



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.

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Winter 2007/8 Edition

Welcome to the latest edition of Diversity Group Newsletter. Included in this edition are more highlights of Diversity activities throughout the UK:

- Access All Areas - Conference 2008
- Hyphen -21
- New Multi Faiths Website
- Scope - Children In the Picture
- Gay Abandon in Coventry
- Paul Hartnett in Wolverhampton
- The Women's Library in London
- Right to Read in Staffordshire
- Holocaust Memorial Day (HMD)
- BoardTalk
- SpeakUp Self Advocacy
- Call for Committee Nominations
- Chinese New Year
- Personality Profile

Email Database - we may not have up-to-date email addresses for Diversity Group members.
Please email toni.franck@lincolnshire.gov.uk to get your contact details on the list!

Diversity Group Meetings 2008

14th January 2008 - 1pm - Hounslow Library

Please make every effort to attend!



Chartered Institute of
Library and Information
Professionals

Unite in Diversity

Registered Charity Number 313014





Great resource now available to libraries! Poems in praise of diversity

Originally designed for doctors' waiting rooms, packs of A4 bi-lingual poster poems now available free of charge (you do need to pay cost of postage) to schools and public libraries. See website link below for more information. Attachments include:

- flyer (for schools, but equally relevant to public libraries)
- a two-year old newsletter article which explains what the collection is all about
- a list of the poems and languages available
- example of one of the poems in pdf

If you would like a single pack of 45 bilingual poems, please send a self-addressed A4 jiffy bag stamped to the value of £2.75 to:

Rogan Wolf
Hyphen-21
Bishop Creighton House
378 Lillie Road, Fulham
London SW6 7PH

Rogan says he is about to put another collection together, aiming to fill some of the obvious language gaps and above all, increase the number of African languages.

www.hyphen-21.org/publicsite

Multi Faiths

New website launched!

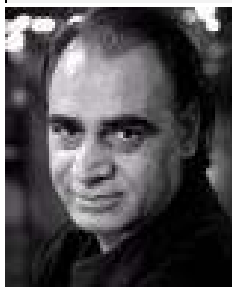
Visit this new website that seeks to promote different faith organisations across the UK. The site is currently being developed but promises to be a useful resource for all faith groups.

www.multifaiths.com



Diversity Group 2008 Conference: Access All Areas?

The Diversity Group have just announced the title of their 2008 conference with Commissioner Ziauddin Sardar *[pictured]* from The Commission for Equalities and Human Rights as keynote speaker.



The conference will be held in London's Victoria and Albert Museum on Monday 9th June 2008 and is focussing on a variety of issues surrounding access in Libraries.

Speakers include Gloria Foran (UNISON), Margaret Forrest (CILIP Scotland), Susan White (Shropshire), Barry Ginley (V&A Museum), John Duffy (Kirklees) and guest chair Margaret Watson.

Topics covered include:

- **Communicating with Deaf People in the Library**
- **Disability Audits of Libraries**
- **Disability and Social Inclusion at the V&A**
- **Engaging with people affected and isolated by stress, depression and anxiety**

Information is updated regularly at the Diversity Group web page below.

Diversity Group Members - £50 (plus VAT £8.75)

Non Members - £75 (plus VAT £13.23)

Student / Unwaged - £25 (plus VAT £4.38)

For further information please contact
Karen Berry ☎ 024 7683 1625 or
✉ karen.berry@coventry.gov.uk

www.cilip.org.uk/diversity

Children in the Picture

"A picture book has an effect on a child not so very different from a good lesson.

In The Picture will help reflect disabled children's experiences, and all children will benefit. I am delighted to be involved."

Quentin Blake

In The Picture is a ground-breaking and innovative Big Lottery funded project by Scope aimed at proactively raising the issue of including disabled children in early years' picture books amongst key figures in the world of children's books.

There is a growing recognition within the book world that diversity must be recognised - not just for its own sake, but because there is a large potential market amongst schools, nurseries, playgroups, childminders and parents all eager to find books that promote a more inclusive world.



Librarians may be interested in a new A2size poster [pictured] which shows groups of disabled and non-disabled children playing together in a fantasy story book setting - great for displays!



New illustrations in image bank

The website has added more illustrations to their "Images for Inspiration" section of the In the Picture image bank.

You can read more about the project and see some of the resources we produce at the website below. ☎ 0116 254 6751

☎ www.childreninthepicture.org.uk

'Gay Abandon' at Coventry

This is a new promotion in Central Library that recognises the significant contribution that gay men and women have made to the cultural life of the UK. Looking at scientists, actors, writers, business people and entrepreneurs, all of whom have one thing in common: their sexuality.

The promotion [pictured] was designed to



celebrate the contributions that these people have made and which often go unrecognised.

Fiction and non-fiction books have been bought as well as 20 mainstream LGBT

themed DVDs, which tied in with the London Lesbian and Gay Film Festival.

For more information please contact:

☎ library.office@coventry.gov.uk

Meanwhile, in Wolverhampton...

Paul Hartnett

Gay writer, photographer and poet visited during May's BIG BOOK FORTNIGHT

Regarded by some as controversial, Paul visited the Midlands to present his latest performance poetry collection at Wolverhampton's upcoming City Bar.

In the afternoon Paul was exclusively interviewed by Stefan Kucharczyk at the Central Library, talking candidly about his journey from pop photographer to teacher, from author to poet.

A FREE interview DVD is available of Paul's interview by contacting ☎ 01902 552004

☎ libraries@wolverhampton.gov.uk

THE WOMEN'S LIBRARY

Celebrating and Recording Women's Lives

The Women's Library is a cultural centre, housing the most extensive collection of women's history in the UK.

With over 60,000 books and pamphlets, 2,500 periodical titles, 460 archives and 5,000 museum objects covering issues from health, sexuality and popular culture to politics, history and human rights, there is a wealth of material available and access is free for everyone.



The Women's Library

The Women's Library exists to document and explore women's lives in Britain in the past, the present and the future and houses the most wide-ranging resource for women's history in the UK.

Established in 1926 it was the Library of the London Society for Women's Service, the successor of the London suffrage organisation led by Millicent Fawcett, and its first home was a converted public house in Marsham Street, Westminster.

Vera Douie was appointed librarian in 1926 and she managed and developed the collections until her retirement in 1967. In 1953 both the Society and the Library were renamed in honour of Millicent Fawcett.

As well as the resources for research in the Reading Room there is a lively exhibition and events programme, with space to relax in the Wash Houses Café.

The Women's Library today incorporates a Reading Room for the consultation of printed materials, archives and museum

collections, an exhibition hall, education and events facilities and a café. It aims to inspire learning and debate on issues that concern women for the benefit of all and is an internationally renowned resource, available to everyone, for women's history research.



The Wash House Café

Their collections cover a variety of topics, such as women's rights, suffrage, sexuality, health, education, employment, reproductive rights, the family and the home. The emphasis is primarily on women in Britain, but some international material is included.

Using the links on the website below, you can find out more about their printed, archive and museum collections in more depth.

The Women's Library welcomes donations of materials that might be appropriate for adding to its collections. If you have, or know of, archives, books, periodicals, objects or other materials on women, please let them know.

London Metropolitan University
Old Castle Street
London E1 7NT
☎ 020 7320 2222

✉ moreinfo@thewomenslibrary.ac.uk

www.londonmet.ac.uk/thewomenslibrary/

DIVERSE WORLD

Did you know that...?

A giraffe's heart can weigh up to 10 kg and measure up to 60cm long!

Staffordshire Right to Read

Right to Read is a three year externally evaluated project that started with a successful bid to the Paul Hamlyn Foundation (PHF) in 2005. The project is overseen by a partnership Steering Group, with representatives from the Leaving Care Team, the Library and Information Service who have given equal match funding, the Youth Service and Independent sessional workers, delivery started in autumn 2005.

The purpose of the project is to encourage care leavers to engage positively with the Library Service and encourage them to utilise available resources for widening learning experiences. Promoting reading as a positive and enjoyable experience is key. Likewise giving young care leavers increased confidence, self esteem and an enhanced ability to express themselves and to raise their expectations around educational achievement is important.

- Staff from libraries and the Leaving Care and Youth services have worked together to plan and deliver 10hrs contact with these young people (YP) via sessions on a variety of themes e.g. horror, music, in libraries around the County.
- Leaflets containing £10 vouchers redeemable at the library have been incorporated into all leaving care packs, both to raise awareness of the project and promote the library to all care leavers not just those engaging in the project.
- Leaving Care allowance has now been included as a library concession. It was also agreed that no proof of receipt of payment should be sought so as not to stigmatise these Young People (YP).

In addition to quantitative information the project is evaluated from general observations and feedback from the young people and staff attending each of the sessions.

- Young people attending the sessions wanted to attend the next project.

- Young people were prepared to travel at times quite long distances to be involved.
- The project is now recognised by those who have attended it as something worthwhile.
- The young people have always shown respect for all; their peers, staff, and other library users.
- Library staff perceptions of young people have improved which will mean they are more likely to be receptive to and supportive of young people in future, a very positive benefit for the library service generally.

It is not an easy project to deliver, targeting a hard to reach group - leaving care and teenagers, and the numbers attending have been small. It has at times been fraught, with staff shortages and work loads not to mention restructures and inevitably the planned delivery time has slipped.

Overall this has been a very successful project and although numbers did not reach original targets, the impact on the young people involved has been immense.

The experience gained to date will be invaluable in planning what work can be done with young people leaving care to improve their life chances, and to enhance the delivery of the rest of the project.

HOLOCAUST MEMORIAL DAY

Events are held by local activity organisers throughout the UK to commemorate **Holocaust Memorial Day** on or around 27th January. In 2008, the 27th will fall on a Sunday which may be unsuitable for faith, community and school events. Therefore the Holocaust Memorial Day Trust advise organisers to plan their event on a day convenient to them in the weeks either side of 27th January.

For more information, visit the HMD website:

 www.hmd.org.uk

Communication Board Project

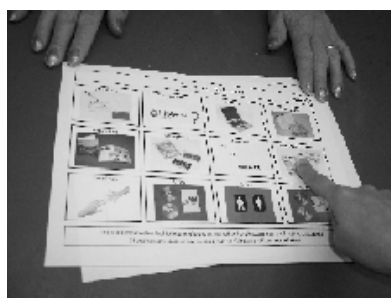
Kirklees Adult Services, Kirklees Council's Culture and Leisure Services, and Health Services have worked together to produce BoardTalk, a new project aimed at making communication more accessible for more people.

BoardTalk was taken from an idea called *Libraries for All* by SCOPE in Australia and has been developed for use in libraries and leisure centres in Kirklees.

BoardTalk is being supported by the Learning Disability Development Fund which has been awarded by Valuing People to help us to develop services for people with learning difficulties.

It involves a set of communication boards made up of photographs, symbols and letters and is aimed at people with communication needs. Those who the project could help include people with a learning difficulty, people whose first language is not English, or people who have had a stroke or for other reasons are unable to talk.

Communication boards will be made available in libraries across Kirklees, in the Galpharm Sports Centre and Dewsbury Sports Centre. They hope to include other sports centres and in time make BoardTalk available in other places in the community - look out for the BoardTalk logo. People will be able to show staff their wallet sized BoardTalk card to point out that they would like to use the communication board.



In the library, the communication boards will help people say what they have come to use or borrow. They will be able to choose the type of book they

enjoy and find out where it is kept.

At the sports centre the boards will help people to say what activity they have come to do. People will be able to ask for help, find out the cost of activities and find out when they are taking place.

Taking steps to improve communication with people can improve a person's quality of life. It can improve their opportunities, education, social life, friendships and independence.

The Disability Discrimination Act often concentrates on physical access to buildings and services. We are all familiar with the idea of making buildings more accessible by adding a ramp or automatic doors. This project, in line with the new Equality Duty, hopes to take positive steps towards making it easier for people with communication difficulties to use services by providing a more accessible way of communicating.

Information is power and the more we can help people who do not use the written or spoken word to find a way of giving and receiving information, the more power we give them to be able to make choices.

For further information on the BoardTalk project visit the website at www.kirklees.gov.uk/ld or contact Mary Finneran, Community Access Officer on 01484 226532

 mary.finneran@kirklees.gov.uk

SpeakUp SELF ADVOCACY

For People with Learning Disabilities

SpeakUp is a specialist charity making information films for people with learning disabilities. Their films are on subjects ranging from health, the law and rights to bullying, tenancy agreements and general life skills.

As a well respected and well-used resource throughout the UK, SpeakUp would very much like to tell the libraries about them and how they can get them. The Charity employs people with learning disabilities to script and act in the films which are made to a very high standard. They have been making information films now for 10 years and are the ONLY producer of information like this for people with learning disabilities

DVDs can also be watched in a "sample" format online at the website below:

 www.speakup.org.uk

Call for Nominations for Officers and Members of the Group Committee

Nominations are now sought for positions on the Diversity Group Committee. The group is 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 1 April 2008 to 31 December 2008. In addition the Chair will serve a second year as the Immediate Past Chair.

Members of the Group Committee

- Up to four members of the Committee.

Members of the Group Committee will serve for a period of three years, from 1st April 2008 to 31st December 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 2007. 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: 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 Chair of the Diversity Group, Karen Berry
40 Stanway Road, Coventry CV5 6PJ

No later than Wednesday 31 January 2008

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

Diversity Group Committee

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

Karen Berry - Chair

✉ karen.berry@coventry.gov.uk

Sandra Francis - Vice Chair

✉ sandra.francis@dudley.gov.uk

Toni Franck - Secretary

✉ toni.franck@lincolnshire.gov.uk

Haiyan Kang - Treasurer

✉ haiyan.kang@westminster.gov.uk

Kal Dale - Immediate Past Chair

✉ kal.dale@dial.pipex.com

Ayub Khan - Group Councillor

✉ ayubkhan@warwickshire.gov.uk

Guy Daines - Liaison Officer

✉ guy.daines@cilip.org.uk

Rebecca Graham - Newsletter

✉ rebecca.graham@wolverhampton.gov.uk

Ruth Murphy - Web Editor

✉ ruthie_murphy@hotmail.com

Elaine Collier - Committee

✉ ecollier@buckscc.gov.uk

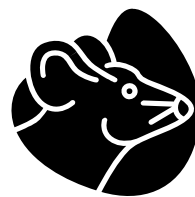
Gulshan Iqbal - Committee

✉ gulshan-iqbal@cip.org.uk

Andrew Russell - Committee

✉ a.russell@vam.ac.uk

春节 Chinese New Year 春節



7th February 2008

Year of the Rat 鼠

Being the first sign of the Chinese zodiac, rats are leaders, pioneers and conquerors. They are charming, passionate, charismatic, practical and hardworking. Endowed with great leadership skills they are perhaps the most organized and systematic of the twelve signs. Professional interests include espionage, psychiatry, psychology, writing, politics engineering, accounting or law.

✉ en.wikipedia.org/wiki/Chinese_Zodiac

Quick Questions...

Andrew Russell



Q. What's your library history?

I always loved libraries or at least going to get books out to read.

After graduating, my first post was working in Sheffield on an old local history collection which consisted of a parish library, church archive and a range of local history museum objects from a trepanned skull to a farmer's plough! It was a post that combined librarianship with museum curatorship. Following that I worked for Sheffield City Polytechnic Libraries then later I moved south for a short spell with the University of London supervising a group of long-term unemployed people on a variety of library tasks.

In 1988 I joined Harrow Public Libraries as a cataloguer and chartered shortly afterwards. However the best bit was helping out on the housebound library service. Never have I known such thankful or often prolific readers. When there was time I'd sit down with them for a chat and a quick cup of tea. I also catalogued books in Hindi, Bengali, Gujarati and Panjabi and on occasion went to speak with Indian readers in the branch libraries about what we were buying.

In 1996 I got a post at Middlesex University working on books in the collections of the Museum of Domestic Architecture and Design. Whilst I was there we won a HLF award to re-site the collections and I did a lot of work looking at how to move Special Collections books and set up a new reading room. Ten years ago I landed the job as Special Collections librarian at the National Art Library – looking after the old, unique and rare material. The best part of this post was dealing with groups of students from colleges of further and higher education. They get a lot out of seeing books, magazines and manuscripts from our collections on all kinds of subjects from Charles Dickens' writing to the Great Exhibition. I learned a lot too from getting material out for them and speaking about it.

Now though my post has changed and is more directly related to administrating education matters, social inclusion and also cataloguing exhibition catalogues and selecting material for the library to buy.

Recently I have acquired a disability which has made me look closely at my library facilities for disabled visitors. I am also contributing to the library's disability awareness training programme. I have also done some work with our library's Chinese librarian in promoting our Chinese book collections at the V&A's Chinese New Year and mid-autumn festival events. So, in the past few years I have become much more involved in diversity issues at my library and the V&A.

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

I think I am definitely on the committee to represent librarians in the higher education sector. Also with the MLA working on policies for museums, libraries and archives I hope that my museum related experience may be useful in some way. I am just finishing off my AMA qualification with the Museums association.

Q. Where do you see things going?

When I worked in public libraries I was very aware that the role of such libraries was being questioned. It was a period of great cutbacks and a feeling that public libraries didn't know which direction they were going in. Now in an academic library I have the same feeling. The internet has brought about a revolution in information provision and if all libraries don't adapt in a flexible way then many will be threatened.

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

I am on the V&A disabled staff forum looking at disability issues across the museum and elsewhere in London and am presently doing a diversity audit for my department looking at how we address social inclusion, disability awareness etc. and how these areas can be developed over the next few years. In the last few years I have been involved with getting a programme of visits for homeless people to the Library working with Capital A - the organisation which works with homeless Londoners organising cultural and creative programmes for them with museums, libraries and art galleries across the capital.