

CILIP Carnegie and Kate Greenaway Awards Diversity Review

Progress Report – December 2020

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.

In September 2019, CILIP published a [Progress Report](#) to provide an update on the various actions CILIP and YLG have implemented and those that are ongoing.

This is the second year update on CILIP and YLG's progress in implementing the 2018 Diversity Review outcomes.

CILIP's Progress: 2019 to 2020

Accessibility

In 2020, we are delighted to have worked in partnership with Calibre Audio, a national charity lending free audiobooks for anyone who is print disabled. Calibre Audio produced audiobooks for all titles on the Carnegie and Kate Greenaway Medal shortlists (compatibility permitting) to add to their audio lending library in 2020.

Calibre Audio feel passionately that a print disability, or any difficulty in holding a book should not be a barrier to the pleasure and enrichment of reading. Everyone, no matter their personal social or financial circumstances, deserves to immerse themselves in a good book, and unleash the power of their imagination. It is equally important to CILIP and the CKG Awards to remove barriers to participation so that as many young people as possible can enjoy the outstanding books shortlisted for the Medals and take part in the shadowing scheme.

Discover the 2020 Calibre Audio titles at www.calibreaudio.org.uk/articles/carnegie-and-greenaway-awards-2020.

We are pleased to be continuing this valuable partnership with Calibre Audio alongside our longstanding partnership with RNIB in 2021.

We underwent a website development project at the beginning of 2020 to make it more accessible to young people who take part in the shadowing scheme. We removed group leader log ins to allow Shadowers to more easily share their reviews and artwork in response to the shortlisted books and access all the content for that book and from the author or illustrator in one place.

In response to school closures, due to the impact of Covid-19 we adapted the 2020 Shadowing scheme to bring as much digital content as possible for groups and individuals taking part at home, while extending the scheme from June to October to give groups the chance to access their physical books when schools returned.

We strived to be as inclusive as possible in a challenging year to provide opportunities for groups and individuals to engage with the scheme.

Championing new voices

CILIP and YLG continue to explore opportunities to promote new voices, through CILIP's Pen&inc. magazine and YLG's programme of events, blog and conference.

During the lockdown that began in March, CILIP and YLG launched a YouTube channel, the [National Shelf Service](#), featuring book recommendations from professional librarians to help children and families discover new, diverse reading experiences. The National Shelf Service also provided a platform to support other awards and reading initiatives such as the Little Rebels Prize, BookTrust Storytime Prize, international book awards and a Libraries Week collaboration with the Society of Children's Book Writers and Illustrators.

Criteria

Following a collaborative review of the Carnegie criteria in 2019, CILIP and YLG undertook a review of the Kate Greenaway Medal criteria during the 2020 cycle.

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 illustration in books for children and young people that recognises a broad range of experiences and voices and demonstrates inclusive visual representation.

Method

CILIP worked with Delyth Lloyd-Evans, Programme Director at the Swansea College of Art, and her illustration students, on a research project to scope the review and provide a set of recommendations to support the CILIP Awards team in devising the final set of criteria.

In scoping the project, CILIP consulted with a number of experts in the field of illustration and children's books including the Association of Illustrators, CLPE and Inclusive Minds.

Outcomes

Following this Review process, CILIP and YLG have produced a new set of criteria for the Kate Greenaway Medal to recognise outstanding reading experiences created through illustration.

The revised criteria has been built around the framework of the previous criteria. The questions are divided into four sections: Visual Experience, Artistic Style, Visual Representation and Synergy of illustration and text, with 'Visual Representation' added in this new version of the criteria. All of the questions have been compiled to encourage reflection and re-reading.

You can [view the criteria here](#). CILIP is piloting this revised criteria in 2021 and welcomes feedback from the judges and external stakeholders. In July 2021, in the annual review of the Medals, we will consider all of the feedback and make revisions as needed.

Judging Processes and Recruitment

The diversity review identified a need to expand the diversity profile of the judges by increasing the variety of backgrounds and lived-experiences amongst CILIP's panel of librarian judges. CILIP and YLG have faced an ongoing challenge due to the heavy workload and time commitment it takes to be a judge as well as the under-representation of people who identify as BAME among the librarian workforce and CILIP's membership.

CILIP and YLG have put in place a number of new measures to improve the process of recruiting judges and widen the opportunity to take part.

In recruiting judges for 2021-22, CILIP 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 have invited non-members to apply. If successful in their application, the non-members receive free group membership to YLG for the duration of their two-year term on the judging panel. We are pleased to see this opportunity taken up by new judges on the 2021-22 and 2022-23 judging panel.

In 2020, CILIP announced a new commitment to promote greater representation of library and information professionals who identify as BAME in our leadership and governance, setting an aspirational target to achieve 20% representation on the CILIP board and all member network and special interest group committees by the end of 2022. To support the CILIP community to achieve this goal, CILIP is offering up to 150 complimentary memberships to library and information workers from BAME backgrounds who are selected to join a committee before the end of 2022. We are pleased to see YLG and the CKG Judging panel have achieved this target and continue to work towards representing all voices in our work.

In 2019, CILIP was fortunate to work with an Equality, Diversity and Inclusion advisory panel, who observed the Awards processes and provided valuable feedback on areas for further improvement. A key challenge that was identified was the need to more effectively manage the judges' workload, which in turn could remove barriers for more diverse applicants to take up the role.

For the 2020 Awards we took the following actions:

- Improved the process for circulating eligible titles to the judges to raise awareness among nominating librarians and to give judges more time to pre-read in anticipation of the nominations being submitted. Care was taken to highlight diverse and inclusive titles among these lists.
- Ran nomination selection days in each YLG region with a focus on diverse and inclusive titles.
- Reduced the nominations period from four weeks to two weeks.
- Reduced the number of titles CILIP members are allowed to nominate from two to one per Medal.

These actions resulted in a 37% decrease in the number of titles nominated for the Medals while maintaining a high quality and diverse list.

Following guidance from the EDI panel, we also developed a more comprehensive handbook for judges to support them in their role, provided further online training packages for judges - with a focus on representation and inclusion, and developed guidance for the Chair of Judges to support them in their vital role.

Partnerships

2020 saw a new partnership for the Awards with Inclusive Minds CIC, a collective whose mission is to change the face of children's books through inclusion, diversity, equality and accessibility.

Throughout the 2020 cycle, Inclusive Minds provided guidance on titles in contention for the Medals and contributed to the Shadowing Scheme resources. A dedicated Inclusion Ambassador Shadowing Group was set up to read the shortlisted titles and provide feedback from their lived experience to help inform judges' decision-making.

We are delighted to be continuing this important work with Inclusive Minds and the Ambassador Network in 2021.

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.