

## CILIP Carnegie and Kate Greenaway Awards Diversity Review

### Progress Report – September 2019

From 2017 to 2018 CILIP carried out an independent diversity review of the Carnegie and Kate Greenaway Awards, chaired by Dr Margaret Casely-Hayford, Chancellor of Coventry University and Chair of Shakespeare's Globe. Following a consultative process, involving collaborative workshops, surveys and focus groups - CILIP released a [final report](#) in which Dr Margaret Casely-Hayford issued a series of recommendations for the Awards to improve and embed diversity, inclusion and representation in its processes.

CILIP and the Youth Libraries Group (YLG) who govern the Medals, responded to these recommendations with an action plan to deliver change in the short, medium and longer term. A year after the publication of the final report, this progress report provides an update on the various actions CILIP and YLG have implemented and those that are ongoing.

### Recommendations

1. **Explicitly champion diversity through the Awards' strategies, development plans and messages** including a statement of a robust and proactive strategy for the Awards that clearly states a commitment to diversity and inclusion with clear vision, objectives, and positive action towards stated intended outcomes.
2. **Recognise a diverse range of voices and perspectives** in the nominations, longlist, shortlist and prize winners.
3. **Expand the diversity profile of the judges** by increasing the variety of backgrounds and lived-experiences amongst CILIP's panel of librarian judges.
4. **Establish an equality, diversity and inclusion advisory panel** to accelerate the embedding of diversity and inclusion throughout the Awards.
5. **Strengthen the diversity training that librarian judges receive** to instil heightened awareness of diversity and inclusion and understanding of the impact of power dynamics, as well as acknowledgement of inevitable personal biases in all members of the panel.
6. **Review the Awards criteria** through an open and collaborative process that includes a diversity of perspectives and lived-experience. Consider the inclusion of criteria for innovation, shifting perceptions, or writing about different backgrounds and experience as indicators of quality and excellence.
7. **Empower and celebrate the children and young people** involved in the Awards through the shadowing scheme by giving them a significant voice and visible presence in the process and prize giving.
8. **Strengthen the governance that supports the Awards' strategic direction**, calling on internal and external experts to lead the Awards through a sustainable change process over the short and long term.
9. **Raise greater awareness of diverse books amongst librarians** and identify opportunities for further championing of diversity with the library supply sector.

10. **Increase outreach** by opening up and amplifying the nominations process, discovering and recognising new and diverse talent and forging new partnerships.

In reaction to these recommendations CILIP announced a new mission for the Awards as set out below.

**Mission:** *To inspire and empower the next generation to create a better world through books and reading.*

This is being achieved by:

- Celebrating outstanding writing and illustration for children and young people.
- Recognising a broad range of perspectives, experiences and voices.
- Championing the power of librarians to connect children and young people with outstanding books that represent their identities and help them shape a better world.
- Encouraging authors, illustrators and publishers to create more books for children and young people that reflect all identities and promote diversity.
- Promoting a readership and market that values diversity, representation and inclusion in books for books for children and young people.
- Challenging children and young people with a diversity of ideas and perspectives to promote empathy, tolerance and understanding.

### **CILIP is committed to a number of short to long-term actions, including:**

- Establishing an Equality, Diversity and Inclusion Advisory panel
- Enhanced training for judges
- Championing new voices
- Increasing children's participation in the Awards
- Reviewing the nominations process
- Reviewing the criteria
- Ensuring a diversity of lived experience on the judging panel
- Improving the judges recruitment processes
- Working with librarians and library suppliers to champion diversity
- Strengthening the Awards governance
- Ongoing evaluation and improvement.

## **CILIP's Progress**

In 2019, CILIP began an implementation plan for these actions. Looking at each area in turn, this report provides an update on CILIP and YLG's progress and ongoing work.

### **1. Establishing an Equality, Diversity and Inclusion Advisory panel**

During the 2019 cycle of the CKG Awards, CILIP and YLG were fortunate to work with an equality, diversity and inclusion panel, which included a number of professionals in the field of children's literature. The panel's role was to support CILIP and YLG in their ongoing commitment to address under-representation and embed diversity into the Awards processes. Chaired by **Jake Hope** (children's book consultant and YLG National Chair), the panel included: **Darren Chetty** (academic and writer); **Nyandavoh Foday** (poet); **Pete Kalu** (writer and Co-Director of Commonword); **Melanie Ramdarshan Bold** (academic and writer); **Karen Sands-O'Connor** (academic and writer)

and **Megan Quibell** (blogger and Inclusive Minds Ambassador). Find out more about the panel [here](#).

During the 2019 cycle the panel were asked to reflect on the Awards processes; this included:

- observing the judging panel discussions and feeding back on processes
- contributing to the review of the Carnegie Medal criteria
- reading and providing feedback on the shortlisted books in contention for the 2019 Medals.

As the panel read the shortlisted books, they were asked to make notes and provide feedback on diversity, inclusion and representation within the books. These comments were shared with the judging panel for consideration prior to the winner selection judging meeting.

While observing the Awards processes, the panel were asked to consider some of the ongoing challenges the Awards are continuing to find ways to address and improve. This included consideration of the nominations process, and how to ensure the nominations list is as inclusive and representative as possible, while making sure the quantity of books the judges read is manageable. Over the years, the number of titles nominated for the Carnegie and Kate Greenaway Medals has greatly increased. For the 2019 medals, there were 254 books nominated (137 Carnegie and 117 Kate Greenaway). The volunteer judges are tasked with reading all of the books against the criteria to decide a longlist, shortlist and eventual winner. The Awards prides itself on being judged by librarians who read all of the books nominated for the Medals. However, we recognise that it is vital that the task is doable and our volunteer librarians feel fully supported in their role.

Some suggestions from the advisory panel on addressing the nominations challenge include:

- Introduce some kind of sifting process (as done by other book awards) so the judges read a reduced list (not all nominated titles).
- Implement some level of pre-judging prior to the longlist to reduce the number of books each judges has to read.
- Split the judges into four groups, each with a certain number of books to read.
- Split the judges by medal, one group judging Carnegie and the other Kate Greenaway.

A concurrent challenge CILIP and YLG face is recruiting a representative judging panel that brings a broad range of perspectives and lived experience to the judging process. The judging panel is currently made up of library and information professionals that are members of CILIP and represent each region of CILIP's Youth Libraries Group. The regional diversity is a strength but we recognise that a number of groups have been historically underrepresented on the panel. The challenge we face is how to recruit diversely when the library sector itself is not a representative workforce (97% white and 79% female, with 61% holding a post-graduate qualification according to the [2015 workforce mapping stats](#)).

Some suggestions from the advisory panel on how to diversify the judging panel include:

- Arranging talks by librarians in each region of YLG to raise awareness of the opportunity and the associated benefits of becoming a judge

- YLG arranging more regional meetings and invite librarians who are not necessarily CILIP members
- CILIP providing guidance / leadership to support YLG to diversify its membership
- As the challenge of recruitment is tied up with the heavy workload there is a need to work on addressing these issues simultaneously
- Try creating regional and national judges. With regional judges contributing at nominations stage, learning about the process and then applying to become national judges so there is a more phased entry into the process.
- Collaborate with universities and colleges to build CKG into their curriculum, give guest lectures, invite students to observe, creating a culture of interest and knowledge about the Awards, and how young/new librarians can get involved.

The panel also provided advice on the roles of those delivering the Awards including the judges, the Chair of Judges, and the team that govern the Awards and the dynamics of judging discussions. The advice and insights from the panel have been gratefully received and the Awards are putting a number of recommendations into practice, particularly with regards the support given to judges, developing clearer communications and measures to manage the workload.

## **2. Enhance training for judges**

In 2018, the judging panel were given additional training opportunities on diversity, inclusivity and unconscious bias, this included:

- Bias testing
- One-to-one coaching with Diversity Consultant, Diane Airey (Diversity Dynamics)
- Guidance notes on Inclusivity in Children's Books prepared by Diane Airey and Inclusive Minds.

The judges received guidance from the advisory panel on the shortlisted books in the form of a 'Have you considered this?' documents that encouraged re-reading and further reflection on representation within the texts.

In 2019, the judges training day was focused on diversity, inclusion and representation in children's books with a session on the Carnegie Medal delivered by Darren Chetty and Karen Sands-O'Connor and a session on visual representation for the Kate Greenaway Medal delivered by Alexandra Strick from Inclusive Minds.

CILIP and YLG will continue to provide the judges with resources and guidance on diversity, inclusion and representation in children's books and encourage further independent reading and engagement through recommended reading lists and knowledge sharing. These principles are fundamental to the judges' work as librarians and a part of CILIP and YLG's commitment to supporting and encouraging best professional practice.

## **3. Champion new voices**

CILIP aims to publish a quarterly list of 'Top 10 New Voices' to showcase new and emerging talent in children's books and a diversity of voices and perspectives. The list will be published quarterly

online (on the Awards website and promoted through social media). The aim is to both champion diverse talent and raise awareness of diverse books among librarians.

The intention was to set this up in 2019 but due to capacity constraints of the small team that govern the Awards this will be introduced in 2020. CILIP and YLG are coordinating a selection panel who will curate the list each quarter. Authors and illustrators recognised on this list will be invited to participate in blog posts, interviews and other profile-raising opportunities with the Youth Libraries Group.

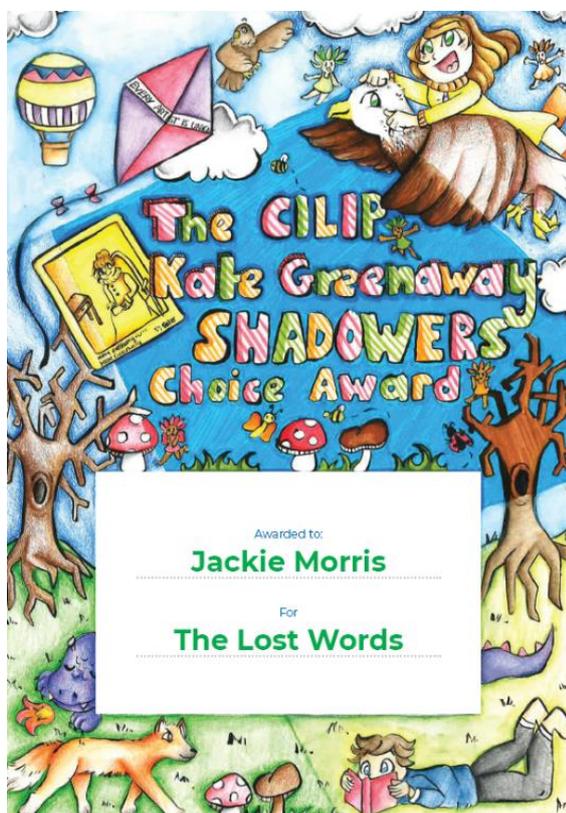
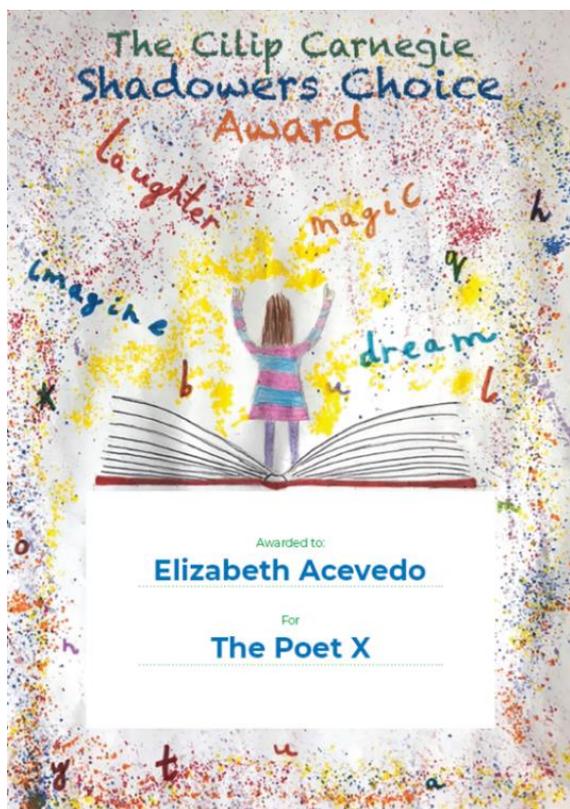
#### 4. Increase children's participation

In 2019, CILIP launched the Shadders' Choice Award, voted for and presented by the young people that shadow the Awards. Shadowing groups were given the opportunity to vote for their favourite book to win the Shadders' Choice Awards. Just like the judges, groups had to come to a joint decision on their favourite book.

Shadowing groups were also invited to enter a Certificate Design competition to be presented to the winners of the Shadders' Choice Award in the Carnegie and Kate Greenaway category. The creator of the winning design was then invited to the winner ceremony to present their certificate to the Shadders' Choice Award Winner.

It was fantastic to see the wonderfully creative designs from shadders and really exciting for the winning shadders to take to the stage at the ceremony to present the Award alongside the host, Konnie Huq.

See the winning Shadders' Choice competition certificates (pictured below).



The certificate competition winners, Kate and Anna, appear in the photo (right) with the 2019 Medal winners, Jackie Morris and Elizabeth Acevedo and the host, Konnie Huq.

Photo © Katariina Jarvinen



We were also delighted to be joined by Serena Jemmett, a youth activist for Amnesty International, at the 2019 winner ceremony, who gave a passionate speech about the Rights of the Child.

The Awards are continuing to find ways to engage more children in the Shadowing Scheme and in 2020 will be carrying out a review of the scheme and the website.

## **5. Review the nominations process**

CILIP and YLG are continuing to find ways to manage the nominations process to allow for as diverse and inclusive a list as possible while ensuring the quantity of books that the judges read is manageable.

For the 2020 Medals, CILIP are reducing the number of books that members are invited to nomination to one title per Medal. We expect to see a reduction in the number of titles nominated in 2020 as a result of this measure.

CILIP will continue to stress the importance of nominating titles for the Medals that meet the criteria and mission for the Awards.

YLG are developing further support for the judges in pre-reading and preparing for judging.

## **6. Review the criteria**

In response to the diversity review, CILIP and YLG have taken steps to carry out an in-depth review of the Medals' criteria through an open and collaborative process.

CILIP and the Awards Working Party began the process by reviewing the Carnegie criteria.

### Aims of the Carnegie Criteria Review:

CILIP and YLG sought to explore and assess the suitability of the existing criteria drawing on learnings from the Diversity Review and to align the criteria with the new mission for the Awards.

The review sought to consider, with academic support, inherent bias that may exist in the current criteria and to ultimately achieve a set of criteria to judge outstanding writing and illustration in

books for children and young people that concurrently recognises a broad range of perspectives, experiences and voices.

#### Method:

CILIP worked with Dr Helen Day at the University of Central Lancashire, and her second year English Literature students, on a research project to scope this review and reach a set of recommendations to support the CILIP team in devising the final set of criteria.

The research project included a collaborative workshop, attended by the Awards Working Party, past judges and experts in the field of children's literature, diversity and inclusion.

#### Outcome:

Following this Review process, CILIP and YLG have produced a new set of criteria for the Carnegie Medal to recognise outstanding reading experiences created through writing. There has been a shift of focus towards the reader and reading experience to encourage judges, nominators and shadowers, to consider the books nominated for this Medal both from the perspective of their own reading experience as well as considering that of other readers.

The revised criteria has been built around the framework of the previous criteria. The questions are divided into four sections: Plot, Themes, Characterisation and Style, with 'Themes' being added in this new version of the criteria. All of the questions have been compiled to encourage reflection and re-reading.

CILIP is piloting the revised criteria in 2020 and welcome feedback from the judges and external stakeholders on these criteria. In July 2020, in the annual review of the Medals, we will consider all of the feedback and make revisions.

During the 2020 cycle of the Awards we will carry out a review of the Kate Greenaway criteria, working in collaboration with experts in illustration.

### **7. Ensure a diversity of lived experience on the judging panel**

Following the diversity review, CILIP and YLG introduced a co-opting procedure to address representation on the panel. Where the judging recruitment process results in an all-white or single gender panel the Awards will seek to co-opt up to two additional judges to the panel.

We recognise that the co-opting procedure does not go far enough in securing a representative panel and that more needs to be done to improve representation within the sector and to engage more people from diverse backgrounds in the Awards and judging process.

By working with an advisory panel in 2019, who read the shortlisted titles and provided feedback, we were able to share a broader range of perspectives and experiences with the judges to inform their decision making.

We are seeking to continue this practice of providing the judges with external feedback on the shortlisted books which will be detailed in point 11 of this report.

## **8. Improve judges recruitment processes**

CILIP has been working with YLG to improve the recruitment process for judges through a more rigorous and inclusive application process that is more widely promoted and advertised.

In recruiting judges for 2021-22, CILIP has introduced an opportunity for library workers from BAME backgrounds to join the panel without CILIP membership. Previously, all judges have been members of CILIP. To remove this barrier to taking part, we are inviting non-members to apply. If successful in their application, the non-members will receive free group membership to YLG for the duration of their two-year term on the judging panel.

## **9. Work with librarians and library suppliers to champion diversity**

### Pen&inc.

In 2019, CILIP launched [Pen&inc.](#): a new bi-annual magazine and listings guide to celebrate diversity, inclusion and representation in children's books. Its aim is to improve choice for readers and create opportunities for authors, illustrators and publishers from all backgrounds and abilities. By showcasing diverse and inclusive books to our members and heads of library service, CILIP wants to make it as easy as possible for librarians to identify books that can be part of the library, ensuring shelves are stocked with great books that feature a range of characters, from diverse creators. The magazine provides opportunity for all publishers to list their diverse and inclusive book stock for free, as well as other promotional and advertising opportunities. The editorial content focuses on diverse initiatives within libraries and the wider book sector to share best practice, resources and ways for libraries to improve their provision of diverse and inclusive stock and services.

### Nation of Readers

CILIP has also begun work on a new campaign: Building a Nation of Readers. The campaign seeks to promote readership and diversity in books by building long-term relationships between book industry partners including authors, publishers, booksellers, distributors and libraries.

In May 2019, CILIP brought together key stakeholders from across the book trade to share perspectives, identify common challenges and test the appetite for longer-term collaboration.

CILIP is proud to be supported by Nielsen book as a sponsor for this campaign and are continuing to work with Arts Council England, librarians, publishing partners, suppliers, literacy organisations and champions of diversity and inclusion to continue this conversation. CILIP aims to set up more regular cross-sectoral meetings to build collaboration in the industry to help us to achieve shared aims of increased readership and diversity.

## **10. Strengthen governance**

In working with an equality, diversity and inclusion panel CILIP and YLG have gained insights into how we can improve the governance of the Awards through more clear and distinct roles for the Awards Working Party, Chair of Judges and the judges themselves.

CILIP and YLG have begun work to more clearly set out the roles of each member of the Working Party team and the judges which will be made more transparent in the recruitment process.

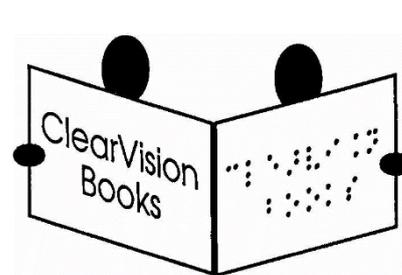
## 11. Evaluation and improvement

CILIP and YLG continue to strategize on ways to improve diversity, inclusion and representation in the Awards processes and shadowing scheme. CILIP and the Awards Working Party team continually look for opportunities to improve engagement with the Awards, provide more support to judges, secure partnerships and network with third parties who are pioneering research and initiatives in diversity and inclusion.

Building on our successful partnership with Amnesty International to illuminate human rights in children's books, we are proud to announce a new partnership with Inclusive Minds, a collective whose mission is to change the face of children's books through inclusion, diversity, equality and accessibility.

Throughout the 2020 Awards cycle, [Inclusive Minds](#) will provide guidance on titles in contention for the Medals and contribute to the Shadowing Scheme resources. Awards judges will have access to an expert network of [Inclusion Ambassadors](#), to help increase their awareness and understanding of inclusion and representation within nominated titles. A dedicated Inclusion Ambassador Shadowing Group will read the shortlisted titles, providing feedback from their lived experience to help inform judges' decision-making.

We are delighted to be continuing to improve accessibility of the books shortlisted for the Medals. Alongside our work with RNIB to make the shortlisted books accessible in braille and large print formats, we are developing partnerships with the [ClearVision Project](#) and [Calibre Audio Library](#) to create braille interleaved versions of the Kate Greenaway titles (compatibility permitting) and audiobooks of the Carnegie titles and Kate Greenaway (compatibility permitting).



### Next steps

CILIP and YLG will continue our work to implement the outcomes of the diversity review and provide progress updates. As we continue to work with partners across the industry, we look forward to taking further steps towards a wholly inclusive Awards that inspire and empower young people.