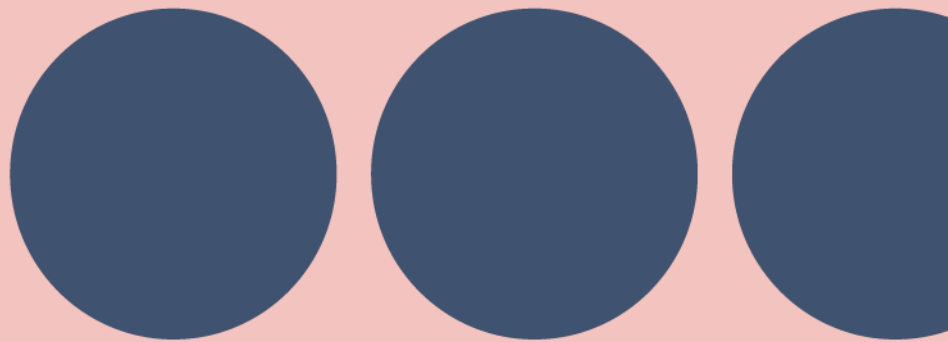




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# **Publishing opportunities for freelancers from under-represented backgrounds**

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## Publishing opportunities for freelancers from under-represented backgrounds

Publishers are increasingly recognising that many aspects of their business have long suffered as a result of the industry's lack of diversity. Some are actively trying to put that right. This means redressing the balance by actively targeting people from demographics that have traditionally been under-represented to work for them, including in freelance editorial work.

There's a principle at stake here – a desire to promote greater inclusivity and equality.

It's also simple good business: if companies are serious about diversifying their lists, so that their publishing output reflects a wider variety of cultural experience, they need to be able to draw on that wider cultural experience during the whole publishing process. And that includes freelance editing and proofreading.

In the booklet, you'll find **a list of publishers** that have told us they're specifically seeking editors and proofreaders from a wider range of backgrounds, along with their contact details.

In the **additional sources** section, we've listed a number of other organisations whose aim is to support under-represented groups in the publishing workforce.

- **Publishers**
- **Other groups and organisations**
- **Bursaries and fellowships**
- **Publications**

This is a rapidly changing field, and we'll be updating the booklet regularly. If you're a publisher or freelancer and you'd like to add information to this resource, **please get in touch with the CIEP's EDI director: [edi@ciep.uk](mailto:edi@ciep.uk)**.

With thanks to Taliha Quadri and the CIEP Anti-Racism Working Group for their help in compiling this information.



## Publishers

### DK | Penguin Random House

DK is interested in working with a diverse pool of creative talent, including freelance editors and proofreaders.

Their New Contributor Resource is a curated database of potential creatives with various fields of expertise. The focus is on diversity, equity and inclusion.

Professional editors wishing to be added to the database should email DK. As a GDPR precaution, the database doesn't hold contact details, but it does cite websites, social media handles and LinkedIn profiles.

Inclusion in the database isn't a guarantee of work, but it does spotlight new and diverse talent for DK's creative teams when they're looking for suppliers.

Contact	Email
Various managing editors	contributors@uk.dk.com

### HarperCollins

HarperCollins is planning on launching a landing page for freelancers in late 2021. Their goal is to increase accessibility and remove barriers to freelance work in publishing.

They hope to reach as many people as possible and will be carrying out an extensive marketing campaign.

Contact	Email
N/A	N/A

### Hodder Studio | Hachette UK

Izzy Everington is working independently to increase diversity in her list of freelance copyeditors and proofreaders. Professional editors and proofreaders with relevant training can contact her via email.

Contact	Email
Izzy Everington, Editor	Izzy.Everington@hodder.co.uk

## Octopus Publishing Group

Octopus are a leading publisher of non-fiction books, both illustrated and narrative non-fiction, with a list that includes memoir, health, wellness, sport, lifestyle, popular culture, smart thinking and arts titles.

Octopus are actively looking to improve the diversity of our editorial freelancers. In particular, we would like to hear from copyeditors, proofreaders and sensitivity readers. If you are an editorial professional interested in being added to the Octopus roster of freelance talent, please contact Sybella Stephens (details below) with details of your particular areas of expertise.

Octopus are particularly interested in hearing from people of colour, though all professionals from under-represented groups are encouraged to get in touch.

Contact	Email
Sybella Stephens, Senior Managing Editor	<a href="mailto:Sybella.Stephens@octopusbooks.co.uk">Sybella.Stephens@octopusbooks.co.uk</a>

## Pan Macmillan

Pan Macmillan is in the process of setting up some freelancer diversity initiatives and is currently interested in hearing from new freelancers from diverse backgrounds.

Laura Carr has requested that professional editors and proofreaders contact her directly if they're interested in being added to the freelancer list. Their names will be passed on to desk editors, who will then send a short test to complete.

The publisher also plans to sponsor some training courses for freelancers from diverse backgrounds, and are also keen to post blog articles and host talks for entry-level freelancers about the sponsorship scheme as soon as it's live.

Contact	Email
Laura Carr, Managing Editor (Picador & Pan)	<a href="mailto:laura.carr@macmillan.com">laura.carr@macmillan.com</a>

## Penguin Next Editors Programme

An eighteen-month paid learning programme aimed at fast-tracking applicants with at least three years' work experience (in any industry/role) to build a career in publishing. The programme is specifically for applicants who are Black, Asian or from minority ethnic backgrounds.

Contact	Website
Penguin	<a href="https://penguin.co.uk/company/work-with-us/next-editors-programme">penguin.co.uk/company/work-with-us/next-editors-programme</a>

## Penguin: The Scheme

This was a six-month paid traineeship at Penguin Random House for anyone who identifies as Black, Asian or from a minority ethnic group and/or are from a lower socioeconomic background, with no previous experience required. Applications were invited between 20 April and 16 May 2021. What's not clear is whether the programme will be repeated. Bookmark the web page and make a note in your diary to check in April 2022!

Contact	Website
Penguin	<a href="https://the-scheme.co.uk">the-scheme.co.uk</a>

## Other groups and organisations

### Black Agents & Editors' Group (BAE)

A community for agents and editors of African descent working in UK book publishing. Any professional editors of African descent working in-house can sign up to be a member.

Contact	Website
Marianne Tatepo	<a href="https://blackagentsandeditors.com">blackagentsandeditors.com</a>

## Black Editors & Proofreaders

Directory of professional freelance fiction, nonfiction, legal, technical, business, digital content, academic, religious, and medical editors and proofreaders of colour. There's a small cost for advertising in the directory, plus a one-time setup fee.

Contact	Website
Black Editors & Proofreaders	<a href="http://blackeditorsproofreaders.com">blackeditorsproofreaders.com</a>

## Editors of Color

An independent database created by Karen Yin. Freelance editors of colour can join this listing if they are resident in the US or Canada.

Contact	Website
Karen Yin	<a href="http://editorsofcolor.com">editorsofcolor.com</a>

## Indigenous Editors Association

A support organisation based in Canada run by and for Indigenous editors. Membership benefits include a directory entry and targeted job adverts.

Contact	Website
Suzanne Norman	<a href="http://indigenouseditorsassociation.com">indigenouseditorsassociation.com</a>

## People of Color in Publishing

US-based grassroots organisation created by publishing professionals dedicated to supporting, empowering and uplifting racially and ethnically marginalised members. Includes a free listings page.

Contact	Website
People of Color in Publishing	<a href="http://pocinpublishing.com">pocinpublishing.com</a>

## Bursaries and fellowships

### ACES Richard S. Holden Diversity Fellowship

A programme, funded by ACES and the Dow Jones News Fund, dedicated to advancing early- and mid-career editors and promoting diversity and inclusion in the profession. Initially, three fellowships of \$3,000 will be awarded, with plans to award grants on a rolling basis after that.

Contact	Website
ACES: The Society for Editing	<a href="https://copydesk.networkforgood.com/projects/105431-richard-s-holden-diversity-fellowship">https://copydesk.networkforgood.com/projects/105431-richard-s-holden-diversity-fellowship</a>

### Editors Canada Equity Fellowship

Supporting editors who have traditionally been excluded by the publishing and editing industries, including those who are BIPOC (Black, Indigenous and people of colour), 2SLGBTQIA+, neurodiverse and disabled. Up to three successful applicants each year receive free membership in Editors Canada, a conference place and access to a range of training and other resources.

Contact	Website
Editors Canada	<a href="https://editors.ca/about/awards/equity-fellowship">editors.ca/about/awards/equity-fellowship</a>

### EFA Diversity Initiative

Membership group within the Editorial Freelancers Association that supports events and initiatives to support a more diverse membership and promote equitable access for all.

Contact	Website
Sangeeta Mehta, <a href="mailto:diversity@the-efa.org">diversity@the-efa.org</a>	<a href="https://the-efa.org/diversity-initiative">the-efa.org/diversity-initiative</a>

## EASE (European Association of Science Editors) Sponsored Members Scheme

Offers people with limited financial resources the opportunity to join EASE. Targeted at those from low-income, lower-middle-income or upper-middle-income countries.

Contact	Website
EASE	<a href="http://ease.org.uk/membership/sponsored-members-scheme">ease.org.uk/membership/sponsored-members-scheme</a>

## ISC/SCI (Indexing Society of Canada) Diversity in Canadian Publishing Bursary

Part of a special programme to address the lack of diverse voices and the demand for them in publishing. Provides two-year membership, approved training and mentorship.

Contact	Website
ISC/SCI	<a href="http://indexers.ca/tide-application">indexers.ca/tide-application</a>

## Publications

### Inclusive Publishing Newsletter

News and resources for accessible digital publishing, including guidelines, best practice, tools and advice.

Contact	Website
Inclusive Publishing	<a href="http://inclusivepublishing.org/newsletter">inclusivepublishing.org/newsletter</a>



## Find out more about the CIEP

The CIEP is a non-profit body promoting excellence in English language editing.

We set and demonstrate editorial standards, and we are a community, learning hub and support network for copyeditors and proofreaders – the people who work to make text accurate, clear and fit for purpose.

Find out what professional editing can do in a word-filled world: [ciep.uk](https://www.ciep.uk)