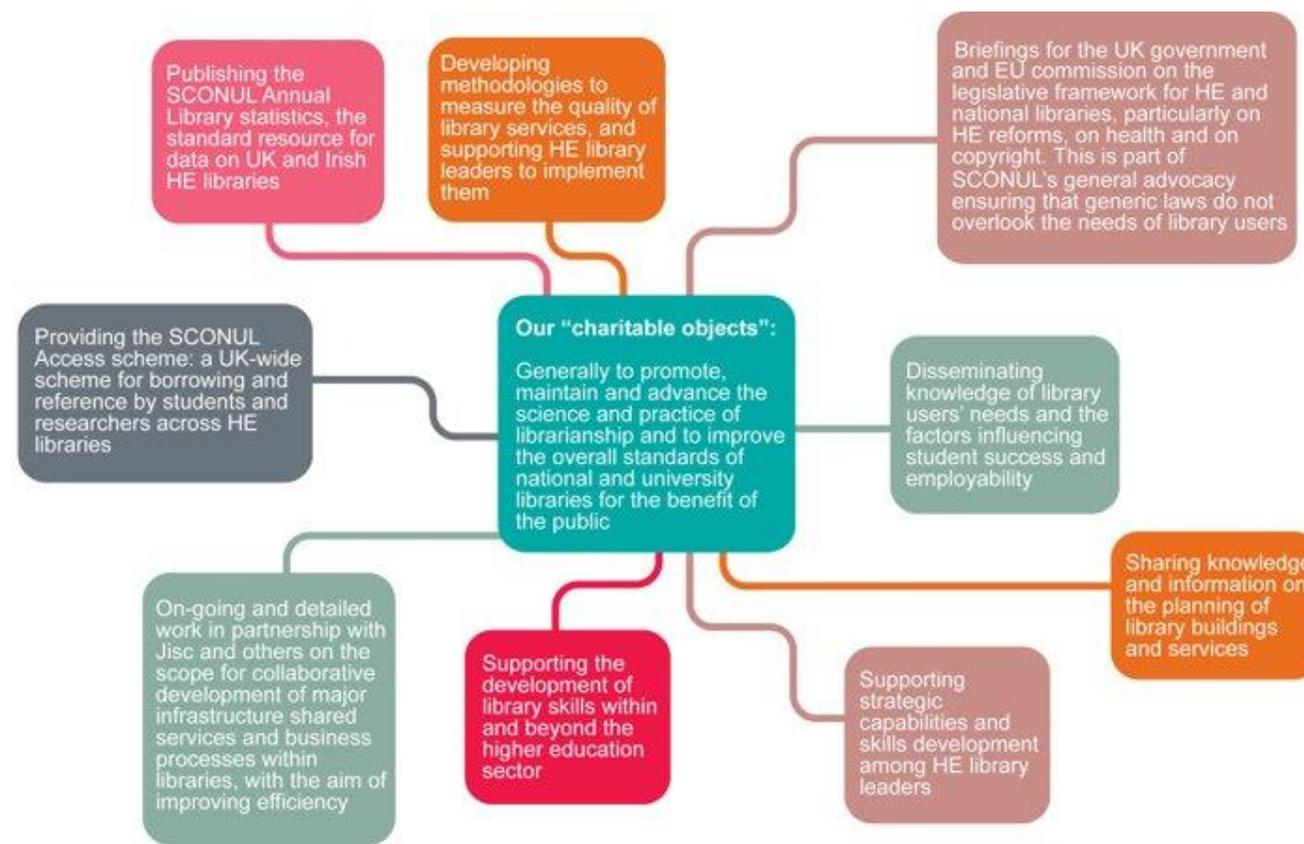


# **SCONUL Research: *BAME Staff Experiences in Academic and Research Libraries***

***Regina Everitt***  
***Director of Library, Archives and Learning Services University of  
East London***

# What SCONUL Does....



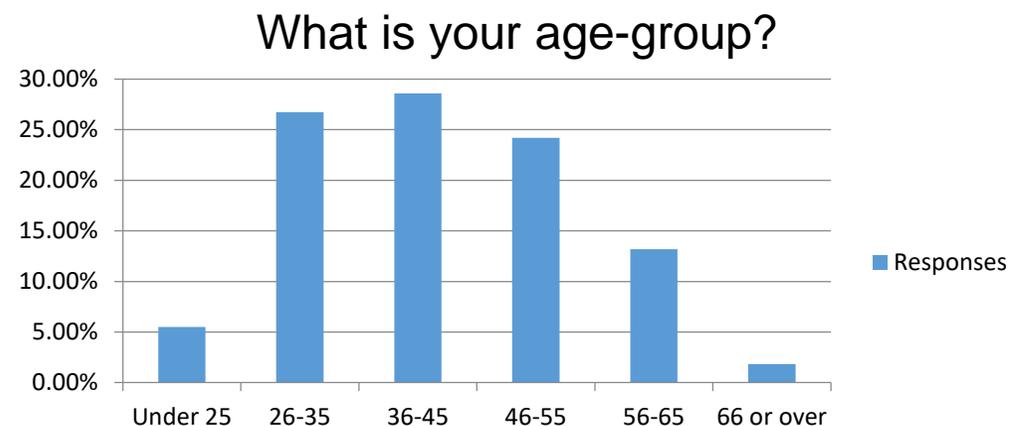
# SCONUL Workforce Development Group

Programme on strategic workforce planning to support members in their own workforce planning, focusing on three key areas:

- **Supporting members to address the lack of ethnic diversity across the library workforce, starting by listening to BAME staff members' experiences of work**
- The pipeline for new talent, exploring how to foster and support new entrants to the profession
- Developing the current workforce, particularly in adapting to fast-paced changes in the profession and the requirements of our home institutions

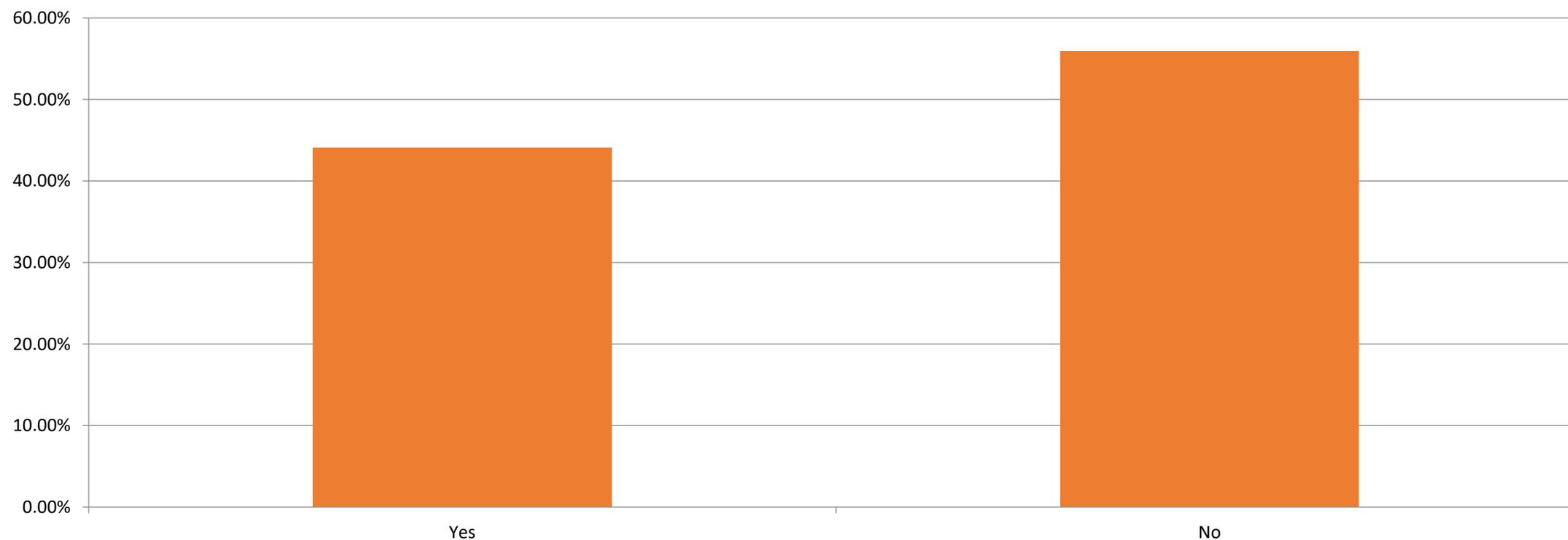
# Research into BAME staff experience

- 69% female; 27% male; 4% other
- all regions represented but 58% from London; 17% from NW / NE / Yorkshire & Humber; 13% from SE / SW
- 52% with library related qualification; 42% with non-professional; 7% other



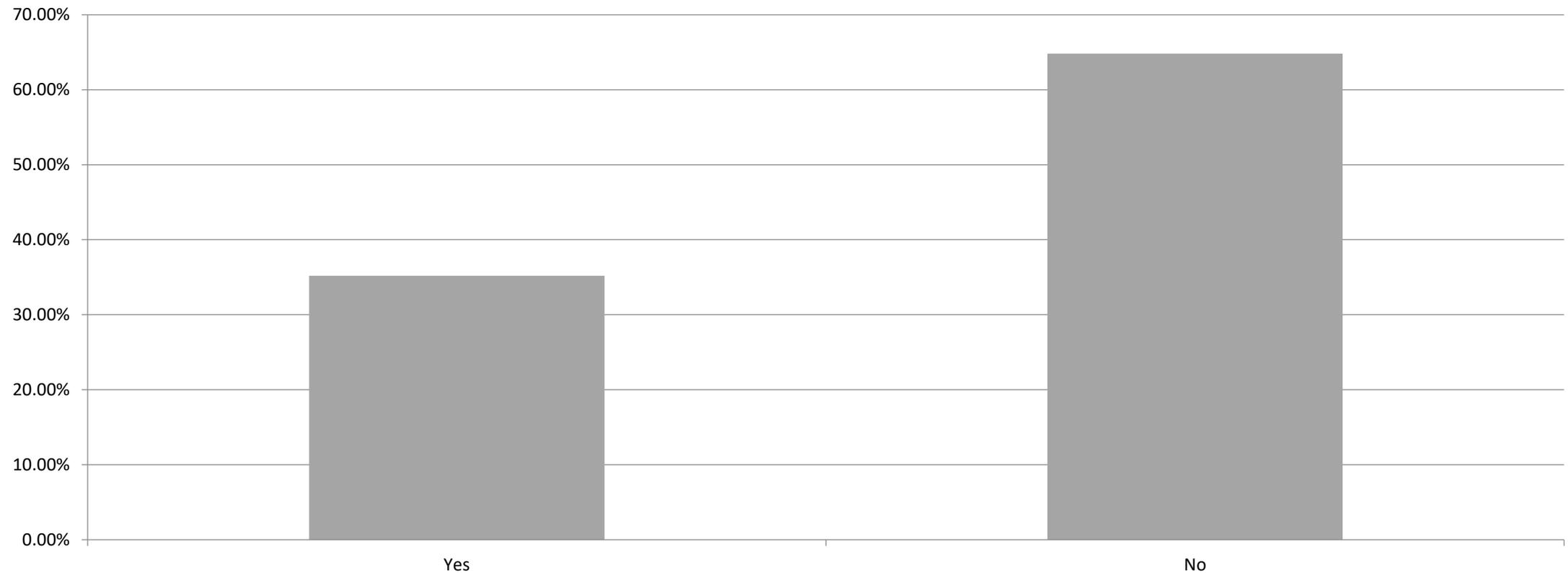
# Research into BAME staff experience

Have you ever experienced racial discrimination at work either from a co-worker or service user or both?



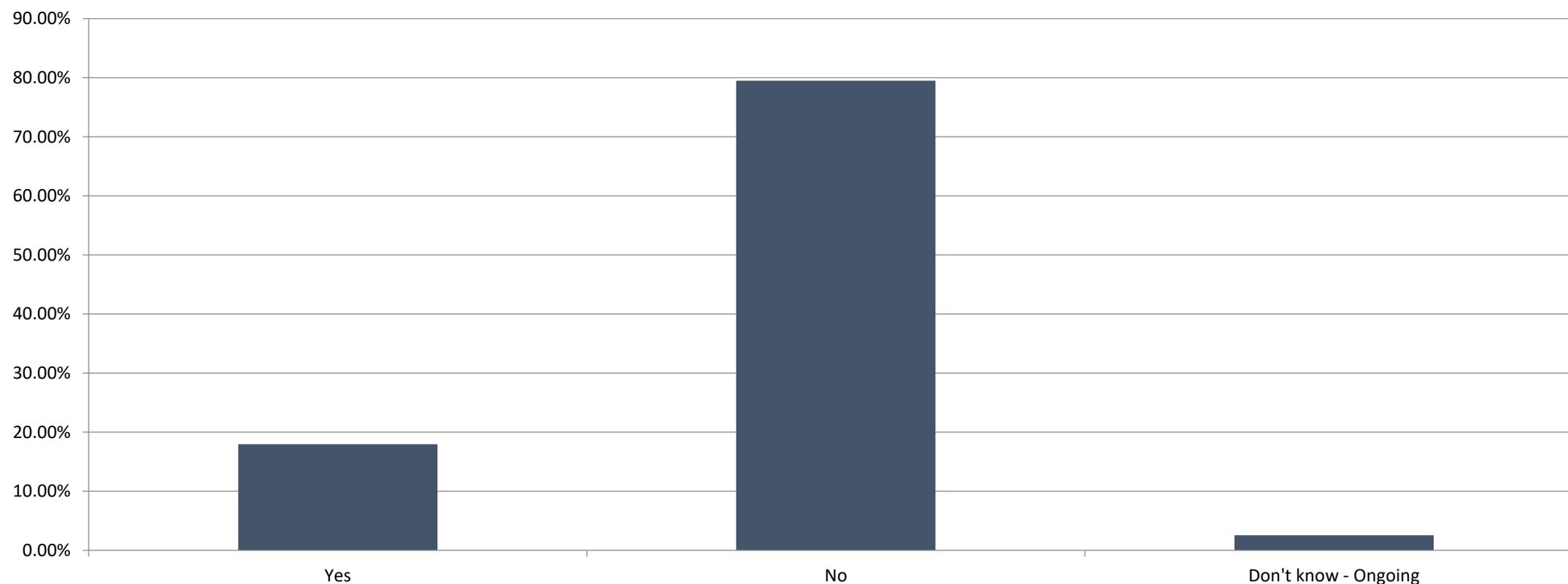
# Research into BAME staff experience

If yes, did you report it?



# Research into BAME staff experience

If yes, was it resolved to your satisfaction?



## On being monitored:

*“I think it kind of puts a lot of pressure on you ...if there [are] very few ethnic minorities represented in the staff because ... I feel that I have to try that bit harder....I feel that not only am I representing myself as a member of staff and doing things to the best of my ability, I’m also in some way representing how white people are gonna see every [person of my race].... So, you do feel that extra, you know, pressure of representing not just your profession but your race as well.” (Focus group participant 4)*

*“...because I talk a lot about being BAME quite a lot and issues in librarianship and ask questions about it, I think that everything that I do is closely monitored....I was asked to speak on a Panel by the SU about the BAME experience in higher education and the Deputy Director of the library just turned up and sat in the front row and watched me speak and when I finished she left....I’m definitely being watched in what I say.” (Interviewee C)*

## On workplace racism:

*"I have had instances with colleagues who keep getting my name wrong and I don't think my first name is that difficult. Maybe it is some sort of unconscious bias. I have people make comments about the fact that you know, I'm vegetarian and it's because I'm a Hindu. ...I had a colleague who on multiple occasions said is it okay if I talk about meat in front you. And then I've had a supervisor in a previous job that during Ramadan she just turned around and said why aren't you fasting and made an assumption that I was Muslim. And then I had to say I'm not. And then she said oh well what are you then. And it was just the phrasing of it just quite confrontational and abrupt." (Interviewee K)*

*"You have, you may have a sense of the fact that somebody is not treating you or treating someone else in a way that they ought to or that they're not giving people perhaps the opportunity that they ought to give them. But it's often at times difficult to pin that, that is exactly what is happening and to prove it."*

## On union support:

*“The unions, unions are helping you to do it yourself....before you were the underdog and you felt you had a bigger voice. Unions aren’t doing that any more. They’re now trying to allow you to be your self-advocate. So they will then perhaps be behind you but they will never be in front of you anymore. So people certainly will not stick your neck out.” (Focus group participant 3)*

## On promotion:

*“So it was a bit disappointing, felt I was always being overlooked because of this idea of bringing in fresh people. All cases of senior positions being filled were by white men.” (Interviewee I)*

*“...At some restructuring meetings UNISON representatives who were running these meetings said they had evidence they were beginning to gather evidence about the fact that throughout that restructure there were larger numbers of ethnic and minority members of staff leaving and the members of staff that were being promoted tended to be white.” (Interviewee N)*

# From participants to senior managers

- Make diversity a strategic priority
- Educate yourself
- Create more opportunities for progression
- Seek HR advice on EDI issues
- Monitor workforce diversity to provide a baseline
- Consider a BAME mentorship programme

## Recent initiatives...

- CILIP BAME network
- Diversity working groups (e.g., M25 and SCONUL)
- Talent Untapped event
- Events about inclusive resources



## Staying Power

The career experiences and  
strategies of UK Black female  
professors

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**Nicola Rollock**

*February 2019*

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# Provocations

- Where is this issue in your institution priorities?
- Where is the BAME talent within your institution?
- Where is the pipeline for BAME talent and how do you tap into it?
- How can HR processes enable recruitment of more diverse talent?
- How do you develop and embed a culture that challenges perceptions that unfairly disadvantage BAME talent?



CONFERENCES AND WORKSHOPS

Talent Untapped: BAME  
Academic Librarians'  
KnowledgeX

f t in p

Talent Untapped: BAME Academic Librarians' KnowledgeX

Friday, 8 November 2019

9:30 am - 4:30 pm

Stratford Campus Computer Centre Lecture Theatre

Friday, 8 November 2019  
9:30-16:30

University of East London Stratford Campus

[See map](#)

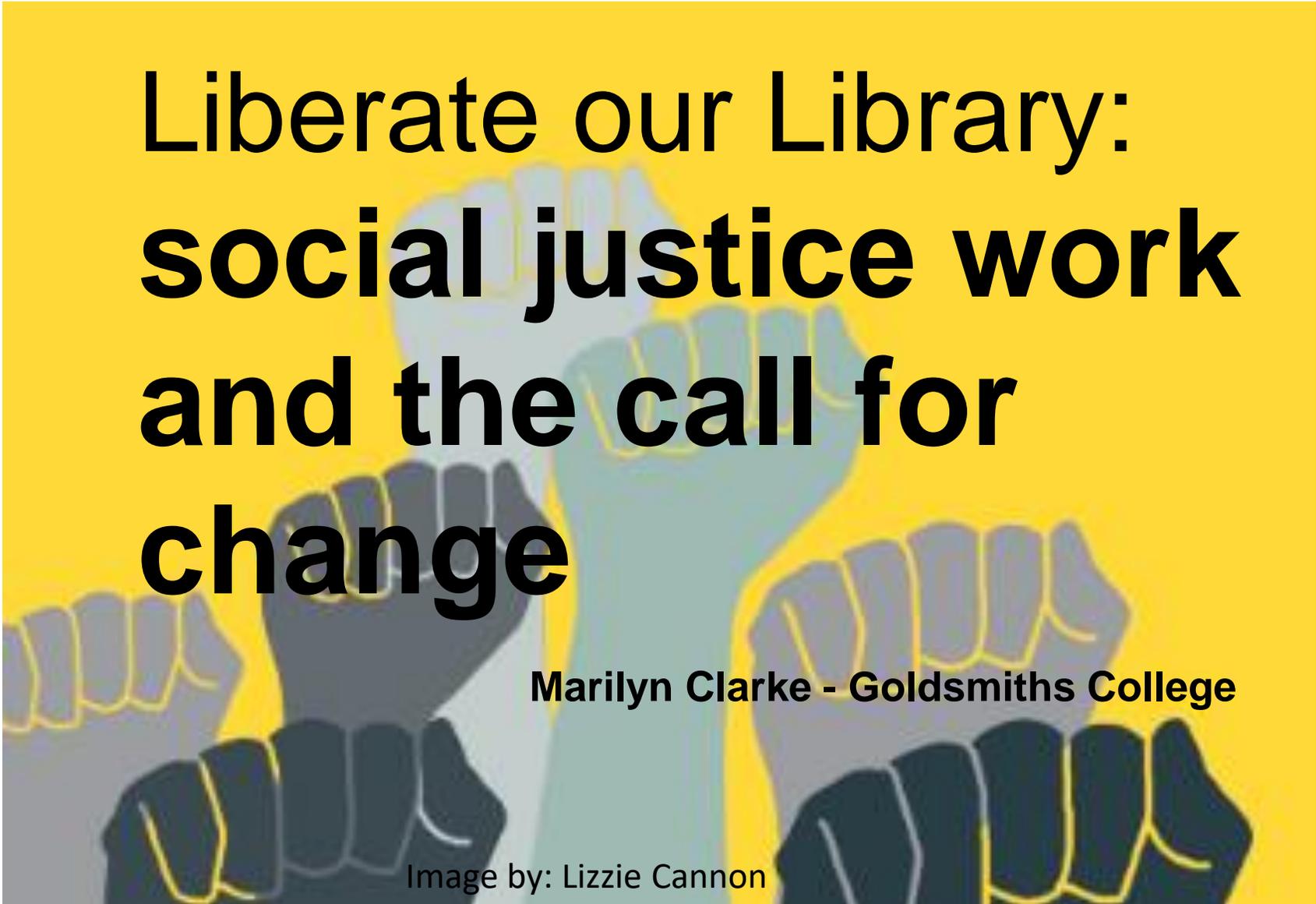
<https://www.uel.ac.uk/events/2019/11/bame-knowledgex>

On Twitter follow [@UEL\\_Library](#) and search for #BAMElibTalent.

For any queries, please email [UEL.Library.Events@uel.ac.uk](mailto:UEL.Library.Events@uel.ac.uk)



# Questions and further discussion...



# Liberate our Library: **social justice work and the call for change**

Marilyn Clarke - Goldsmiths College

Image by: Lizzie Cannon

Desmond Tutu

“If you are neutral in situations of injustice, you have chosen the side of the oppressor.”

# Who am I?

## What I am

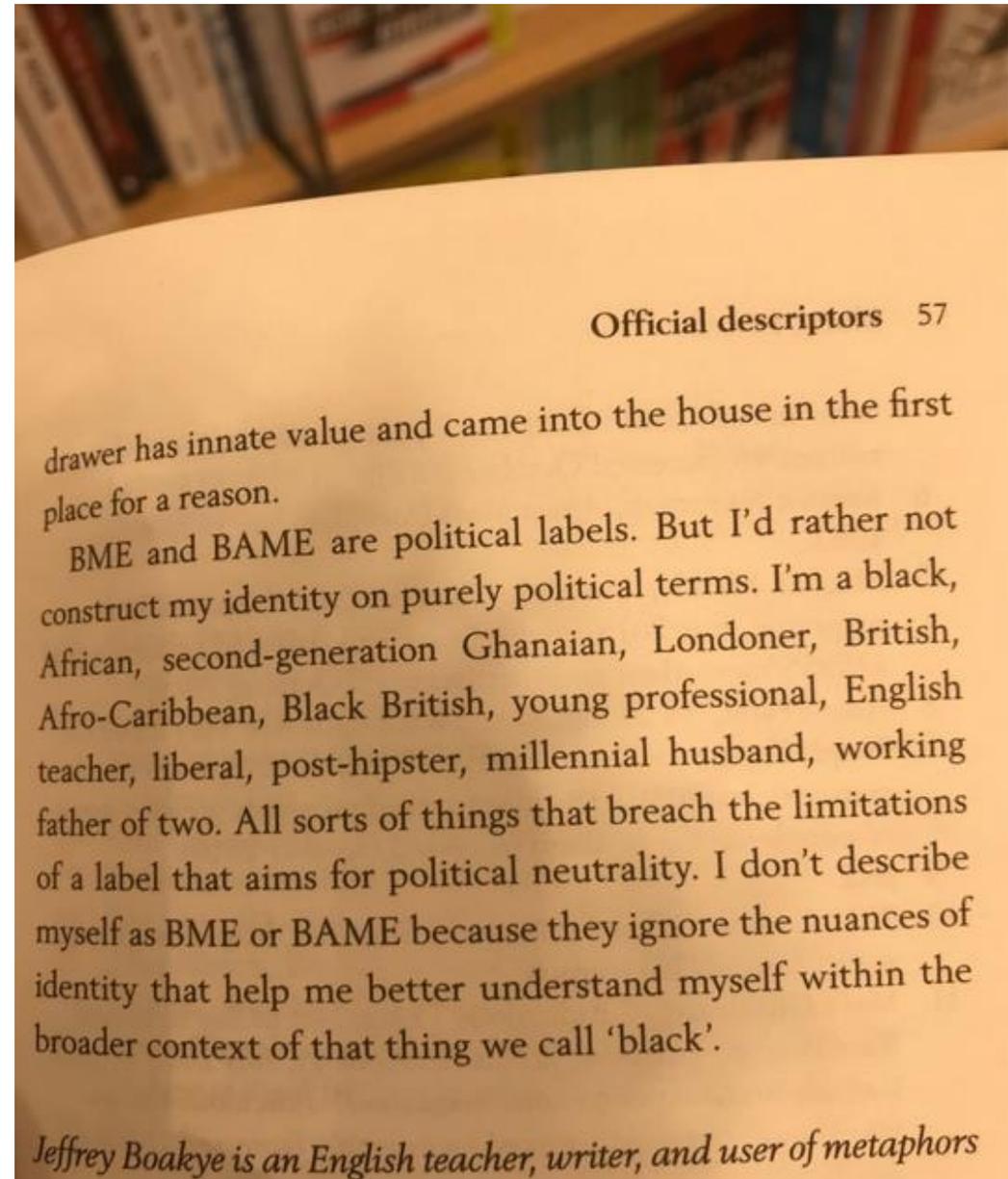
- A Library worker
- An activist for social justice
- A lifelong learner
- Black, mixed-race
- German-Hungarian/Jamaican

## What I am not

- Default expert on 'Race' because I'm black
- Expert on critical librarianship
- 'Coloured', 'funny tinge', BME, BAME
- The representative of my 'race'

# 'Black, Listed' by Jeffrey Boakye (2019)

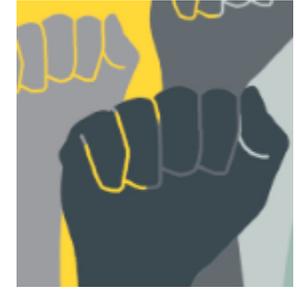
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**Liberate Our Library Working Group**

Rhodes Must Fall

Silence Sam



**CILIP BAME Network Steering Group**

Liberate My Degree

Why Isn't My Professor Black?

# The call for change

**96.7%**

Common Ground Oxford

**Goldsmiths Anti-Racist Action**

Dismantling The Master's House

Why Is My Curriculum White?

**DILON**



**LIS-DECOLONISE**

Rhodes Must Fall Oxford

# Eurocentrism

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“The westernized university is a site where learning and the **production, acquisition** and **dissemination** of knowledge are embedded in Eurocentric epistemologies that are posited as objective, disembodied and universal and in which non-Eurocentric knowledges such as black and indigenous knowledges are largely ignored, marginalized or dismissed. The westernized university does not only exist in so-called Western nations. As Ramón Grosfoguel (2012:83) writes, the westernized university with its “disciplinary divisions” and its “racist/sexist canon of thought” is also to be found in “Dakar, Buenos Aires, New Delhi, Manila, New York, Paris or Cairo”.

Julie Cupples, “Coloniality resurgent, coloniality interrupted”, from, “**Unsettling Eurocentrism in the Westernized University**”, edited by Julie Cupples, Ramón Grosfoguel (2019)

# Pervasive Coloniality & Eurocentrism in the Westernized university

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- Buildings & statues – Goldsmiths Deptford Town Hall, Codrington Library, All Saints College, Oxford, Rhodes statue - University of Cape Town, SA.
- Curricula – White academy, white canon, Western, male, Christian-centric, heteronormative
- Naming conventions – classification (Dewey, LC), subject headings, (LCSH)
- Publication – who gets published, and where?
- Citation practices – Global North is privileged
- Recruitment and promotion – academics, professional services, senior management
- Racial (BAME) attainment gap and retention
- Microaggressions, microincivilities

James Baldwin

“The place in which I’ll  
fit will not exist until I  
make it.”

# Liberate our Library Working Group

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## Liberate our Library

How we are working to diversify our collections in support of 'Liberate our degrees'

## How the Library is engaging with the Learning, Teaching, Assessment Strategy (LTAS) to support Goldsmiths 'Liberate our degrees'

As part of the Library's strategy we will engage with the aims of LTAS commitment to 'Liberate our degrees'.

- We will work to diversify our collections, to de-centre Whiteness, to challenge non-inclusive structures in knowledge management and their impact on library collections, users, and services
- We will take an intersectional approach to our liberation work to encompass the many parts of a person's identity



This book was purchased on request as part of 'Liberate our degrees'

Image by: Lizzie Cannon

# Liberate our degrees

- Budget - £2,500 annual allocation
- Purchases since Autumn term 2017 – 128 books, ebooks, DVDs
- Book plate – 'Liberate our degrees'
- Searchable collection in Primo – 'liberatemydegree'
- Promotion – book displays, social media, SU

Title	Author	ISBN	Department
Dead Aid	Dambisa Moyo	9780141031187	Anthropology
Factories for Learning: Making Race, Class and Inequality in the Neoliberal Academy	Christy Kulz	9781526116192	Education
Revisiting India's Partition: New Essays on Memory, Culture, and Politics	Amritjit Singh	9781498531047	Art
Partition and the Practice of Memory	Churnjeet Mahn (Editor), Anne Murphy (Editor)	9783319645155	Art
Dreaming by the Book	Scarry, Elkaine	9780374143985	Media
Why I'm No Longer Talking to White People About Race	Renni Eddo-Lodge	9781408870556	Politics
Women philosophers of the early modern period	Atherton, Margaret	9780872202603	Sociology
Selected Writings	Hildegard von Bingen	9780140436044	Sociology
Decolonizing Culture, Essays on the Intersection of Art & Politics	Anuradha Vikram	9780998500652	Art
Modern Poetry in Translation		0026-8291	English student via
Neo-Imperialism in Children's Literature About Africa	Yulisa Amadu Maddy	9780415809092	Anthropology
Indigenous African Institution	George Ayittey	9781571052124	Anthropology
We were eight years in power : an American tragedy	Ta-Nehisi Coates	9780399590580	Design
The Origin of Others	Toni Morrison	9780674976450	Design
Vision - Aus dem Leben der Hildegard von Bingen (film)	Margarethe von Trotta	DVD	ECL (AV budget)
After Kathy Acker	Chris Kraus	9780241318058	MFA Curating
Was the Cat in the Hat Black?: The Hidden Racism of Children's Literature, and the Need	Philip Nel	9780190635077	Design
Performing the US Latina and Latino Borderlands	Arturo J Aldama, Chela Sandoval, Peter J Garcia	9780253005748	Media
Postcolonial Studies: An Anthology	Pramod K Nayar	9781118781005	Media
Doria Shafik Egyptian Feminist : A Woman apart	Cynthia Nelson	9789774244131	Theatre/Sociology
Opening the Gates: An Anthology of Arab Feminist Writing	Margot Badran, Miriam Cooke	9780253217035	Theatre/Sociology
Bread, Freedom, Social Justice: Workers and the Egyptian Revolution	Anne Alexander, Mostafa Bassiouny	9781780324302	Theatre/Sociology
The Egyptians: A Radical Story	Jack Shenker	9780718193126	Theatre/Sociology
Global Gentrifications: Uneven Development and Displacement	Loretta Lees, Hyun Bang Shin, Ernesto López Morales	9781472473370	Theatre/Sociology

liberatemydegree



Everything



ADVANCED SEARCH

PAGE 1 128 Results  Personalize

1



MULTIPLE VERSIONS

### Belonging : a culture of place

hooks, bell, author. 1952-

2 versions of this record exist. [See all versions >](#)

2



BOOK

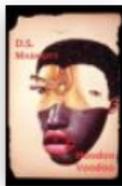
### Digital technologies and the museum experience : handheld guides and other media

Loïc Tallon 1981-; Kevin Walker 1966-

Checked out at **Main Library collection (069 DIG)** >



3



BOOK

### Hoodoo voodoo

D. S. Marriott

Available from **Main Library collection (821.99 Ma)** >



4



BOOK

### Event factory



Refine my results

Include results from other

Sort by Relevance

Creation Date

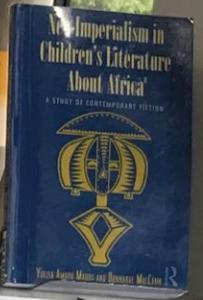
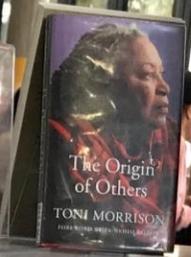
From 500 To 2019

Resource Type

- Audio Visual (3)
- Books & E-books (123)
- Journals (2)

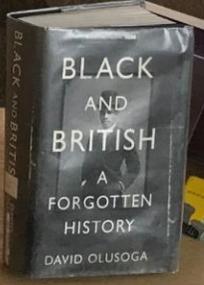
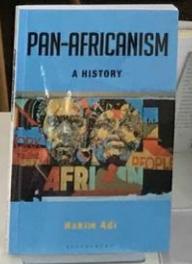
Creator

- Adegoke, Yomi (1)
- Andrews, Kehinde (1)



Goldsmiths  
UNIVERSITY OF LONDON

This book was purchased on request as part of "Liberate our degrees"



## Liberate our degrees

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[gold.ac.uk/library/about/liberate-our-library](http://gold.ac.uk/library/about/liberate-our-library)



## Library

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[gold.ac.uk/library](http://gold.ac.uk/library)  
@GoldsmithsLib

**Goldsmiths**  
UNIVERSITY OF LONDON



# Knowledge: Production - acquisition - dissemination

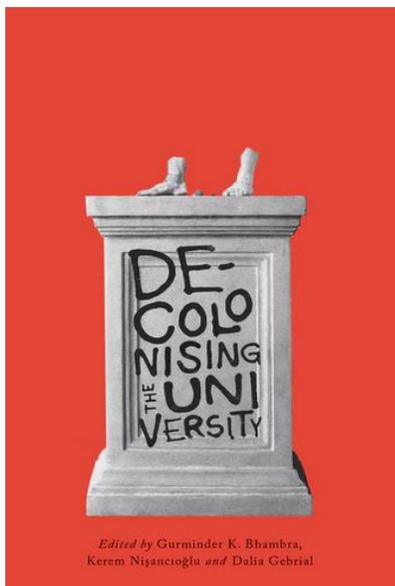
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- Deconstruct old epistemologies – move away from the privilege and authority of the canons of knowledge production in the Westernized university. Course make up process – adopt an inclusive framework
- Colonialism – misrepresentations carried for generations, racial classification
- Look beyond the canon – legacy of imperialism
- Reading lists – inclusive, diversify through self-decolonisation, collaborate with academics
- Discovery tools – the catalogue – ‘algorithms of oppression’ – Safiya Umoja Noble (2018)
- Cataloguing & Classification (against intersectionality) – inherited and continues biased practices, information hierarchies, reflects same social biases that exist in society

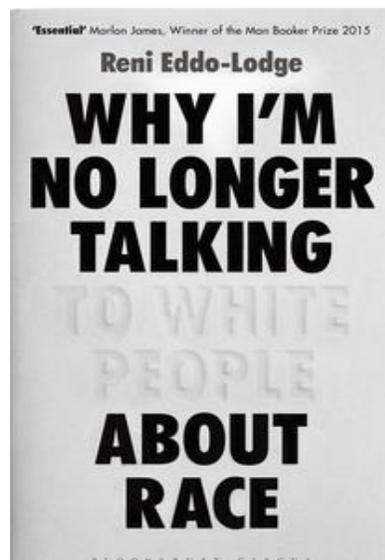
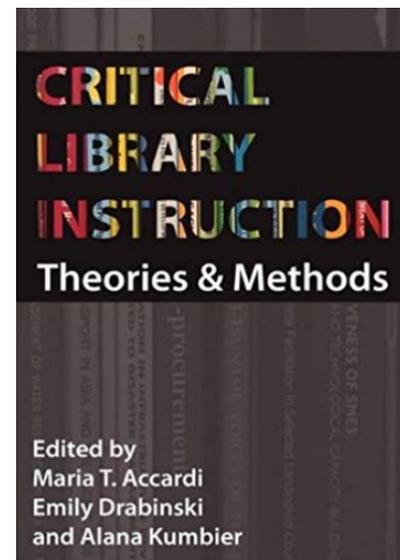
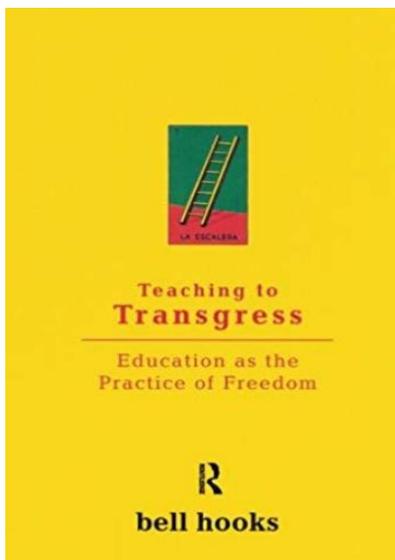
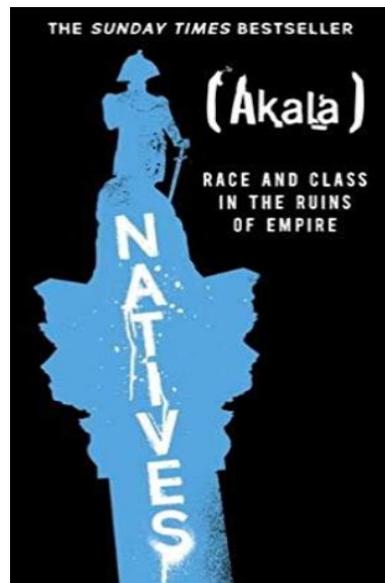
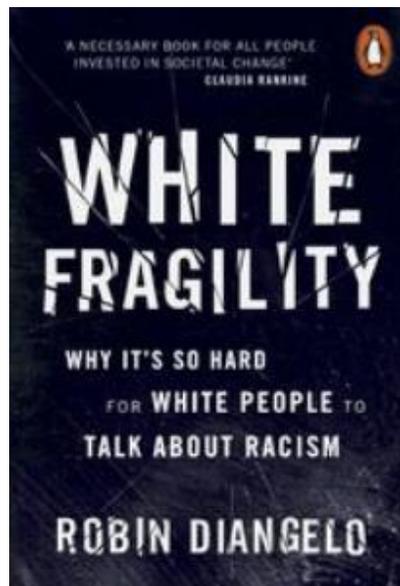
# Reconciliation & reparation

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- White normativity – Libraries at 96.7%, SCONUL BAME report
- ‘Unlearn your privilege’ (Gayatri Chakravorty Spivak, 1993) and recognise ‘white privilege’ (Kalwant Bhopal, 2018)
- Adoption of critical race theory – Jonathan Furner, UCLA (2007)
- “washing away the blackface of white librarianship” - April Hathcock (2015)
- Allyship – where do you stand?
- Teaching decolonising in a colonial institution - alternative and outsider voices, forms of teaching that are decolonising
- Build libraries and collections that help students understand themselves – work with SU



*Edited by Gurinder K. Bhambra,  
Kerem Nisancıoğlu and Dalia Gebrial*



# Essential reading

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Thank you  
[m.clarke@gold.ac.uk](mailto:m.clarke@gold.ac.uk)



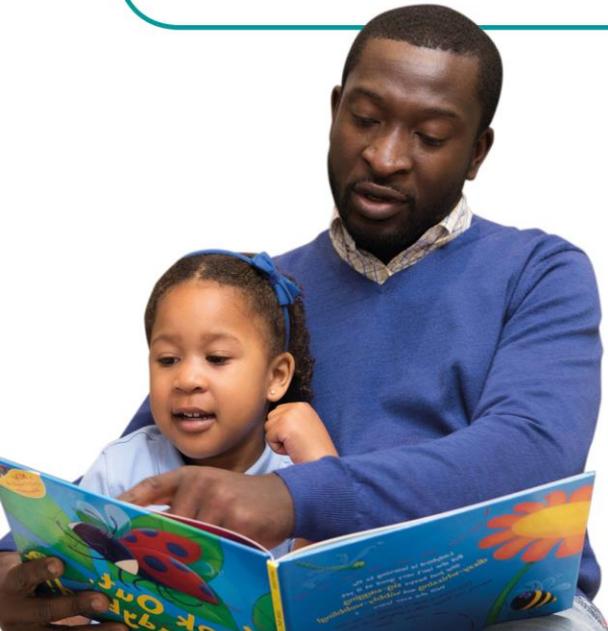
**A three-year project to support and promote  
children's authors and illustrators of colour  
2019 - 2022**



*Image: Tiles by Shirin Adl*

# Who we are

**BookTrust is the UK's largest children's reading charity. We are dedicated to getting children reading.**



**Each year we reach 3.4 million children across the UK** with books, resources and support to help develop a love of reading.



# Why have we created BookTrust Represents?

Because we want to get every child in the country reading. And for that we need a ***range of different voices***, not just for children to see themselves in books, but for all children to have the rich reading experience they deserve.

We have found it difficult to source ***enough books from writers and illustrators of colour***. There is a huge demand out there and we haven't been able to meet it.



# CLPE Reflecting Realities report (2017)

## Main characters in UK Children's Literature 2017

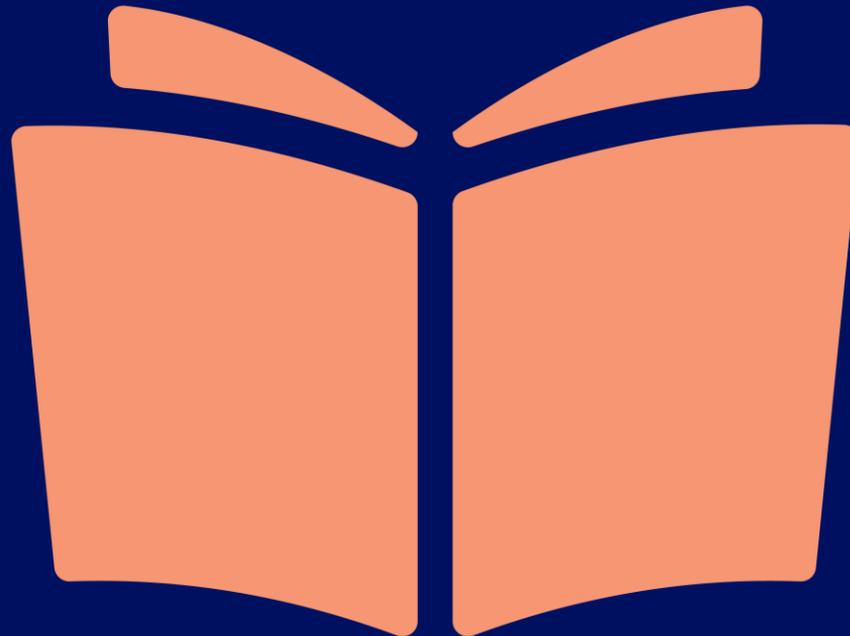


Source: Department for Education

**32%** pupils of compulsory school age in England were of minority ethnic origins in 2017

**1%** of children's books had a BAME main character

**Representation of people of colour  
among children's book authors and  
illustrators  
2007 - 2017**



## Key stats

Between 2007 and 2017,

 **8.62%** of children's book creators were people of colour and they created

 **4.98%** of unique titles.<sup>8</sup>

Between 2007 and 2017,

 **1.96%** of children's book creators were **British** people of colour and they created

 **1.16%** of unique titles.

In 2017,

 **5.58%** of children's book creators were people of colour and they created

 **4.02%** of unique titles.

In 2017,

 **1.98%** of children's book creators were **British** people of colour and they created

 **1.58%** of unique titles.

Between 2007 and 2017, white children's book creators had around **twice as many books published:**<sup>9</sup> on average approximately 4 books in comparison to approximately 2 books.

Key:  Creator  Title



# Sign Up Form and Monthly Newsletter



Welcome to the very first BookTrust Represents Newsletter!

Every month we'll be sending the latest news and opportunities for aspiring and established children's writers and illustrators of colour, straight to your inbox!

So, let's get into it shall we?



Shoot your shot - these opportunities are closing soon!!

- [Spread the Word: London Writers Award 2019](#). Submissions close **Friday 31st May 2019 at 11.59pm**
- [Creative Future Writers Award](#) for under-represented writers in the UK. Submissions close **Sunday 2nd June 2019 at 11.59pm**.

But if you like planning ahead...

- [Pop-up and House of Illustration: Pathways into Children's Publishing](#). Open **Friday 17th May 2019**, submissions close **Monday 2nd September 2019**
- [Undiscovered Voices](#): A competition for unpublished and unagented children's fiction writers living in the UK and the EU. Open **Saturday 1st June 2019**, submissions close **Monday 15th July 2019**.

\*Under the Spotlight\*



Why we all need to see faces that look like us in the arts

By Hannah Lee, author of *My Hair*

Illustration by Allen Fatimaharan  
Hannah Lee's life changed forever when she entered the **FAB Prize** for undiscovered writers and illustrators of colour. What started as a poem turned into a beautiful and funny picture book, illustrated by Allen Fatimaharan and due for publication in September **2019**.

Read all about Hannah's journey as a debut author of colour over on the [BookTrust website](#).

*The FAB Prize 2019 is still open for submissions from undiscovered writers and illustrators of colour interested in creating books for children - enter before it closes on Friday 14th June 2019!*

[Read Hannah's blog here](#)

Call to action!!

Do you have a children's book coming out this year?  
Maybe you have a launch event for your book that you'd like to invite people to?

Please send details to [Booktrust.represents@booktrust.org.uk](mailto:Booktrust.represents@booktrust.org.uk) and we'll put it in our next newsletter!

Quote of the month: She said what she said!

*"Every good book I've read has inspired me, and every bad book made me think, 'I can do better than that.'" - Malorie Blackman*

Have a great June!  
From the BookTrust Represents team



BookTrust is the UK's largest children's reading charity. We are dedicated to getting children reading. Each year we reach 3.4 million children across the UK with books, resources and support to help develop a love of reading.

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Our mailing address is: BookTrust, G8 Battersea Studios, 80-82 Silverthorne Road, London SW8 3HE United Kingdom

Want to change how you receive these emails?  
[Click here](#) to update your preferences or unsubscribe from this list.

What we're reading this month



# Closed Facebook Page



## **BookTrust Represents: Children's/ YA Writers & Illus... >**

CLOSED GROUP · 73 MEMBERS



# Online resources and opportunities



**REWRITE.**  
the narrative

**UNDISCOVERED VOICES**  
promoting unpublished fiction writers from SCBWI British Isles and Europe

2019



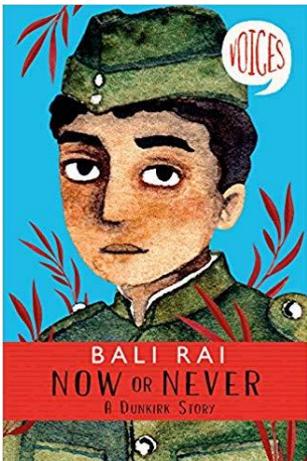
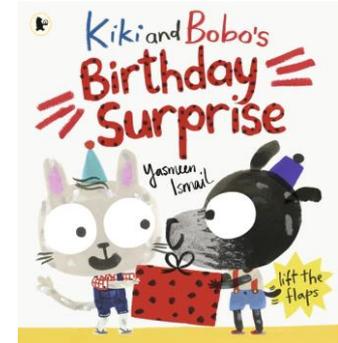
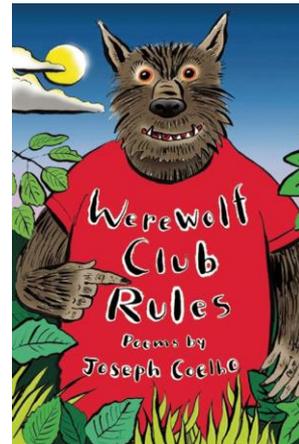
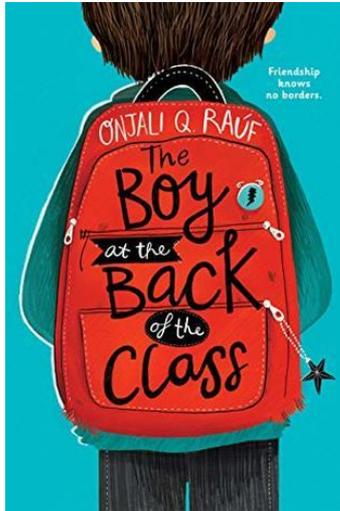
**F A B**

**PRIZE**



# School Visits and Shadowing

Leeds: June and July 2019



# Leeds School Visits



# Leeds School Visits: Feedback from children

“The author is passionate about what she believes in. The experience was inspiring and totally ‘out there.’” – Year 6

“I expected her to read the book seriously but she didn’t. She did really funny voices!” – Year 1

“He was a great author...inspirational and a role model.”  
– Year 5

“I thought authors were really nice and Yasmeen was!” –  
Year 1

“It was amazing to meet an author; he was really nice and polite.” – Year 5



# Writer/ illustrator training programme

Bradford: 21<sup>st</sup> September  
London: 28<sup>th</sup> September 2019



# What's Next for BookTrust Represents?

**Regular topic-based training workshops until 2022**

**Mentorship opportunities for aspiring authors and illustrators**

**Festival partnerships**

**School visits around the country with shadowing opportunities**

**Increasing the number of published children's authors and illustrators  
of colour from 5.6% to 10% by 2022**

# How to get involved with



If you're a children's librarian of colour if you want to be considered as one of our pilot schools BookTrust projects or selection panels,. email [joel.crowley@booktrust.org.uk](mailto:joel.crowley@booktrust.org.uk) for more information

Find out more about BookTrust Represents  
[www.booktrust.org.uk/represents](http://www.booktrust.org.uk/represents)

Or email [Booktrust.represents@Booktrust.org.uk](mailto:Booktrust.represents@Booktrust.org.uk)

Follow @BookTrust on Twitter!





# BookTrust Represents

*Image: Grandma's Hair by Ken Wilson Max*



[www.booktrust.org.uk/represents](http://www.booktrust.org.uk/represents)



[Booktrust.represents@booktrust.org.uk](mailto:Booktrust.represents@booktrust.org.uk)



[www.facebook.com/groups/BookTrustRepresents/](http://www.facebook.com/groups/BookTrustRepresents/)



[#BookTrustRepresents](https://twitter.com/BookTrustRepresents)

# Exchanging the Experience: Building a Network

**Ruth D'Rozario**

**@rdr\_57821**

**Founder and co-chair of THRIVE**

**@THRIVEHachette**



Kate Bush.  
Running  
up that  
hill.



# Why was THRIVE founded?

**2015**

Writing the Future report: just 8% of workforce BAME

**2016**

Hachette's Changing the Story initiative led by incoming CEO David Shelley

**2017**

Bookcareers report: 90.4% of 1023 respondents white



# Aims

## The three B's

Build cultural awareness

Bring people together

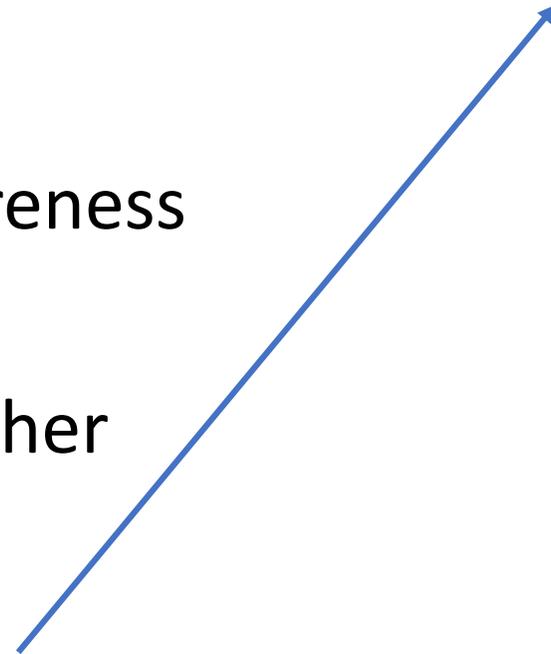
Build people up

## Build people up

= widening representation of *BAME employees* and *BAME authors*

## Changing the Story

= Hachette becoming the *employer* and *publisher* of choice for all people



# Breaking down barriers

**What barriers (if any) stop you from being your whole self at work?**

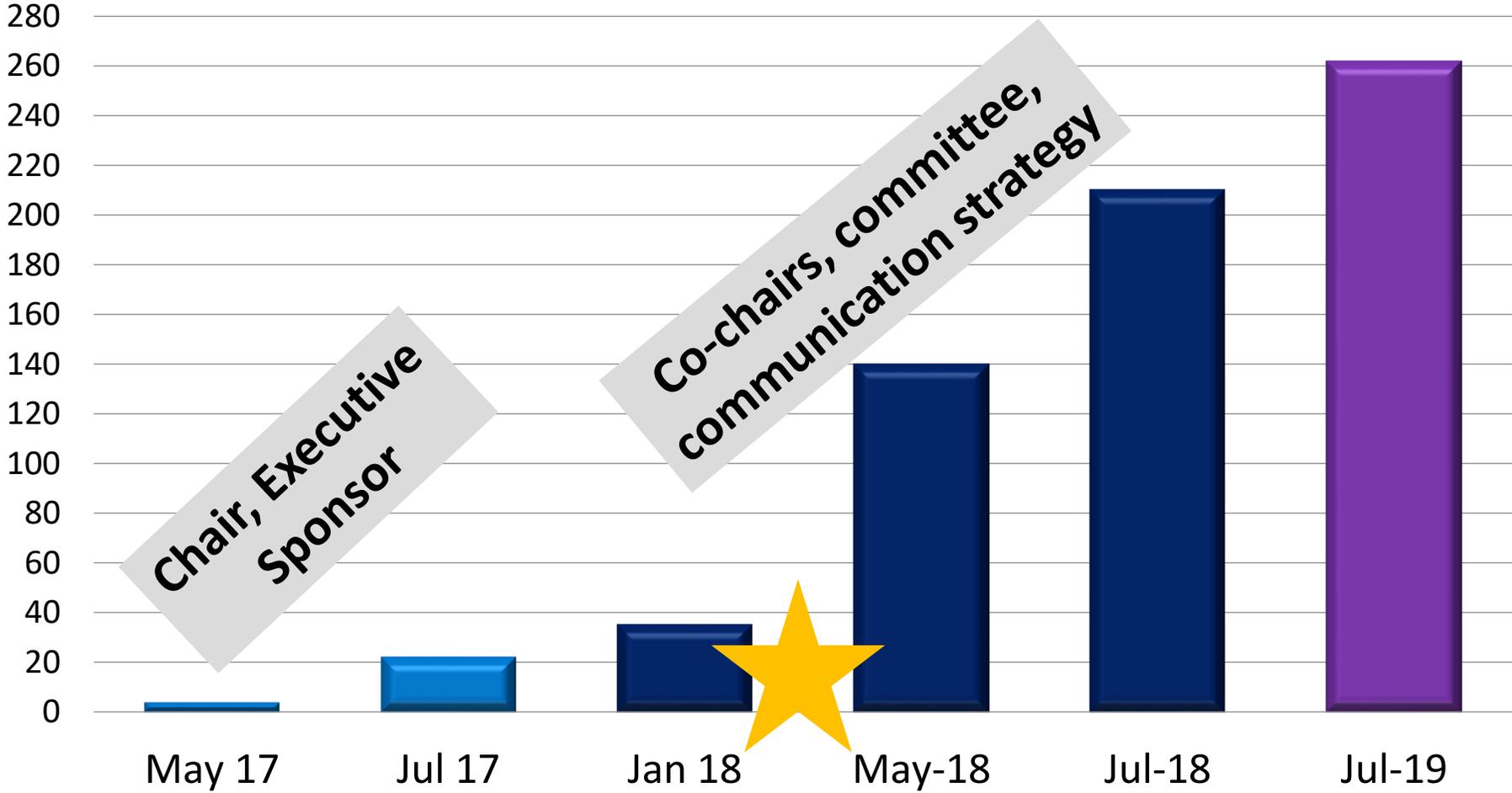
- *Being seen as a spokeswoman for ALL women of colour (and black women in particular) ... as there are so few of us here*
- *The desire to not draw attention to racial, cultural and class-based differences with the fear that these might be misunderstood or undermined*

# Allyship

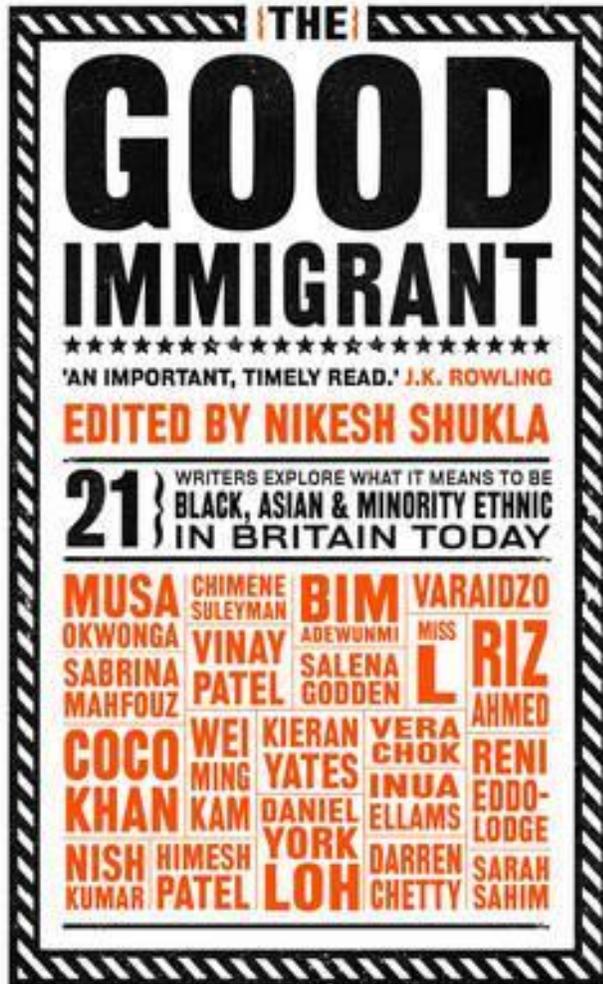
## Why did you join THRIVE?

- *I want to better understand the issues my BAME colleagues face*
- *To support my BAME colleagues and be an ally*
- *I hated to hear how people felt they couldn't be themselves at work because of their backgrounds*

# Building THRIVE: membership



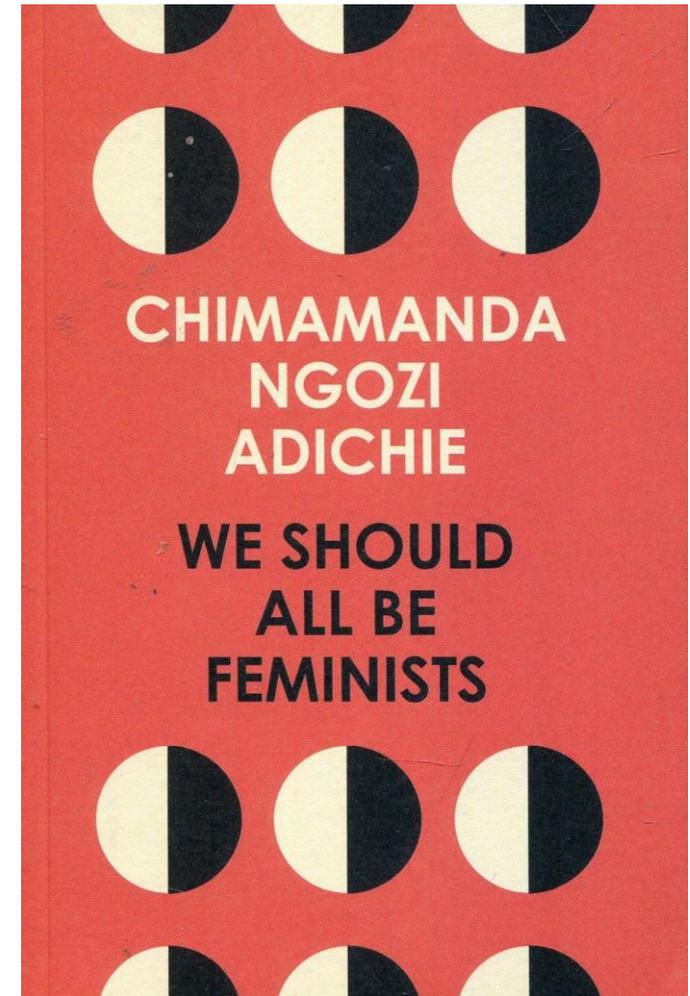
# Information/education at the top



- Business in the Community *Race at Work* survey
- McGregor-Smith review
- CIPD barriers report

Who are the readers of tomorrow?

Representation matters



# Key learnings

- A clear 'why'
- A clear 'how'
- Aligned goals (data)
- Buy-in from the top
- Presence/actions
- Fun
- Free (books, food, tea)











Authors Patrice Lawrence, Sareeta Domingo and Dean Atta

Orion CEO Katie Espiner with agents Emma Paterson, Nelle Andrew and Catherine Cho



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## Hachette publishes Ethnicity Pay Gap report

Published April 17, 2019 by [Benedicte Page](#)

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Hachette has published an Ethnicity Pay Gap report, one of only a handful of UK companies to do so.

The report looks at the difference between the average earnings of all Black, Asian and other Minority Ethnic employees against the average of all white employees at the company.

The figures released are from April 2018, when BAME employees at the Hachette Group (the whole company, including Hachette UK distribution) earned a median\* of 6.9% more than white employees, but a mean of 9.8% less. At HUK Ltd, the legal entity for which the gender pay gap is reported, which largely consists of London-based publishing staff, BAME employees earned a median of 2% more than white employees, but a mean of 18.7% less.

The Ethnicity Pay Gap report follows the latest Gender Pay Gap report, which saw HUK report a 20.1% median gap in favour of men, while Hachette Group's figure stood at 0.6% in favour of women.

The publisher stressed that the Ethnicity Pay Gap figures are based on small numbers: just over 10% of the 831 employees at Hachette UK are from BAME backgrounds, and just under 8% of Hachette Group's 1,650 staffers (so around 83 and 127 individuals respectively), meaning that the statistics this year represent a starting-point but they

**Thank you!**

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