BAME perceptions and experiences of Scotland’s literary sector

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EXECUTIVE SUMMARY

The Scottish BAME Writers Network and EDI Scotland produced a survey to capture the perceptions and experiences of Black, Asian and Minority Ethnic (BAME) people who are engaged, or wish to engage, in Scotland’s literary sector. The survey ran through February and March 2020 and was completed by 32 respondents.

Key quantitative and qualitative findings from the survey include:

Respondent profile

- The overwhelming majority of respondents were women (71.0%).
- A large proportion of respondents (60.0%) identified as asexual, bisexual/bi, gay/lesbian, pansexual or queer.
- Almost three quarters of respondents (70.0%) had personal experience of mental health problems.
- Just over three in five respondents (64.5%) said their highest level of qualification was a postgraduate degree.

The Scottish BAME Writers Network

- The vast majority of respondents described themselves as a writer (87.5%).
- Just over half of respondents (56.3%) had participated in a Network event or activity in the past 12 months.
- The location of events and activities was noted as the most common reason for not having participated in a Network event or activity (noted by 57.1% of respondents).
- Almost all respondents (94.4%) agreed or strongly agreed with the statement ‘The Network has provided an online community via its Facebook page and/or other social media’.
- Respondents shared free-text comments stating that they would like the Network to continue and/or offer more opportunities to receive formal and informal feedback on their writing.
- Almost three quarters of respondents (72.2%) strongly agreed with the statement ‘The Network has exposed me to a greater diversity of BAME writers in Scotland’.
- In contrast, just 16.7% of respondents strongly agreed with the statement ‘The Network has exposed White audiences to a greater diversity of BAME writers in Scotland’.

Scotland’s literary sector

- Over three fifths (62.5%) of respondents felt that, within the past 12 months, their ethnic identity or race had been a barrier to success in Scotland’s literary sector.
- Over one quarter of respondents (26.7%) had experienced a racist incident at a literary event or activity in the past 12 months.
• Just under three quarters of respondents (71.9%) agreed or strongly agreed with the statement, ‘I am aware of the diversity of BAME writers that exist in Scotland’.
• In contrast, respondents overwhelmingly disagreed or strongly disagreed (84.8%) with the statement, ‘White Scottish audiences are aware of the diversity of BAME writers that exist in Scotland’.
• The most frequent code that emerged from qualitative analysis related to not knowing where to start in the literary sector or not knowing the right people, noted by 12 respondents.
• A large number of respondents also shared free-text comments that documented experiences of microaggressions (noted by seven respondents) and resistance to topics they write about, which were often perceived as inaccessible (noted by six respondents).
• Over three quarters of respondents disagreed or strongly disagreed (78.5%) with the statement ‘I believe enough opportunities for collaboration and partnerships exist between BAME people in Scotland’s literary sector’.
• Just under half of respondents (46.9%) strongly disagreed with the statement ‘In general, BAME and White Scottish people have equal opportunities to succeed in Scotland’s literary sector’.
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About EDI Scotland

EDI Scotland provides research and data consultancy on issues related to equality, diversity and inclusion in Scotland.

Data, research and evidence-based solutions are powerful tools in the fight against injustice and inequality. EDI Scotland promotes robust research with a radical edge and works with organisations (big and small) to make Scotland a fairer place for everyone.

EDI Scotland is directed by Dr Kevin Guyan, a mixed methods researcher based in Edinburgh with over a decade of research experience across academia, higher education and the voluntary sector.

Find out more: @EDIScotland or EDIScotland@outlook.com.
Foreword from the Scottish BAME Writers Network

What are we, as a sector, doing to support and inspire current and future generations of Scottish and Scotland-based BAME* writers?

Between February and March 2020, responses were collected from BAME individuals in the literary sector; in April and May 2020, these findings were analysed and assembled into two sections: one specific to the Scottish BAME Writers Network and one more generally about Scotland’s literary sector. Both sections are available in this document and open for public review.

When Scottish BAME Writers Network set out to conduct this survey report with EDI Scotland, neither organisation was aware of any data currently available that spoke to BAME persons’ experiences of Scotland’s literary sector. Our goal was two-fold:

1. to gather data that could inform the programming of our pilot year and beyond, as a funded organisation
2. to assess current experiences, opportunities, and perceptions of the literary sector from BAME individuals living and working in Scotland.

The findings presented in this report are representative of a small dataset and thus not indicative of all BAME writers in Scotland. While we would have liked to receive more responses, we are a new organisation, and we are very grateful to the individuals who took the time to complete this survey. Since it was circulated in February 2020, we have seen an increase in our network numbers. We hope that future surveys will contain larger datasets.

Moreover, neither the network, nor this survey, claim to speak on behalf of the entire BAME writing sector in Scotland. We come from different racial backgrounds, ethnic and cultural groups, faiths, classes, sexualities: some of us are disabled and/or live with chronic illness, some of us are carers. Some of us have spent our whole lives in Scotland, while others are recent arrivals from around the world. What we do share, and what this survey hopes to capture, is the experience of having our identities (including our bodies, histories, and narratives) racialised within the environment of the literary sector. As always, we emphasise that we are a network of uniquely diverse and individual writers, performers, editors, readers, publishers, and book lovers.

It is our hope that the information presented in this report will provide qualitative and quantitative evidence reflecting the experiences and perceptions of BAME individuals in Scotland’s literary sector. The report reveals numerous facets that make Scotland’s literary sector vital and meaningful for underrepresented communities. However, the research also exposes challenges around: event and programming access, career development, and
These results challenge both our Network and the wider sector to consider who we are and are not reaching.

The results, collated and presented by EDI Scotland, invigorate Scottish BAME Writers Network to continue our work. We hope to extend our programme beyond its pilot year, with a focus on reaching outside the central belt and targeting groups underrepresented within our own survey results. Outside of these primary concerns, we also aim to incorporate more professional development opportunities and services involving editing and 1:1 mentoring in our programme.

These results are meant to be a guide; they are only the beginning of a very important conversation. It is our hope that this survey, and our future survey work, will promote real, actionable change that addresses systemic barriers for writers within our network.

*BAME stands for Black, Asian, and Minority Ethnic. Survey respondents who identified as white were filtered out of these results. Our aim was to gather responses from people within the Scottish literary sector who are racialised and who identify as a Black person or a person of colour. As an organisation, while we use the term BAME, we acknowledge the limitations of this terminology. At the core of our network, we address and overcome systemic barriers that our members face directly or indirectly based on their ethnic or national identities, race or perceived racial identities, or the colour of their skin as per the Equality Act of 2010.*
Introduction

The Scottish BAME Writers Network commissioned EDI Scotland to survey the perceptions and experiences of Black, Asian and Minority Ethnic (BAME) people who are engaged, or wish to engage, in Scotland’s literary sector.

The Network intended to use data collected from the survey to:

- Assess gaps, absences and barriers to participation in the Network
- Guide events and Network programming
- Evaluate the impact of the Network’s work
- Provide an insight into BAME people’s perceptions and experiences of Scotland’s literary sector

Thirty-two people participated in the survey, which ran through February and March 2020. Findings from this survey present many quantitative and qualitative insights into the work of the Scottish BAME Writers Network and Scotland’s literary sector. Due to the number of survey respondents (n=32), it is important not to over-analyse the findings presented in this report or assume that the information presented is necessarily representative of the perceptions and experiences of BAME writers in Scotland. However, among those who responded to the survey, engagement was high. Most respondents answered all applicable questions and the vast majority (90.6%) shared detailed comments in response to free-text questions.

This report uses the acronym BAME. EDI Scotland acknowledges the limitations of this approach and that specific questions related to race, skin colour, ethnicity, nationality and culture may not capture the diversity of identities within or outside of Scotland (such as Indigenous American, First Nation, Aboriginal, Latinx or Afro-Latinx). This research only sought the perceptions and experiences of people who identified as someone from a minority ethnic group (ie not white Scottish), the survey also did not capture data on the perceptions and experiences of people from minority white ethnic groups (ie white Polish).

The report uses the term ‘literary sector’ to include publishing opportunities, events and activities, festivals, informal education (such as mentoring) and networking.

Each section of the report notes evidence-based recommendations the Network may wish to consider in relation to its own practice and when advocating change in Scotland’s wider literary sector.
Methodology

Survey design

EDI Scotland and the Network co-created a survey to capture the perceptions and experiences of BAME people who are currently engaged or wish to be engaged in Scotland’s literary sector. This survey took around 15 minutes to complete and asked questions about:

- The Scottish BAME Writers Network
- Respondents’ experiences
- Scotland’s literary sector

The survey explained there were no right or wrong answers and that the Network were keen to hear about respondents’ opinions and experiences, both positive and negative.

The survey launched on 21 February and ran for five weeks.

Quantitative analysis

Following the closure of the survey, the data was imported into Excel, cleaned and two respondents were removed prior to analysis. Data related to ethnic groups was aggregated into new categories (further information provided below). Descriptive analysis was conducted for all questions, with respondents who skipped a question removed from calculations for that question.

For questions that asked respondents their level of agreement with a statement, response options were weighted as: Strongly agree = 5, Agree = 4, Neither agree nor disagree = 3, Disagree = 2, Strongly disagree = 1. This made it possible to calculate mean scores, where appropriate.

Due to small numbers, it was not possible to conduct further analysis of responses by identity characteristics (for example, by gender or by ethnic group).

Qualitative analysis

Of the 32 respondents considered in this analysis, only three did not share free-text answers. This means that qualitative findings present a rich account of the perceptions and experiences of those who participated in the survey.

All free-text responses were imported into the qualitative analysis software package Atlas.ti for thematic analysis. This involved reviewing all free-text responses and assigning a code to mark recurring themes. For example, all codes related to barriers to participation in the literary sector because of self-confidence of anxiety were marked ‘barrier: self-confidence/anxiety’.
During the first round of coding, all free-text comments were reviewed with an open mind as to what might emerge during this stage of the analysis. This resulted in a list of 44 codes. This code list was reviewed and the free-text comments were read a second time, this time the list of 44 codes informed the review of the qualitative data. During the second round of coding, some codes were merged, some codes were deleted and some new codes were added. This resulted in a final list of 39 codes.

**Respondent profile**

Thirty-four people responded to the survey. One respondent did not provide consent and one respondent completed the survey twice (giving identical answers) - both respondents were removed prior to analysis. Findings are therefore based on analysis of 32 respondents.

The sample had the following characteristics:

- 41.9% of respondents identified as mixed or of multiple ethnic groups, followed by Asian (35.5%), Black (16.1%) and other (6.5%). Due to small numbers, these ethnic groups were created by aggregating all Asian, Asian Scottish and Asian British sub-groups to create the group Asian; all African, African Scottish, African British, Caribbean, Caribbean Scottish, Caribbean British, Black, Black Scottish or Black British sub-groups to create Black; all other ethnic group, Arab, Arab Scottish or Arab British sub-groups to create other. This approach was based on the ethnic groups presented in Scotland's 2011 census. The full list of ethnic groups presented in the survey is listed in Appendix 1.
- The overwhelming majority of respondents identified as a woman (71.0%), 16.1% of respondents identified as non-binary and just 12.9% of respondents identified as a man.
- Excluding those who selected prefer not to say, 40.0% of respondents identified as heterosexual. The remaining 60.0% identified as asexual, bisexual/bi, gay/lesbian, pansexual or queer.
- Excluding those who selected prefer not to say, 6.9% of respondents were trans or had a trans history.
- Excluding those who selected prefer not to say, 58.6% of respondents did not follow a religion (including atheist). The remaining 41.4% of respondents followed a diversity of religions.
- Excluding those who selected prefer not to say, 73.9% of respondents had no known impairment, health condition or learning difference.
- Excluding those who selected prefer not to say, 70.0% of respondents had personal experience of mental health problems.
- For 64.5% of respondents, their highest level of qualification was a postgraduate degree.
- Excluding those who selected prefer not to say, 56.7% of respondents had parent/s or carer/s who attended university, 6.7% were unsure and 36.7% did not have parent/s or carer/s who attended university.
- Half of respondents (50.0%) were aged 26 to 35, 23.3% were aged under 26, 16.7% were aged 36 to 45 and 10.0% were aged 46 to 55.
- 72.4% of respondents had no caring responsibilities, the remaining 27.6% of respondents had caring responsibilities for children and/or adults.
Among respondents who shared their postcode, almost all were located in Edinburgh (48.3%) or Glasgow (44.8%). Just 6.9% of respondents were located in other parts of Scotland.

**Recommendations**

- Consider what actions the Network could take to engage more men in their events and activities.
- A large proportion of respondents have personal experience of mental health problems; ensure all Network events and activities are designed with this in mind and consider the provision of specific support for writers with experience of mental health problems.
- As a large proportion of respondents identified as LGBTQ+, ensure the Network continues to adopt an intersectional approach to its events and activities.¹
- Almost two thirds of respondents had a postgraduate degree. As this is far higher than among the general population, the Network should work to ensure it engages with BAME people beyond university and academic contexts.²
- Develop ways to reach people that live beyond Glasgow and Edinburgh.

¹ For context, in 2016 the Office for National Statistics estimated that 2.5% of the UK population aged 16 or above identified as lesbian, gay, bisexual or a sexual orientation ‘other’ than heterosexual. No robust measure of the trans population in the UK exists but, based on studies from other countries, it is estimated between 0.35% and 1%.

² Data from Scotland’s 2011 census shows that in the City of Edinburgh, between 48.8% and 57.6% of BAME people aged 16 and over had a Level 4 qualification (a university degree or equivalent) or above.
Section one: The Scottish BAME Writers Network

The first section of the survey asked respondents about their engagement, or lack of engagement, with the Network.

Among those who responded to the survey, 87.5% of respondents described themselves as a writer. The most common genres respondents worked in were fiction (71.4% of respondents), poetry (57.1% of respondents), non-fiction (46.4% of respondents) and spoken word (35.7% of respondents). Respondent were invited to select all genres that apply.

1.1 How many years have you worked as a writer/on your writing practice?

As noted in Figure 1.1, respondents had worked as a writer/on their writing practice for differing lengths of time.

Just over half of respondents (56.3%) had participated in a Network event or activity in the past 12 months. The most common reasons for not having participated in a Network event or activity were: location of events and activities (noted by 57.1% of respondents), unaware of the Network (noted by 42.9% of respondents) and associated costs such as travel or childcare (noted by 42.9% of respondents).

The location of Network events and activities was one of the most frequent themes identified from the qualitative analysis. Nine respondents noted the need for the Network to deliver more work outside of Edinburgh. One respondent explained that ‘beyond the central belt and particularly Edinburgh […] it is much harder to get recognition and opportunities’, with others requesting that the Network avoids ‘being too Edinburgh-centric’ and host ‘more events in places other than Edinburgh’.

More than four fifths of respondents (82.1%) did not have a BAME mentor to support their work or practice. Among those who had a mentor, one respondent noted how ‘when you meet people who like your work or want to mentor you, you gain much more access into the
literary sector’. Five respondents suggested that the Network might wish to facilitate a mentorship programme, this might involve a programme ‘to match mentors and mentees and form close collaborative relationships’, an ‘informal mentorship scheme’ or ‘peer mentoring for writers at all levels’.

A large number of comments were shared related to what the Network should start doing (25 comments). As well as hosting more events and activities outside of Edinburgh and developing a mentorship programme, respondents also noted:

- Host larger events/showcases and anthologies.
- Run social events and informal meet-ups for BAME writers.
- Collaborate more with existing BAME arts organisations.
- Collaborate more with book shops and festivals.
- Run events that provide space for feedback/discussion of writing, rather than presentation of work.
- Provide support for specific communities (Black, working class etc) or individuals.
- Run professional development events and activities to engage with literary professionals.

Eighteen respondents had participated in a Network event or activity in the past 12 months and were therefore invited to share their experiences.

1.2 The Network has encouraged me to produce new work

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<tr>
<th>The Network has encouraged me to produce new work</th>
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<td>18 responses</td>
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83.3% of respondents agreed or strongly agreed that the Network had encouraged them to produce new work. No respondents strongly disagreed with this statement.

1.3 The Network has provided opportunities for me to share my work
A similarly high proportion of respondents (77.8%) agreed or strongly agreed that the Network had provided them with opportunities to share their work.

### 1.4 The Network has provided an online community via its Facebook page and/or other social media

Almost all respondents (94.4%) agreed or strongly agreed that the Network had provided an online community. This statement had the joint highest level of agreement across all statements presented in this section. No respondent disagreed or strongly disagreed with this statement.

### 1.5 The Network has provided opportunities to receive feedback from the BAME community
Although more than three in five respondents (61.1%) agreed or strongly agreed that the Network had provided opportunities to receive feedback from the BAME community, almost two in five respondents neither agreed nor disagreed (38.9%).

This theme was also noted by four respondents in their free-text comments. This might involve continuing existing activities, such as ‘opportunities for writers to come together share work, learn from each other’, or starting new activities, such as an event where people ‘can share manuscripts before hand and focus on feedback’ or ‘an off shoot group for getting feedback or sharing work’.

1.6 The Network has increased the visibility of BAME writers in Scotland

Over half of respondents (55.6%) strongly agreed that the Network had increased the visibility of BAME writers in Scotland.

1.7 The Network has exposed me to a greater diversity of BAME writers in Scotland
Almost three quarters of respondents (72.2%) strongly agreed that the Network had exposed them to a greater diversity of BAME writers in Scotland. This statement had the joint highest level of agreement across all statements presented in this section. No respondent strongly disagreed with this statement.

1.8 The Network has exposed white audiences to a greater diversity of BAME writers in Scotland

In contrast, respondents expressed far less agreement that the Network had exposed white audiences to a greater diversity of BAME writers. This statement had the highest level of disagreement across all statements presented in this section, though it is important to note that – on average – respondents still expressed agreement with this statement.

1.9 Performance indicators

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<tbody>
<tr>
<td>The Network has encouraged me to produce new work</td>
<td>4.06</td>
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<tr>
<td>The Network has provided opportunities for me to share my work</td>
<td>3.89</td>
</tr>
</tbody>
</table>
The Network has provided an online community via its Facebook page and/or other social media 4.56*
The Network has provided opportunities to receive feedback from the BAME community 3.89
The Network has increased the visibility of BAME writers in Scotland 4.33
The Network has exposed me to a greater diversity of BAME writers in Scotland 4.56*
The Network has exposed White audiences to a greater diversity of BAME writers in Scotland 3.67*

Strongly agree = 5, Agree = 4, Neither agree nor disagree = 3, Disagree = 2, Strongly disagree = 1
* Statements with the most extreme values (closest to 1 or 5).

A weight was attached to all responses, where Strongly agree = 5 and Strongly disagree = 1. This made it possible to calculate mean scores for each question. Values closest to one or five indicate statements where respondents most strongly agreed or disagreed. Although it is important not to read too much into these scores, as only 18 people responded to this part of the survey, the data presented in Table 1.9 presents indicators that the Network can use to demonstrate positive or negative change over time. For example, if these same questions are asked again at the end of the pilot year it will be possible to demonstrate whether the situation has change or remained the same.

### Recommendations

- Consider respondents’ recommendations as to what they would like the Network to start doing.
- Offer more opportunities for writers to receive formal or informal feedback on their work.
- Continue to develop the Network’s online community and diversify the availability of online writing opportunities (including blog posts and online workshops).
- Explore ways to expose Scottish audiences to a greater diversity of BAME writers.
- Conduct this survey a second time to assess respondents’ views on the Network and establish whether the results have changed or remained the same.
Section two: Scotland’s literary sector

The second section of the survey asked respondents about their perceptions and experiences of Scotland’s literary sector. This included questions about the presence of BAME people in decision-making positions, diversity in the sector, representation in publications and programming, collaboration and partnerships, recognition and equality of opportunities between BAME and white people.

Overview

Thirty-two respondents shared their perceptions and experiences of Scotland’s literary sector. Among this sample, 62.5% of respondents felt that, within the past 12 months, their ethnic identity or race had been a barrier to success in Scotland’s literary sector.

Over one quarter of respondents (26.7%) had experienced a racist incident at a literary event or activity in the past 12 months.

A large number of free-text comments related to barriers to respondents' success (17 comments) and one thing they would change about Scotland’s literary sector (21 comments).

The most frequent theme that emerged during qualitative analysis was that respondents did not know where or how to start their writing career or that they did not know the right people to get ahead. The challenge to ‘overcome entry barriers’ emerged throughout free-text responses, with one respondent noting:

‘Navigating publishers, agents, editors, what does it all mean? Where do you start?’

In particular, respondents highlighted difficulties ‘for people without contacts in writing’ and those who lack ‘cultural capital and education’.

Some barriers did not directly relate to a respondent’s BAME identity, for example ‘anxiety about entering environment where I don’t know anyone’. However, when viewed alongside others barriers, such as ‘feeling that the opportunity does not represent me (particularly if judges, previous winners/shortlists, and so on are predominantly or all white)’, we can see an indirect link between the sector’s whiteness and a person’s self-confidence.

In response to these barriers, three respondents noted the value of ‘support from other people of colour, both writers and audiences’, as well as BAME networks:

‘What’s really enabled me has been the BAME network, it’s gotten me contacts and opportunities and encouraged me to write more.’

Respondents also noted specific initiatives that help address barriers, including ‘open call opportunities’ and ‘BAME specific submission windows’.
2.1 I see BAME people in positions of editorial power in Scottish literary publications

More than four fifths of respondents disagreed or strongly disagreed with this statement (81.5%). No respondent agreed or strongly agreed that they saw BAME people in positions of editorial power in Scottish literary publications.

2.2 I am aware of the diversity of BAME writers that exist in Scotland

Just under three quarters of respondents (71.9%) agreed or strongly agreed that they were aware of the diversity of BAME writers in Scotland.

This awareness of diversity meant that some respondents felt it was not fully or fairly represented, even among events and activities organised by BAME people:

'It is the same BAME faces in the literary landscape, I don't feel everyone new gets similar opportunities.'

'I wasn't expecting there to be another gated area in this community as well.'
Much of the literary scene is cliqued up with university-associated opportunities or events rarely trying to open out into the wider scene.’

One respondent highlighted the need for everyone to ‘expand the voices of people of colour in Scotland’. Furthermore, a particular area of concern related to the exclusion of local, working class voices:

‘I think institutions and festivals do not pay enough attention to BAME artists from working class communities in Scotland and prefer ‘educated’ voices from outwith Scotland to talk about race and racism. Which is fine it should be a wide field but they shouldn’t ignore those from BAME communities in Scotland with a unique view of Scotland’s racism.’

Another respondent explained that this focus on BAME voices from outside of Scotland risked a ‘systemic erasure of this history in Scotland’.

2.3 White Scottish audiences are aware of the diversity of BAME writers that exist in Scotland

In contrast, respondents overwhelmingly disagreed or strongly disagreed (84.8%) that white Scottish audiences were aware of the diversity of BAME writers in Scotland.

This theme emerged strongly from the qualitative analysis of free-text comments. One respondent drew attention to the belief among some white people in the Scottish literary sector that ‘diversity and quality are incompatible’ and where organisations are called-out for their lack of diversity they frame this issue as a ‘dedication to quality’. Other respondents highlighted the risk that BAME people’s participation in the literary sector is perceived as satisfying ‘tick boxes’ or ‘that BAME folk get awarded because of who they are rather than their work’. This respondent drew together these threads and shared their experience:

‘I have found that platforms are becoming more diverse although I find it exhausting and creatively limiting to have to explain [my experience] and the
assumption by some that my achievements are due to my BAME background and not my talent.'

2.4 I believe enough opportunities for collaboration and partnerships between BAME people exist in Scotland’s literary sector

No respondent agreed or strongly agreed that there were enough opportunities for collaboration and partnerships between BAME people in Scotland’s literary sector.

Respondents highlighted the potential for closer collaboration between BAME arts organisations, to include new organisations (such as the Network) and ‘arts organisations that have working for decades with BAME communities in Scotland’. This might involve ‘reaching out to more community networks’ or creating ‘more opportunities for collaboration between BAME writers and organisations’. Three respondents also suggested closer collaboration between BAME organisations, book shops and book festivals.

2.5 Literary events and activities in Scotland promote a welcoming and diverse culture
Respondents were ambivalent about this statement, with 50.0% of respondents neither agreeing nor disagreeing that Scottish literary events and activities promoted a welcoming and diverse culture.

Three respondents noted that there are many welcoming and supportive people in Scotland’s literary sector and they felt opportunities for BAME people were improving:

‘I feel like there are some folk that are trying to be welcoming and genuinely making an effort. There are opportunities and people opening doors.’

Seven respondents described microaggressions or examples of abuse and hostility they had experienced at a literary event in Scotland in the past 12 months. A microaggression is understood as a statement, action or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalised group such as a racial or ethnic minority. For two respondents, their experiences of a microaggression related to inappropriate questions about their name and being told their name was ‘unpronunciable’. For another respondent, they faced ‘subtle challenges to justify my presence’ at the event. One respondent, also detailed their experience of ‘microaggressions at [a book festival]’.

As well as information about the type of microaggressions, respondents also noted the failure of event chairs or facilitators to adequately address the situation when it occurred. This left one respondent ‘feeling unsupported by an event facilitator’. For another respondent, this involved a ‘inappropriate questions at a panel that weren’t moderated properly’ and a ‘lack of active protection from event organisers against microaggressions’.

### 2.6 Literary events and activities in Scotland relate to my culture, heritage and background

![Pie chart showing responses to the statement](chart.png)

No respondents agreed or strongly agreed with this statement. As discussed in the report’s introduction, the category of BAME is very broad and contains as much diversity within it as when compared against the majority white ethnic group. It is possible that one event or activity that speaks to a particular BAME community may exclude or have little relevance to
another BAME community. However, literary event and activity organisers may want to explore how they represent and reflect their audiences.

2.7 Books, journals and literary publications in Scotland reflect the diversity of Scotland

68.8% of respondents disagreed or strongly disagreed that Scottish books, journals and literary publications reflect the diversity of Scotland. As with the previous statement, although this finding may reflect the diversity under the BAME umbrella it is still the case that the majority of BAME respondents do not feel they are adequately reflected in literary outputs.

Further insights were shared in the free-text responses. Two respondents highlighted how worries about their written English, or a belief that publishers would not welcome writing in any other language, discouraged them from submitting work for consideration:

‘There have been instances when I have felt unwelcomed either explicitly or implicitly to write in my other native tongue.’

‘English is my second language. Although I have been using it for several years, when it comes to publishing, I still find it very difficult to get into the high standard to compete with professional writers. I often ask native speaker friends to do proofreading for me.’

Respondents also described their frustration that writing about their own lives was perceived as a subject area that sat outside of the mainstream. One respondent hoped ‘that we could talk about our experiences and make work and not be seen as niche’. Another described how this understanding of their work meant they ‘only submit to POC [person of colour] or queer-led publications as I have little hope for anything else’.

2.8 I feel as welcome to participate in literary events and activities in Scotland as white Scottish people
Around half of respondents (53.2%) disagreed or strongly disagreed that they feel as welcome to participate in literary events and activities as white Scottish people.

Three respondents shared comments that expressed positive experiences of literary events and activities. For example, one respondent described how ‘there are opportunities and people opening doors’. Yet, for other respondents, the topics that they wrote about made them feel ‘vulnerable to negative interactions or prejudice/stigma’. Expanding on this theme, another respondent noted:

‘As a writer of colour I always find myself and the topics I write about making me vulnerable, sharing them with with audiences is difficult, I feel judged or pitied.’

The personal topics that BAME writers might choose to address can put them in a vulnerable position, particularly when they present to audiences of people who are all or mainly white.

‘It would be nice to not be asking to explain myself or my poems by the audience after reading and not have to explain my name or where it’s from.’

**2.9 Senior figures in Scotland’s literary sector deny and/or minimise that BAME people face extra obstacles**
Just under three in five respondents (59.4%) agreed or strongly agreed that senior figures in Scotland’s literary sector deny and/or minimise that BAME people face extra obstacles.

2.10 Senior figures in Scotland’s literary sector are committed to addressing inequality for BAME people

More than half of respondents (53.2%) disagreed or strongly disagreed that the senior figures in Scotland’s literary sector were committed to addressing inequality for BAME people.

Further clarification on these views were presented in the free-text responses. Five respondents described how people from the majority ethnic group were often oblivious to the lives and experiences of people from minority and marginal communities. One respondent noted:
‘I don’t feel as if Scottish people in the literary sector are particularly racist or excluding. I think they form a mainstream, so they don’t have to think about ‘marginal’ communities.’

This meant that BAME people found themselves having to continually justify why work to address inequality was necessary, as noted by this respondent:

‘I wish I could magic away all the questions about ‘why’ it’s necessary to have BAME-exclusive spaces and publications, when these reasons are so obvious to us.’

It also created a situation where BAME people were expected to fix the situation. As this respondent explained, this was unfair as ‘the onus should not be on us for improving our situation - the problem is with them’.

### 2.11 BAME people in Scotland’s literary sector receive the recognition they deserve for their work

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<th>BAME people in Scotland’s literary sector receive the recognition they deserve for their work</th>
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<tbody>
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<td>Strongly agree</td>
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<td>Agree</td>
</tr>
<tr>
<td>Neither agree nor disagree</td>
</tr>
<tr>
<td>Disagree</td>
</tr>
<tr>
<td>Strongly Disagree</td>
</tr>
</tbody>
</table>

Three quarters of respondents (75.0%) disagreed or strongly disagreed that BAME people in Scotland’s literary sector receive the recognition they deserve for their work.

One respondent also addressed this theme in the free-text responses, noting:

‘The BAME people who do a lot of work for BAME people […] are rarely recognised and/or fairly compensated. This makes the care/mentorship/community aspect unsustainable, because it is unsupported.’

### 2.12 In general, BAME and White Scottish people have equal opportunities to succeed in Scotland’s literary sector
Almost four in five respondents (78.2%) disagreed or strongly disagreed that BAME and white Scottish people have equal opportunities to succeed in Scotland’s literary sector. No respondent agreed or strongly agreed with this statement. Although based on the views of 32 BAME respondents, this presents a clear and vital message as to how BAME people feel about the provision of equal opportunities in Scotland’s literary sector.

### 2.13 Mean scores

<table>
<thead>
<tr>
<th>Statement</th>
<th>Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>I see BAME people in positions of editorial power in Scottish literary publications</td>
<td>2.00</td>
</tr>
<tr>
<td>I am aware of the diversity of BAME writers that exist in Scotland</td>
<td>3.78*</td>
</tr>
<tr>
<td>White Scottish audiences are aware of the diversity of BAME writers that exist in Scotland</td>
<td>1.75*</td>
</tr>
<tr>
<td>I believe enough opportunities for collaboration and partnerships between BAME people exist in Scotland’s literary sector</td>
<td>1.97</td>
</tr>
<tr>
<td>Literary events and activities in Scotland promote a welcoming and diverse culture</td>
<td>2.81</td>
</tr>
<tr>
<td>Literary events and activities in Scotland relate to my culture, heritage and background</td>
<td>1.81</td>
</tr>
<tr>
<td>Books, journals and literary publications in Scotland reflect the diversity of Scotland</td>
<td>2.16</td>
</tr>
<tr>
<td>I feel as welcome to participate in literary events and activities in Scotland as White Scottish people</td>
<td>2.56</td>
</tr>
<tr>
<td>Senior figures in Scotland’s literary sector deny and/or minimise that BAME people face extra obstacles</td>
<td>3.72</td>
</tr>
<tr>
<td>Senior figures in Scotland’s literary sector are committed to addressing inequality for BAME people</td>
<td>2.50</td>
</tr>
<tr>
<td>BAME people in Scotland's literary sector receive the recognition they deserve for their work</td>
<td>2.16</td>
</tr>
<tr>
<td>In general, BAME and White Scottish people have equal opportunities to succeed in Scotland's literary sector</td>
<td>1.75*</td>
</tr>
</tbody>
</table>
Strongly agree = 5, Agree = 4, Neither agree nor disagree = 3, Disagree = 2, Strongly disagree = 1
* Statements with the most extreme values (closest to 1 or 5).

**Recommendations**

The following recommendations are for organisations working across Scotland’s literary sector.

- Provide support for writers on where or how to start their writing career, particularly for people who do not have existing contacts in Scotland’s literary sector.
- Ensure the diversity of BAME writers are represented through events and activities and do not recreate the same cliques or gated spaces that BAME writers might experience in the wider literary sector.
- Balance the voices of BAME writers from outside Scotland with local voices, particularly working class writers, as this will help ensure BAME history is understood as Scottish history.
- For white audiences, attend and engage in events organised by BAME people to showcase BAME writers.
- Challenge views that suggest diversity and quality are incompatible or that BAME writers are invited to participate in literary events and activities to satisfy diversity requirements.
- Develop closer links between BAME arts organisation that have recently-formed and those that have existed for a longer period of time.
- Upskill literary event chairs and facilitators to challenge microaggressions, inappropriate questions and abuse directed at panellist and performers.
- Where appropriate, encourage submissions from writers not writing in their native tongue and/or submissions that are judged on the quality of the writing rather than quality of the grammar.
- For white senior figures in Scotland’s literary sector, improve knowledge and awareness of the lives and experiences of people from minority and marginalised communities.
- For white senior figures in Scotland’s literary sector, take responsibility to address inequalities in the literary sector and do not place this onus on BAME people.
Conclusion and recommendations

This research presents insights into the perceptions and experiences of BAME people who are engaged, or wish to engage, in Scotland’s literary sector. Key findings from this research include:

Related to the Scottish BAME Writers Network

- The location of events and activities was noted as the most common reason for not having participated in a Network event or activity (noted by 57.1% of respondents).
- Almost all respondents (94.4%) agreed or strongly agreed with the statement ‘The Network has provided an online community via its Facebook page and/or other social media’.
- Respondents shared free-text comments stating that they would like the Network to continue and/or offer more opportunities to receive formal and informal feedback on their writing.
- Almost three quarters of respondents (72.2%) strongly agreed with the statement ‘The Network has exposed me to a greater diversity of BAME writers in Scotland’.
- In contrast, just 16.7% of respondents strongly agreed with the statement ‘The Network has exposed White audiences to a greater diversity of BAME writers in Scotland’.

Related to Scotland’s literary sector

- Over three fifths (62.5%) of respondents felt that, within the past 12 months, their ethnic identity or race had been a barrier to success in Scotland’s literary sector.
- Over one quarter of respondents (26.7%) had experienced a racist incident at a literary event or activity in the past 12 months.
- Just under three quarters of respondents (71.9%) agreed or strongly agreed with the statement, ‘I am aware of the diversity of BAME writers that exist in Scotland’.
- In contrast, respondents overwhelmingly disagreed or strongly disagreed (84.8%) with the statement, ‘White Scottish audiences are aware of the diversity of BAME writers that exist in Scotland’.
- The most frequent code that emerged from qualitative analysis was ‘Barrier: don’t know where to start, don’t know the right people’, noted by 12 respondents.
- A large number of respondents also shared free-text comments that documented experiences of microaggressions (noted by seven respondents) and resistance to topics they write about, which are often perceived as inaccessible (noted by six respondents).
- Over three quarters of respondents disagreed or strongly disagreed (78.5%) with the statement ‘I believe enough opportunities for collaboration and partnerships between BAME people in Scotland’s literary sector’.
- Just under half of respondents (46.9%) strongly disagreed with the statement ‘In general, BAME and White Scottish people have equal opportunities to succeed in Scotland’s literary sector’.

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Recommendations

The research identified some key recommendations. The list below is based on recommendations shared by survey respondents and findings from the research.

For the Scottish BAME Writers Network:

- Consider what actions the Network could take to engage more men in their events and activities.
- A large proportion of respondents have personal experience of mental health problems; ensure all Network events and activities are designed with this in mind and consider the provision of specific support for writers with experience of mental health problems.
- As a large proportion of respondents identified as LGBTQ+, ensure the Network continues to adopt an intersectional approach to its events and activities.
- Almost two thirds of respondents had a postgraduate degree. As this is far higher than among the general population, the Network should work to ensure it engages with BAME people beyond university and academic contexts.
- Develop ways to reach people that live beyond Glasgow and Edinburgh.
- Consider respondents’ recommendations as to what they would like the Network to start doing.
- Offer more opportunities for writers to receive formal or informal feedback on their work.
- Continue to develop the Network’s online community and diversify the availability of online writing opportunities (including blog posts and online workshops).
- Explore ways to expose Scottish audiences to a greater diversity of BAME writers.
- Conduct this survey a second time to assess respondents’ views on the Network and establish whether the results have changed or remained the same.

For the Scottish literary sector:

- Provide support for writers on where or how to start their writing career, particularly for people who do not have existing contacts in Scotland’s literary sector.
- Ensure the diversity of BAME writers are represented through events and activities and do not recreate the same cliques or gated spaces that BAME writers might experience in the wider literary sector.
- Balance the voices of BAME writers from outside Scotland with local voices, particularly working class writers, as this will help ensure BAME history is understood as Scottish history.
- For white audiences, attend and engage in events organised by BAME people to showcase BAME writers.
- Challenge views that suggest diversity and quality are incompatible or that BAME writers are invited to participate in literary events and activities to satisfy diversity requirements.
- Develop closer links between BAME arts organisation that have recently-formed and those that have existed for a longer period of time.
• Upskill literary event chairs and facilitators to challenge microaggressions, inappropriate questions and abuse directed at panellist and performers.
• Where appropriate, encourage submissions from writers not writing in their native tongue and/or submissions that are judged on the quality of the writing rather than quality of the grammar.
• For white senior figures in Scotland’s literary sector, improve knowledge and awareness of the lives and experiences of people from minority and marginalised communities.
• For white senior figures in Scotland’s literary sector, take responsibility to address inequalities in the literary sector and do not place this onus on BAME people.
Appendix 1 – Survey questions

BAME perceptions and experience of Scotland’s literary sector

Introduction

The Scottish BAME Writers Network and EDI Scotland have co-produced this survey to capture the perceptions and experiences of BAME people who are engaged, or wish to engage, in Scotland’s literary sector.

We use the term literary sector to include publishing opportunities, events and activities, festivals, informal education (such as mentoring) and networking.

Data collected from this survey will empower the Network to:

+ Assess gaps, absences and barriers to participation in the Network
+ Guide events and Network programming
+ Evaluate the impact of the Network’s work
+ Provide an insight into BAME people’s perceptions and experiences of Scotland’s literary sector

This survey uses the term Black, Asian and Minority Ethnic (BAME). We acknowledge the limitations of this approach and that specific questions related to race, skin colour, ethnicity, nationality and culture may not capture the diversity of identities within or outside of Scotland (such as Indigenous American, First Nation, Aboriginal, Latinx or Afro-Latinx).

As this research is interested in the perceptions and experiences of BAME people, it should not be completed by respondents who identify as White Scottish.

This survey will take around 15 minutes to complete and ask questions about:

+ The Scottish BAME Writers Network
+ Your experiences
+ Scotland’s literary sector

There are no right or wrong answers – we would like to hear your opinions and experiences.

Please answer as many questions as possible. All responses will be treated confidentially and at no point will the information you provide be shared in a way that would allow you to be personally identified.

Information that you provide in the survey will only be used for the purpose of this research and held by the Scottish BAME Writers Network and EDI Scotland for a maximum of 10 years.
If the survey raises any questions, concerns or worries and would like to find out more information, please email ScotBAMEWriters@gmail.com.

**The Scottish BAME Writers Network**

**Would you describe yourself as a writer?**
Yes
No
Unsure
Prefer not to say

[SKIP LOGIC]

**Which genre(s) do you work in? (Select all that apply)**
Poetry
Spoken word
Fiction
Non-fiction
Playwriting
Screenwriting
Children’s literature
Other

**How many years have you worked as a writer/on your writing practice?**
Less than 1 year
1 – 3 years
4 – 6 years
7 – 10 years
More than 10 years

If you have experience of submitting or presenting work (for example, formal publishing opportunities, literary awards or spoken word events), please use the box below to discuss any enablers or barriers that you have encountered:
<FREE TEXT BOX>

**Do you or have you had a BAME mentor to support your practice/your work?**
Yes
No
Unsure
Prefer not to say

[SKIP LOGIC]

**How else would you describe your participation in Scotland’s literary sector? (Select all that apply)**
Writer
Educator
Publisher
Practitioner
Performer
Funder
Researcher / Academic
Other

These questions ask about your participation with the Scottish BAME Writers Network.

**Have you participated in a Network event or activity in the past 12 months? For example, a workshop, panel or networking event.**

Yes
No
Unsure

[SKIP LOGIC]

Please state your level of agreement or disagreement with the following statements. If the question is not applicable, please skip.

**The Network has encouraged me to produce new work**
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

**The Network has provided opportunities for me to share my work**
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

**The Network has provided an online community via its Facebook page and/or other social media**
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

**The Network has provided opportunities to receive feedback from the BAME community**
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree
The Network has increased the visibility of BAME writers in Scotland
Strongly agree
 Agree
Neither agree nor disagree
 Disagree
 Strongly disagree

The Network has exposed me to a greater diversity of BAME writers in Scotland
Strongly agree
 Agree
Neither agree nor disagree
 Disagree
 Strongly disagree

The Network has exposed White audiences to a greater diversity of BAME writers in Scotland
Strongly agree
 Agree
Neither agree nor disagree
 Disagree
 Strongly disagree

[SKIP LOGIC]

The Network is developing its programme for the year and is keen to hear what you would like included and what opportunities you would like the Network to provide.

With this in mind, what should the Network
Start doing? <FREE TEXT BOX>
Stop doing? <FREE TEXT BOX>
Continue doing? <FREE TEXT BOX>

If no...

I have not participated in a Network event or activity because of: (Select all that apply)

Location of events and activities
Programme not of interest
Associated costs (for example, travel or childcare)
Unaware of the Network
Do not feel welcome
At the wrong stage in my literary career
Too academic
Other

If you would like to say more about any of these issues, please use the space below:
<FREE TEXT BOX>
**Your experiences**

We would like to know more about your experiences of Scotland’s literary sector during the past 12 months. We use term literary sector to include publishing opportunities, events and activities, festivals, informal education (such as mentoring) and networking.

In the past 12 months, do you feel that any of the following factors have been a barrier to your success in Scotland’s literary sector? (Select all that apply)

- My skin colour
- My dress or appearance
- My accent or language skills
- My religion or belief
- My ethnic identity or race
- My nationality
- Prefer not to say
- None of the above
- Other

Please provide further information here about barriers to your success, this may or may not include the barriers listed above:

<FREE TEXT BOX>

In the past 12 months, have you experienced a racist incident at a literary event or activity?

- Yes
- No
- Unsure
- Prefer not to say

If you answered yes and would like to say more, please use the space below:

<FREE TEXT BOX>

If you could change one thing about Scotland’s literary sector for BAME people, what would it be?

<FREE TEXT BOX>

**Scotland’s literary sector**

This final section asks about your perceptions and experiences of Scotland’s literary sector as a BAME person. There are no right or wrong answer and you do not need to have direct experience of the topic in order to respond (ie we are also interested to hear about your perceptions of the sector).

Please state your level of agreement or disagreement with the following statements.
I see BAME people in positions of editorial power in Scottish literary publications
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

I am aware of the diversity of BAME writers that exist in Scotland
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

White Scottish audiences are aware of the diversity of BAME writers that exist in Scotland
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

I believe enough opportunities for collaboration and partnerships between BAME people exist in Scotland’s literary sector
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

Literary events and activities in Scotland promote a welcoming and diverse culture
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

Literary events and activities in Scotland relate to my culture, heritage and background
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

Books, journals and literary publications in Scotland reflect the diversity of Scotland
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

I feel as welcome to participate in literary events and activities in Scotland as White Scottish people
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

Senior figures in Scotland’s literary sector deny and/or minimise that BAME people face extra obstacles
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

Senior figures in Scotland’s literary sector are committed to addressing inequality for BAME people
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

BAME people in Scotland’s literary sector receive the recognition they deserve for their work
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

In general, BAME and White Scottish people have equal opportunities to succeed in Scotland’s literary sector
Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

If you would like to say more about any of these themes, please use the space below:
<FREE TEXT BOX>
Information about you

To ensure our research can provide the most detailed findings, we’d like to know more about how you identify. For these questions, please feel free to say as much or as little as you wish. None of the information you share will be presented in a way that will allow other people to know you completed this survey.

How would you describe your ethnicity or ethnic group?

Please only select or write-in one option on this page.

Asian, Asian Scottish or Asian British
Pakistani, Pakistani Scottish or Pakistani British
Indian, Indian Scottish or Indian British
Bangladeshi, Bangladeshi Scottish or Bangladeshi British
Chinese, Chinese Scottish or Chinese British
In another way…

African
African, African Scottish or African British
In another way…

Caribbean or Black
Caribbean, Caribbean Scottish or Caribbean British
Black, Black Scottish or Black British
In another way…

Mixed or multiple ethnic groups
Any mixed or multiple ethnic groups, please write in

White
Scottish
Other British
Irish
Gypsy / Traveller
Polish
In another way…

Other ethnic group
Arab, Arab Scottish or Arab British
In another way…

How do you identify?
Woman
Man
Non-binary
Prefer not to say
Other
How old are you?
Under 26
26 – 35
36 - 45
46 - 55
Over 55

Describe your main occupation:
Carer
College / further education
Undergraduate student at university
Postgraduate student at university
Employment
Self-employment
Volunteering
Unemployed / looking for work
Prefer not to say
Other

Do you have an impairment, health condition or learning difference that has a substantial or long term impact on your ability to carry out day to day activities?
(Select all that apply)
A chronic illness or long standing health condition, such as cancer, HIV, diabetes, fibromyalgia or epilepsy
A physical impairment or mobility issues, such as using a wheelchair or crutches
A social/communication impairment, such as a speech and language impairment or Asperger’s syndrome/other autistic spectrum disorder
A specific learning difficulty, such as dyslexia, dyspraxia or AD(H)D
Blind or have a visual impairment uncorrected by glasses
D/deaf or have a hearing impairment
An impairment, health condition or learning difference that is not listed above (specify if you wish)
No known disability, impairment, health condition or learning difference
Unsure
Prefer not to say

Do you have personal experience of mental health problems?
Yes
No
Unsure
Prefer not to say

What is your postcode?
Text box
Unsure
Prefer not to say
What is your highest level of qualification?
Secondary school – Highers/Advanced Highers or equivalent
Further education – NVQs or professional qualifications
Undergraduate degree
Postgraduate degree
Other
Prefer not to say

Did your parent/s or carer/s attend university?
Yes
No
Unsure
Prefer not to say

What is your sexual orientation?
Asexual
Heterosexual/straight
Gay/lesbian
Bisexual/Bi
Queer
Prefer not to say
Other

Do you have a religion or belief?
No religion (including atheist)
Buddhist
Christian (including Church of Scotland, Catholic, Protestant and all other Christian denominations)
Hindu
Jewish
Muslim
Sikh
Prefer not to say
Other

Are you trans or do you have a trans history?
Yes
No
Prefer not to say

Do you have caring responsibilities? (Select all that apply)
For child/ren
For adult/s
No caring responsibilities
Prefer not to say
## Appendix 2 – Code list

<table>
<thead>
<tr>
<th>Code name</th>
<th>Totals</th>
</tr>
</thead>
<tbody>
<tr>
<td>barrier: don't know where to start, don't know the right people</td>
<td>12</td>
</tr>
<tr>
<td>start doing: deliver work outside of Edinburgh (including online)</td>
<td>9</td>
</tr>
<tr>
<td>barrier: abuse and hostility: microaggressions</td>
<td>7</td>
</tr>
<tr>
<td>barrier: resistance to topics you wish to explore, deemed inaccessible by majority</td>
<td>6</td>
</tr>
<tr>
<td>barrier: financial</td>
<td>5</td>
</tr>
<tr>
<td>barrier: need to justify reality of experience, explain oneself or share trauma</td>
<td>5</td>
</tr>
<tr>
<td>sector: majority oblivious to marginal communities, onus should be on majority to change</td>
<td>5</td>
</tr>
<tr>
<td>start doing: host larger events/showcases and anthologies</td>
<td>5</td>
</tr>
<tr>
<td>start doing: run mentorship scheme</td>
<td>5</td>
</tr>
<tr>
<td>barrier: English as second language/struggle with language or first generation, unable to compete with native speakers</td>
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</tr>
<tr>
<td>barrier: lack of time</td>
<td>4</td>
</tr>
<tr>
<td>barrier: self-confidence/anxiety</td>
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<tr>
<td>diversity: need to ensure diversity of voices, sector works with the same BAME people</td>
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</tr>
<tr>
<td>diversity: risk that BAME writers are seen as tokenistic, not recognised for quality of their work</td>
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</tr>
<tr>
<td>enabler: support from mentor</td>
<td>4</td>
</tr>
<tr>
<td>start doing: BAME writers social events/informal meet-ups</td>
<td>4</td>
</tr>
<tr>
<td>start doing: collaborate: with existing BAME organisations</td>
<td>4</td>
</tr>
<tr>
<td>start doing: space for feedback/discussion of writing, rather than presentation of work</td>
<td>4</td>
</tr>
<tr>
<td>start doing: support for specific communities (Black, working class etc) or individuals</td>
<td>4</td>
</tr>
<tr>
<td>diversity: BAME works should be mainstream</td>
<td>3</td>
</tr>
<tr>
<td>diversity: ensure local voices are heard (BAME history is Scottish history), as well as voices outside of Scotland/universities</td>
<td>3</td>
</tr>
<tr>
<td>diversity: lack of fairness/transparent in who gets opportunities</td>
<td>3</td>
</tr>
<tr>
<td>enabler: BAME-specific open calls</td>
<td>3</td>
</tr>
<tr>
<td>enabler: support from BAME writers/audiences/community</td>
<td>3</td>
</tr>
<tr>
<td>sector: many welcoming/supportive people, improving with more opportunities</td>
<td>3</td>
</tr>
<tr>
<td>start doing: collaborate: with book shops/festivals</td>
<td>3</td>
</tr>
<tr>
<td>start doing: more professional development events/opportunity to engage with professionals</td>
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<tr>
<td>barrier: abuse and hostility: at a public event</td>
<td>2</td>
</tr>
<tr>
<td>barrier: abuse and hostility: unsupportive chair/organisation</td>
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</tr>
<tr>
<td>barrier: caring responsibilities</td>
<td>2</td>
</tr>
<tr>
<td>barrier: not associated with university/academic networks</td>
<td>2</td>
</tr>
<tr>
<td>barrier: only submit work to minority-interest publications</td>
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</tbody>
</table>