LGBT* issues, as well as campaigning on issues affecting education and those in education.

Membership of the group gives you access to the following resources:

- Termly newsletter which links you in to all the local groups
- Regular updates by email on the education scene nationally and how it affects LGBT people
- Quality support to members on a variety of issues on the phone
- Access to a website which is updated regularly and contains the pack "Tackling Homophobia, Creating Safer Spaces"
- Model equal opps and anti bullying policy
- Annual conference where you can meet LGBT educationalists from all over the country and attend workshops given by experts in the field
- Email discussion group access to all members so you can keep in regular touch with LGBT educators and their friends

For more information write to

Schools OUT! National, London, WC1N 3XX
or phone Sue Sanders ☎ 0207 635 0476



* Lesbian, Gay, Bi-, Trans-



NLB and RNIB Merger

The Royal National Institute of the Blind (RNIB) and the National Library for the Blind (NLB) are planning to merge their library services.

Both parties are determined to ensure the new service builds upon the strengths of both organisations to bring maximum benefit to the maximum number of readers who have sight problems.

This decision has been made by the trustees of both charities and whilst detailed negotiations are still underway, it is planned to have the merged Library Service in place by April 2007.

Will 'NLB' still exist?

NLB will cease to exist as a distinct legal entity. However, a national library service, incorporating the services currently provided by both organisations, will exist as part of RNIB.

Based in the UK, NLB hold Europe's largest collection of Braille and Moon books providing a free postal library service to blind and partially sighted people worldwide. Their other services include a Giant Print Library for children and young people and a large collection of Braille music scores.

No diminution in the role of Braille is foreseen; in fact, the combination of the Braille lending stocks previously held by NLB and RNIB will help to improve the overall service Braille readers receive.

RNIB is demonstrating its commitment by combining its library services with the UK's primary Braille lending collection, in a new National Library.

NLB welcome your questions - in fact they want as many as you can think of!

Email your questions to merger@nlbuk.org

☎ secretary@schools-out.org.uk

☎ www.nlb-online.org

Quick Questions...

Elaine Collier

Committee Member

Q. What's your library history?

I am currently Acting Library Resources Manager in Buckinghamshire but my job will be changing again very shortly. Before taking on this post I was District Manager for Wycombe and South Bucks, managing operations and service development. Before that I was Group Manager in High Wycombe. I have also worked in Hillingdon Libraries and academic libraries.



Q. What's your involvement with the Diversity Group?

I was Vice-Chair for three years, organised our first two conferences and a series of best practice visits for Diversity Group members. I am now a committee member.

Q. Where do you see things going?

I think that the Diversity Group has achieved a tremendous amount in a very short space of time. We now need to concentrate on marketing the group and recruiting new members so that we can make a real difference to the profession and to service delivery.

Q. What about your wider involvement with equality issues and the library profession?

I first became involved when I took up my post in High Wycombe, which has a very diverse population. I was inspired by Professor Ishmail Abdullahi who stressed the need to recruit staff from minority groups to posts at the decision making level of an organisation. For me it is of utmost importance that we recruit staff from the communities we serve to ensure that libraries are welcoming to all and that everyone's needs are met.

ecollier@buckscc.gov.uk

Diversity Group Committee

If you have any items that you'd like considered for forthcoming newsletters, please contact us:

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<http://cosw.sc.edu/conf/diversity/2002/>

CELEBRATE DIVERSITY!

www.cilip.org.uk/dg