



Diversity Group

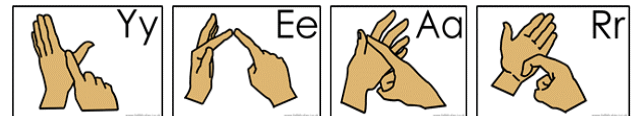
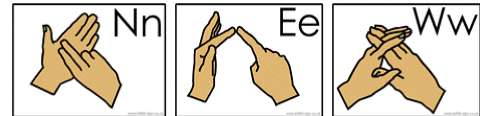
Mission Statement: The aims of the Diversity Group are to unite those members of CILIP engaged in or interested in issues of diversity as they affect the library and information community, to foster communication between such members, to facilitate exchange of experience and the promotion of work relevant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

Winter 2006/7 Edition

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

- Holocaust Memorial Day
- Lesbian Fiction
- OCLC
- Black History Month
- Hanukkah
- CLAUD
- Islam website - Al-Islam.org
- Umbrella
- Committee Nominations
- Dyslexia.com
- Personality Profile



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!

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Chartered Institute of
Library and Information
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Unite in Diversity
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THE DIGNITY OF DIFFERENCE

Saturday 27th January 2007

Holocaust Memorial Day is about commemorating all the communities who suffered as a result of the Holocaust and Nazi persecution, demonstrating that the Holocaust is relevant to everyone in the UK today. HMD provides a focus, through the national event and local events and activities, for people to think about the continuing repercussions of the Holocaust, prejudice and intolerance, on our society.

The central focus for HMD remains the Holocaust, but it is also an opportunity to reflect on more recent atrocities that raise similar issues. The tragedies of Rwanda, Kosovo and other terrible events in the world show that there are still many lessons to be learnt, both in international and individual terms.

Every year, a different theme is announced for Holocaust Memorial Day. This provides a focus for events and education in local and national commemorations. In 2007, the theme is "The Dignity of Difference". Previous years' themes are available online.



Glasses from Inmates at Auschwitz-Birkenau

The UK Holocaust Memorial Day was first held in 2001 and has been on 27th January every year since. This date was chosen as it is the anniversary of the liberation of the

Nazi concentration and extermination camp, Auschwitz-Birkenau, seen as a powerful symbol of the horrors of the Holocaust.



Woman at Displaced Persons camp Belsen 1947

HMD aims to remember all victims of the Holocaust and Nazi persecution; Jews, Roma and Sinti (Gypsies), East European civilians, Russian prisoners of war, trade unionists, communists, political opponents, disabled people, Jehovah's Witnesses, gay men, lesbians and Black Germans as well as reflect upon those affected by more recent atrocities, in Cambodia, Rwanda, Bosnia, Kosovo and Sudan.

Many books have been written about the Holocaust and more recent genocides by survivors, refugees and by others bearing witness in the form of personal testimony, fiction, prose and poetry. Perhaps your reading group would consider selecting a book from the HMD reading list, available on their website.

The day is an issue for everyone. The lessons of the Holocaust are of universal relevance and have implications for us all. Holocaust Memorial Day offers an opportunity for people in the UK in the 21st century to reflect upon, consider and discuss how those events still have relevance for all members of today's society without detracting from or lessening the Jewish aspect of Holocaust remembrance. Holocaust Memorial Day is distinct from Yom HaShoah, the Jewish day of remembrance for the Jewish victims of the Nazis that falls in late April.

Let us know of any commemorative events that we can report on for our next newsletter.

See www.hmd.org.uk for invaluable links and resources.

Same. But Different 

www.hmd.org.uk

www.cilip.org.uk/dg

Lesbian Fiction...the Invisible Fiction in Public Libraries

Lesbian fiction has an important role to play in developing the knowledge, self-esteem and identity of lesbians; it allows them vicarious access to the full rainbow of their own community; and its role within wider society.

Yet as one Edinburgh respondent to my research into the visibility of lesbian fiction in Scottish public libraries observed "You'd be more likely to find a fresh salmon resting on the shelf of your local library than examples of recently published lesbian fiction by authors less well-known than Sarah Waters."

The findings from the questionnaire I sent out as part of my research did not make for heartening reading instead it illuminated only too clearly that social inclusion has not even got across the doorstep never mind to the shelves of most Scottish public libraries when it comes to the collection, access and promotion of lesbian fiction.

Less than 9% of the lesbian and bisexual women who responded to the research used public libraries... Only 10% had ever at anytime actually borrowed obvious lesbian fiction. The reasons were disarmingly simple and concerning to anyone who is interested in developing socially inclusive library services – over 70% found in their experience that collections of lesbian fiction were exceptionally poor and dated; 54% that when they had used public libraries in the past they had been subject to direct discrimination and prejudice in their treatment by library workers.

Over 85% commented that the ability to be able to search web-based catalogues and bring up lists of lesbian fiction combined with then being able to reserve such fiction online, thereby having limited contact with library staff, would encourage them to use their libraries more, yet the libraries in which you could do this were few indeed, with only 23% of catalogue browsers being able to identify the keyword phrase "lesbian fiction". In case people may consider this at

least a start, in none was this deliberate policy to aid access, but simply the accident of the bookseller having a particularly able cataloguer on their staff team. Further of this 23%, the highest number of lesbian fictional novels that could be attained was 54 and this from one of the biggest urban public library services in Scotland.

What did the respondents to the questionnaire and in workshops want?

- 98% indicated that public libraries have a duty to provide them with a comparable service to all their other customers
- 81% that library workers need both professional and in-house training in diversity and how to identify lesbian and gay fiction
- 75% that large, central libraries should have separate shelving for gay and lesbian fiction to allow for browsing
- 88% that public libraries should take an active part in events on the LGBT* calendar by having in-house promotions, author talks and/or taking a mobile library to Pride
- 100% that library managers should be proactive in contacting local LGBT support groups and asking them what would encourage their group members to use their local libraries
- 100% that UK libraries as their counterparts have done in the USA with the Lambda Awards for LGBT literature should but their weight behind the development of such an award in the UK.

From these findings it is clear that we have a long way to go, but at least an understanding of the problems readers of lesbian fiction face is a start. Those of us in the library service who can change this situation have a clear ethical duty to do so if not a legal imperative.

If you are interested in this topic area, or for access to the full research on which this excerpt is based, please contact Jacq at the address below.

*Lesbian, Gay, Bisexual and Trans

jacqueline.goldthorp@moray.gov.uk

Those helpful folk at OCLC USA are offering FREE customisable fliers for you to download and amend for your service.

The free fliers are available in Arabic, Bengali, Chinese, Gujarati, Hindi, Japanese, Korean, Punjabi, Russian, Spanish, Tamil, Urdu and Vietnamese. They also have posters, bookmarks and educational materials.



Founded in 1967, the Online Computer Library Centre is a non-profit, membership, computer library service and research organization dedicated to the public purposes of furthering access to the world's information and reducing information costs. More than 41,555 libraries in 112 countries and territories around the world use OCLC services to locate, acquire, catalogue, lend and preserve library materials.

For more information, or to download the free fliers, visit their website.

www.oclc.org/languagesets/promotional

Hanukkah

16th Dec to 23rd December 2006

Hanukkah is the eight day holiday starting on the 25th night of the Jewish month of Kislev. Hanukkah (Hebrew meaning 'Dedication') is also known as the Festival of Lights and celebrates one of the greatest miracles in Jewish history.



Having Black History Month

In October, a special evening of black literature was showcased by well known poets at Central Library, Romford

Having's Writer in Residence, Baden Prince, was joined by poet and storyteller Andrea Encinas. Amongst other guests were former Writer in Residence with the Museum of Transport Abe Gibson and poet/writer Abele.



The foursome entertained and educated participants with an interesting mix of poetry, performance and readings. In addition to the evening of literature, the Library Service ran a quiz competition throughout October, based on famous black people throughout history.

Cllr Andrew Curtain, Lead Member for Public Realm said: "Black History Month gives us a chance to reconsider our history - often from points of view that we would not have considered before!"

"As it is often said that history tells us more about the people who write it than the events they write about, the month makes a fascinating and valuable contribution to our culture in Havering and it is wholly fitting that the Library Service should be at the heart of it, just as libraries are at the heart of our communities."

Diversity is the one true thing we all have in common



Celebrate it every day

Librarians in Higher Education Networking to Improve Access for Disabled Users

Claud – Librarians in Higher Education networking to improve library access for disabled users in the South and South-West of England – was formed in 1996 with the aims of:

- ★ disseminating information on disability
- ★ establishing good practice

From four initial member institutions, Claud has now grown to encompass nineteen institutions.

The group meets three times a year to discuss new developments in library provision for disabled users – more information can be found on the websites listed below.

www.bristol.ac.uk/claud

www.library.ex.ac.uk/disability/



Al-Islam.org

You may be interested to check out Al-Islam.org, a Digital Islamic Library Project that invites visitors to begin a journey of clicks to explore a most informative website - a source of education and enlightenment.

Al-Islam.Org is a special project of the Ahlul Bayt Digital Islamic Library Project (DILP). It aims to digitise and present on the Internet quality Islamic resources, related to the history, law, religious practice, and society of the Islamic religion and the Muslim peoples with particular emphasis on Twelver Shia Islamic school of thought.

It is divided into a number of subject areas where users can find links to articles, papers, presentations and reports.

Topics of interest to social scientists include:

- Islamic law
- Islamic philosophy
- Islam and politics

The politics and current events section contains materials relating to Islam and the state, Islamic nationalism and Islamic politics in Nations such as Turkey, Iran and Iraq.



Discover Islam

Discover Islam by browsing through material selected from their Library, which is particularly appropriate for those who are new to Islam.

Explore Shi'a Sunni

A simple guide for those who wish to journey through material available in the Ahlul Bayt Digital Islamic Library in order to find out more about Islam as taught by the Prophet and his family.



Browse Library

Browse through the large collection of online Islamic resources covering a large variety of subjects in various media formats such as audio, video, presentations, image gallery, short length and full length texts.

Al-Islam, commonly referred to as Islam, is an Arabic term which means "the active submission to the One God".



al-islam.org/index.php



Catalysts for Change - making a difference



28 - 30 June 2007 - De Havilland Campus, University of Hertfordshire

Contact us

Catalyst for change - Making a Difference for all professions from within the community

For all the latest information visit the conference website
www.umbrella2007.org

Set to become the most talked about LIS event, with a modern new venue!

The best Umbrella yet!

Diversity Group At Umbrella 2007

The Diversity Group will be participating at the Umbrella Conference in Hatfield again.

The group will have five sessions, the first session entitled "**Connecting Public Libraries and Refugee Communities: Learning, Challenges and Impact of the Welcome To Your Library Project** - A discussion with members of the Welcome To Your Library team."

Our second session is a joint one with The Public Libraries Group it will be a lively session on Censorship in Libraries will have John Pateman talking on "**Libraries and the War on Terror: Censorship and Diversity**". The context of John's talk will be the illegal invasion of Iraq and how this has affected freedom of information and freedom of expression in the UK and the US. Followed by Pat Beech with a talk entitled "**I Want Some Porn**" Pat will explore the barriers of supply of books for blind and partially sighted people.

The third session is a joint one with CSG, on Employability and Disability with two speakers. Jane Wickenden will talk on "**Employing Staff with Physical Disabilities - Adapting the Work, the Workplace and Your Attitude**". Jane will include the challenge of changing attitudes of

employers to enable disabled people to reach their potential in the workplace.

Highlighting examples of good practice from the Ministry of Defence, the second speaker is Martin Molloy who will speak from the perspective of staff with impairments.

The fourth session is with CDG so join us for a lively and stimulating debate, on issues, relating to age and leadership with Trevor Knight and Amanda Poulton. The motion is "**This house believes that the wisdom and insight needed for effective leadership can only come with age and experience.**"

The final session is a joint session with PTEG on supporting learning in libraries. Ayub Khan will talk on the groundbreaking project developed by Warwickshire Library and Information Services "**Workforce Development: Accredited Work-based Learning - the OCN Way!**"

The Diversity Group will also be presenting The Diversity Awards at Umbrella, so if you have not yet entered, please contact Karen Berry for details. Email her on karen.berry@coventry.gov.uk or check out the Diversity Group website

www.cilip.org.uk/dg

www.cilip.org.uk/dg

Call for Nominations for Officers and Members of the Group Committee

Nominations are now sought for positions on the Group Committee.

We are actively seeking nominations from members who represent a broad range of diversity issues.

Officers of the Group Committee

- ★ Chair
- ★ Vice Chair
- ★ Honorary Secretary
- ★ Honorary Treasurer

Each of the above officers will serve for a year from 1st April 2007 to 31st March 2008.

In addition the Chair will serve a second year as the Immediate Past Chair.

Members of the Group Committee

- ★ Up to 4 Members of the Group Committee.

Members of the Group Committee will serve for a period of three years, from 1 April 2007 to 31 March 2010.

Conditions for Nomination

Nominations for all of the above are now invited. Candidates for any of the above posts, and those who nominate them, must be members of the CILIP Diversity Group whose subscriptions were not in arrears on 1st May 2006.

Candidates must indicate their consent to serve in writing either by countersigning a nomination form or by submitting a separate declaration.

Candidates for all posts, except for that of Member of the Group Committee, must be Corporate Members of CILIP. Corporate Members are: Chartered Fellows, Honorary Fellows, Chartered Members and Associates of the Institute.

Candidates must be nominated by two members of the Group.

How to make your nomination:

Nominations must be delivered to
Hon Secretary of the Diversity Group,
Karen Berry
40 Stanway Road
Coventry
CV5 6PJ

★ no later than Wed 31st January 2007 ★

We regret that e-mail nominations cannot be accepted unless supported by the appropriate signed paperwork.

Any enquiries about this process should be addressed to:

Ayub Khan
CILIP Diversity Group Councillor
Core Services, Quality & Operations
Manager
Libraries, Heritage & Trading Standards
Barrack Street
Warwick
CV34 4TH
☎ 01926 412657
✉ ayubkhan@warwickshire.gov.uk

GET INVOLVED!



With between 4% and 10% of the population affected by dyslexia, it is important for libraries to take into account how they can help people with dyslexia and what additional services your library can provide.

The website below discusses some of the difficulties faced by people with dyslexia and looks at the technological tools available to assist dyslexic users.

www.dyslexic.com/library

Diverse World

Did you know... that almonds are a member of the peach family?

Quick Questions...

Rebecca Graham



Q. What's your library history?

After deserting Art College, I joined Wolverhampton City Libraries as an assistant and have migrated around the building, enjoying various posts over the last 10 years. Currently, I find myself in a Business Development role for the City's Libraries, Archives and Tourism.

Consistently, I've been involved with our Ethnic Services Team (ESTeam) who have taken full advantage of my creative and IT skills to produce material for a miscellany of events, promotions and consultation.

I was involved with the 'BITS' Basic IT Skills Project, which won a couple of national awards, helping to bring IT skills to the people of the Black Country and beyond.

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

As an Affiliate, I was invited to join the Group to produce the quarterly newsletter. Being able to get involved with the two recent Diversity Group Conferences has been a rewarding opportunity for me, especially as my day job doesn't offer much opportunity to see, first hand, the fruitful results of so much hard work.

Our most recent conference 'Pride or Prejudice' stirred up many challenging discussions on sexuality, identity and gender; not only the social issues but how Libraries, practically, can respond to and satisfy such diverse communities.

Q. Where do you see things going?

I've always fancied the idea of being a mysterious masked Avenger - perhaps the time will come when Librarians daub the Albert Docks or interrupt the teatime news. But, until that day, the Diversity Group can carry on with more dynamic conferences, consultation, communications and comments.

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

We've all learnt that it's not cool to dislike someone because of the colour of their skin. I think that it's culture-ism that is the setback now - whether that culture is teenagers, veiled women, the over 60s, Rastafarians or people who choose Burberry. I'd like to think that we are smart enough to see through the media nonsense, but there is always room for development behind our own doors.

Diversity Group Committee

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

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Dates for your diary:

15th Jan 2007 - DG Meeting at Beaconsfield

Contact: karen.berry@coventry.gov.uk

Please make every effort to attend.