



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.

www.cilip.org.uk/dg

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HOLOCAUST
MEMORIAL DAY
27/01

Legacy of Hope 2010
www.hmd.org.uk

cilip

Chartered Institute of
Library and Information
Professionals

Unite in Diversity

Registered Charity Number 313014

Tamarind Books



Tamarind Books has published award-winning multicultural children's books for over 20 years.

As winner of the British Book Industry Award for Cultural Diversity Tamarind Book's list of inclusive titles seeks to redress the balance in publishing by giving black children positive images of themselves in the books they read.

The company's range is read and enjoyed by all children and includes accessible and stunningly illustrated picture books, young fiction, history and biography, ranging from 0-13 years.

Classic titles include *Dave and The Tooth Fairy*, *I Don't Eat Toothpaste Anymore!* and *Benjamin Zephaniah*.

Tamarind Books are regularly included on National Curriculum reading lists and on BBC children's television.

www.tamarind.co.uk

February is LGBT History Month

lesbian
gay
bisexual
trans
history
month

Lesbian Gay Bisexual and Trans History Month takes place every year and celebrates the lives and achievements of the LGBT community.

Committed to celebrate diversity and that of the

society as a whole, we are all encouraged to see diversity and cultural pluralism as the positive forces that they are and endeavour to reflect this in all we do.

You can read testimonials of community groups and organisations supportive of History Month at the website below.



www.lgbthistorymonth.org.uk

It's Wheelie Happening!

by Simon Stevens

Simon is an independent disability consultant and trainer with experience and expertise in a range of fields including disability equality, independent living, social care, lifestyle advocacy and Secondlife. He is also the producer of the Proud newsletter.



"My newsletter is called Proud because that is how I often feel about my life and my achievements big and small."
says Simon.

Over the last year, Simon's greatest achievements have not been meeting Gordon Brown or winning awards but much more basic like being able to sit on the toilet, walking with assistance downstairs and now starting to walk unaided.

"Having Gullian Barre Syndrome stripped me of a lot of things I took for granted and day by day I been proud at regaining them. I strongly suggest you read about my experiences."

Simon has worked with many organisations of all types over the last 15 years locally, nationally and internationally including Scope, Warwick University, BBC, Council of Europe and eBay.

Born in 1974, Simon has cerebral palsy which affects his speech, balance, hand control and sense of humour (in a positive way). Despite his difficulties and the level of everyday discrimination he faces, Simon has had a vast range of life opportunities and experiences.

You can visit his website, see the latest Proud Newsletter *It's Wheelie Happening*, and read Simon's 74 tongue-in-cheek suggestions to upset a disabled person at:

www.simonstevens.com/blog

DIVERSITY GROUP CONFERENCE 2010

Race and Class

Please keep your diaries clear on **Monday 14 June 2010** as the **fourth Diversity Group Conference** will be taking place at **CILIP HQ, Ridgmount Street, London.**

The conference theme is Race and Class. Our political leaders may well insist that that race and class are no longer relevant in the 21st century, but we in the Diversity Group know that these are issues that still impact heavily on both library staff AND our service users, and we think you would agree with us.

We can promise you a VERY exciting line-up of speakers at this event, and lots of debate, so make sure you keep up to date with the Diversity Group web pages for the latest information and booking details. Even better, why not join the Diversity Group so you can take advantage of a discount on what promises to be *the* library conference this year!

www.cilip.org.uk/dg

Frances Lincoln Diverse Voices Children's Book Award

Frances Lincoln Limited, the award-winning publisher, and Seven Stories, the Centre for Children's Books, are proud to announce the second Diverse Voices Award in memory of Frances Lincoln (1945 – 2001) to encourage and promote diversity in children's fiction.

The purpose of Award is to:

- Take positive steps to increase the representation of people writing from or about different cultural perspectives, whose work is published in Britain today.
- Promote new writing for children, especially by or about people whose culture and voice are currently under-

represented.

- Recognise that as children's books shape our earliest perceptions of the world and its cultures, promoting writing that represents diversity will contribute to social and cultural tolerance.
- Support the process of writing rather than, as with the majority of prizes, promoting the publication.

The Frances Lincoln Diverse Voices Children's Book Award is for a manuscript that celebrates cultural diversity in the widest possible sense, either in terms of its story or in terms of the ethnic and cultural origins of its author.

The prize of £1,500, plus the option for Frances Lincoln Children's Books to publish the novel, will be awarded to the best work of unpublished fiction for 8-to-12-year-olds by a writer, aged 16 years or over, who has not previously published a novel for children although the writer may have contributed to an anthology of prose or poetry.

The work must be written in English and it must be a minimum of 15,000 words and a maximum of 35,000 words. The closing date for all entries is 26th February 2010 and the winner will be announced at an award ceremony at Seven Stories, the Centre for Children's Books, at the beginning of June 2010.

The distinguished panel of judges includes:

- Trevor Phillips - Chair of The Equality and Human Rights Commission
- Jake Hope – Children's Librarian for Lancashire Libraries, and a freelance consultant
- Geraldine Brennan – Journalist and former Books Editor at the *Times Educational Supplement*
- Janetta Otter-Barry - Editorial Director, Frances Lincoln Children's Books
- Mary Briggs - Co-Founder of Seven Stories, the Centre for Children's Books

Full details and entry forms can be downloaded from:

www.sevenstories.org.uk/stepinside/diversevoices.php

www.cilip.org.uk/dg

Help us celebrate diversity!

Diversity Award for 2010



Do you know
someone who
shows an
outstanding
commitment
to promoting
diversity?

The CILIP Diversity Group wants to celebrate diversity within the library and information sector. The award will be presented at The Diversity Group Conference on Monday 14 June 2010 at CILIP in London.

The award is presented to an individual or a team who have shown a commitment to the advancement of diversity in the library world. The shortlisted people/teams will be invited to the Diversity Conference 2010, where the winner will be announced.

Past Award Winner 2009

The 2009 Award was presented to Margaret Watson for outstanding achievement in encouraging diversity in the library and information community and her longstanding commitment to diversity and the Diversity Group.

The award was given especially for her work on the Encompass initiative, CILIP's training scheme to increase the numbers of representatives of the black and minority ethnic communities in the profession. A well known consultant and trainer, Margaret is a very active mentor

to new professionals, and formerly taught at Northumbria University.

Please visit the Diversity Groups website for more information about the award and an entry form or email karen.berry@coventry.gov.uk

Complete an entry form providing the judges with the following information:

- Details of the individual's or team's work in promoting diversity
- Details of the impact of this work.
- Supporting evidence – e.g. endorsements, press cuttings, statistics, publicity material

Please send an original as well as three photocopies.

You can also request a hard copy of the entry form from Karen Berry

☎ 0247 683 1625

✉ karen.berry@coventry.gov.uk

Please note that we cannot return entries so keep a copy for your own reference.

If you need further advice on entering please contact Karen directly.

Send your entries to arrive no later than Friday 30th April 2010 to:

*The CILIP Diversity Awards
c/o The Marketing Department
CILIP
7 Ridgmount Street
London WC1E 7AE*

The form is available in large print upon request.

Zulu Warrior? What Zulu Warrior?

by **Mandy Richards** - Ethnic Services
Manager, Wolverhampton Libraries

Screams of delight and excitement (plus a lot of head turning) marked the start of Wolverhampton Libraries' family fun day part of Black History Month celebrations.

The source of these reactions was our very own Zulu warrior dressed in full tribal costume walking around Central Library and outside in the nearby shopping centre. Morris (not very Zulu-ish name!) danced and entertained Library visitors for over three hours.



The event was aimed at showcasing positive contributions by the Black community also giving a chance for local organisations to disseminate information to the people to Wolverhampton.

On the day, we had 11 stalls, six performances, three quizzes, free hair braiding and face painting plus an exhibition going on throughout the building. Just over 1000 visitors of all ages came through our doors. Public, participants and staff deemed the event an overwhelming success.

The Library broke its own rules with loud music, roaring plays, speakers, and children exploring all corners of usually child-free areas. People were asking "What's that strange looking vegetable?" for the quiz; laughing, singing, dancing and some even crying together too!

While the kids enjoyed stories, crafts and face painting, the adults had a chance to browse the stalls, enter the quizzes and enjoy a performance by Gazebo Theatre [pictured] entitled 'Sorry, No Irish, No Coloureds, No Dogs'. Two actors performed three very moving monologues to rapt audiences, conveying experiences of some



of the Black community in England in the 50's and 60's.

Next up was internationally renowned poet



Fred D'Aguiar [pictured] who has recently nominated for the T.S. Eliot prize for poetry. His work 'Continental Shelf' includes a personal account of events surrounding the massacre in 2007 of 32 people at Virginia Tech, where Fred teaches. He gave a moving set which had his audience enthralled.



Just when everyone thought things had quietened down, Fred, Calvert & Charlie [pictured] burst into action, performing songs to sing and dance to!

Then back to hear Sharon Bowie from Wolverhampton's Equality and Diversity Team give a presentation on 'Heart Language' - original poems from Jamaican speakers. This project is designed to educate young people 10-14 about the development of the Jamaican language as a creative form of expression.

The event was closed by the Bethlehem



Apolostic Choir (lead by staff member Jean Crooks) whose rousing performance commanded a standing ovation!

Stallholders included:

- Gazebo Theatre ☎ www.gazebotie.org
- Wolverhampton Black Writers' Group
- Black Local History & Cultural Archive Project ☎ blacklocalhistory@live.co.uk
- African Women of Substance ☎ africanwomen@hotmail.co.uk
- www.theAfroCardCompany.com
- Adoption Services
- Metro 1 Hairdressing College
- Fairtrade
- Wolverhampton Art Galleries
- National Trust

mandy.richards@wolverhampton.gov.uk

"The Silence Seeker"

By Ben Morley Illus. by Carl Pearce

You can't help but pick up a copy of *The Silence Seeker*. Carl Pearce's spectacular manga-style cover will lure you in and his



illustrations will keep even the most reluctant reader enraptured with each new page.

There are familiar city

scapes, bold colour images that make everyday scenes engaging and skilfully depicted urban characters. Look closely and you may even spot David Tennant's Doctor Who!

Ben Morley's story is about a little boy called Joe. When Joe's mum tells him the family next door are 'asylum seekers', Joe mishears this as 'silence seekers'. As a result, Joe takes it upon himself to take the family's teenage boy on a journey around the city to help him find silent places. It is a tender tale of misunderstanding, of a friendship without words and of silence and noise in the city.

When the 'silence seeker' mysteriously disappears at the end of the book it prompts the reader to question where he's gone and think about what asylum seekers really are looking for.

Aimed at 5+ years *The Silence Seeker* is a must-read for reluctant boys, but with a compelling story and illustrations that will appeal to all. Published by Tamarind Books.

ISBN-13: 978-1848530034

Let's Meet & Talk in Lincolnshire

by Alona Tirzite & Toni Franck

Here in Lincolnshire, we have seen very little inward migration over the years. The Romans came, we were a key part of the Danegeld, and Dutch engineers carried on the work of the Romans in draining the Fens but, apart from some Polish and Italian prisoners of war during WWII, not much since. So, the arrival of thousands of

Portuguese people to our county at the start of the Millennium has seen a great change in the dynamics of our communities in the south of the county. Since then, we have had, in common with other places, waves of people from Lithuania, Latvia and Poland seeking work.

In a quiet place like Lincolnshire, this regeneration has been invigorating and stimulating. We in the Library service - in that discreet yet profound way libraries do influence their communities - are working to foster integration and hence capitalise on this exciting change in our demography. As part of a myriad ways we are doing this, the "Let's Meet and Talk" project is an opportunity for local people and new arrivals to meet and socialise. It helps new arrivals get to grips with the English language and culture and also gives them the chance to meet new friends. It gives local residents a chance to learn first-hand about foreign cultures, hopefully helping to dispel many of the stereotypical views of migrant workers. The meetings are held at Boston and Spalding Libraries on a monthly basis.



"When I first come to the meeting, I was very shy and afraid to talk to English people. I am much more

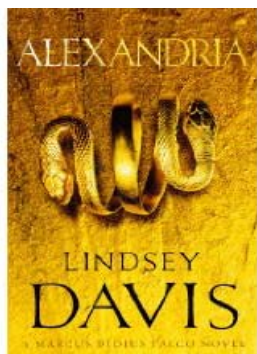
confident now as I know that nobody will laugh at me if I make mistakes. I enjoy attending monthly meetings. I like meeting new people and learning about their culture. Migrant workers are an important part of our local community. I think it is important to understand their problems and help them integrate into the community."

The meetings are very popular with regular attendance and new members each month. Participants are also encouraged to become library members and to borrow books relating to the topic of the evening. This is a very successful project and is having a real impact on the lives of the people involved.

Alona Tirzite ☎ 01522 552881

Lyndsey Davis & Queer Relatives

How the award-winning novelist created her gay storyline **by Daniel Park**



Lyndsey Davis is the award-winning author of the best-selling "Falco" series of historical whodunits, set in Ancient Rome. She came to the 2009 Library and Information Show in June to talk about her 19th Falco novel, "Alexandria", and to carry out some book signings afterwards.

It was fascinating learning about Davis' early life. The liberation she felt being the daughter of a schoolteacher who could wangle her some additional fiction tickets from the children's library so she could immerse herself in Biggles books was her first taste of the public library atmosphere. Her second, pursuing her passion into Birmingham's role during the Civil War at her main reference library, happened when she was a mere "gym slip of a girl" and yet the book she vowed to author on that calamitous period in England's history is only about to be published this October. Indeed she had many cautionary tales for budding authors out there in terms of what to expect, or rather not to expect from publishers. Her first novel *The Course of Honour* sat in a store cupboard for ten years before being published and only her self-confidence saved this only copy from destruction during those years of rejection.

Her Falco novels have garnered huge public success; any cursory glance round the shelves of a decent lending library will show you that. In preparation for this event, I hungrily devoured all the Falco novels that Bradford public libraries could provide, and yes her very last book, "Alexandria", was the one with the longest waiting list. Aside from the very natural kinship that Davis holds for all things in library-land, as can be attested by her imaginatively effulgent descriptions of the Great Library of Alexandria and of its hard-working (and long-suffering) library staff, Davis explores a

long-standing relationship, briefly alluded to in a previous novel, between Falco's Uncle Fulvius and his male partner, Cassius.

After she had finished her speech, I was privileged enough to ask her more about how and why she created this relationship. After all, the Falco novels have a great deal of what could best be described as "mainstream appeal". Why would an author endorsed by Angela Rippon and avidly read by Radio 4 listeners, wish to take the risk of writing about same-sex relationships and risk alienating her public?

Davis was quick to point out that her books were indeed very similar to one particular programme sacrosanct to Radio 4 listeners, "The Archers"!

"My readers love to hear about Falco's family, it's really like "The Archers" for them – in fact I think they enjoy reading about the goings-on of his relatives as much as the murders", she said "Falco has a big family, like most Romans. He is the complete opposite of the quintessential gumshoe character that inhabits 1940's whodunits. And his relatives are truly dire. He has a father that is utterly despicable. But then, where's the fun in writing about characters that are kind to people all the time?"

Her justification for the same-sex relationship she has so carefully fostered also mirrored the justification that Radio 4 had when putting a gay couple into the Archer's cast list over a year ago: "It's a commonplace relationship nowadays as I'm sure it was then. There's a lot to be said for mirroring what's going on in society both then and now. I've written about unscrupulous lawyers, meddling bankers and so on...I can't guarantee I won't kill off some relatives now and again, as I have done in previous novels. Falco and his friends have so many"

Let's hope that Davis doesn't kill off this particular queer couple too soon!

daniel@keighleyvs.org

Christie Ikeogu - Diversity Group Chair

My Diversity, My Profession!

I regard myself as one from the old school but with adaptable characteristics, having embraced several changes in the profession. My early years saw librarians burying their heads behind the counter, waiting for regular customers but life in the field today is different, exciting and injected with pro-activity and customer-centeredness.

*Following the way
my life has panned
out, I strongly
believe in the slogan
- 'once a librarian,
always a librarian'*



After graduating from Library school in 1982, I joined City of London Polytechnic (now one of the London Metropolitan Universities), as a trainee. I left in 1987 for a nearer-home job in Brent as a cataloguer, before transferring to branch Libraries. The Brent workforce and communities gave me an insight into the cultural diversity of Britain and London in particular.

For my Masters degree in 2003/4, I based my dissertation on the enquiry into the under-usage of the library services by the minority ethnic communities in Brent. My findings coincided with the Audit Commission's statement in 'Building Futures' - that libraries were not accessible and flexible enough for the communities. I had also known from my upbringing that most countries in the developing world operated charged Library services and therefore Libraries may not be the first point of call for the minority communities.

My determination to make a difference in the profession led me into the Diversity Group membership and, as I joined Hackney in April 2008, I found the greater need to preach diversity and equality because of the sheer extent of the diverse workforce and communities.

I am impressed with CILIP's approach in tackling the diversity issues in the profession through the Encompass Project. I think the

Diversity Group, CILIP and the Library profession have enormous potentials in today's economic climate... I chair the Diversity Group Committee with amazingly committed people.

My profession has also diversified internationally. I am a member of the International Library and Information Group (ILIG) and have helped to form a networking and empowerment group called Nigerian Heritage, Library and Information Network (NHLIN), encouraging the members to join the Diversity Group. In 2003/4, I helped in setting up the first public library in a town in Nigeria.

All in all, I have enjoyed my life as a librarian and very much believe that you get what you put into most things in life, but it might not be always financial! I encourage everyone reading this to get more involved and to introduce new faces into the Diversity Group and CILIP.

Diversity Group Committee

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