

# #SoAatHome | Industry Insider – The 40% ceiling: Gender equality in the Scottish literary sector

Thursday 1 May 2025



1

00:00:00,000--> 00:00:01,668

-So hello everyone and welcome.

2

00:00:01,692--> 00:00:03,848

I must admit, I thought I  
was going to see your faces

3

00:00:03,872--> 00:00:05,966

but I cannot, so...

4

00:00:05,990--> 00:00:09,348

Imagine me looking you in  
the eye and smiling at you.

5

00:00:09,372--> 00:00:11,908

Welcome to today's event.

6

00:00:11,932--> 00:00:15,268

This is an SoA  
Industry Insider event,

7

# #SoAatHome | Industry Insider – The 40% ceiling: Gender equality in the Scottish literary sector

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00:00:15,292--> 00:00:19,990

The 40% ceiling: Gender equality  
in the Scottish literary sector.

8

00:00:19,990--> 00:00:21,308

I'll be chairing today.

9

00:00:21,332--> 00:00:23,988

I am Helen Sedgwick for  
those of you who don't know me.

10

00:00:24,012--> 00:00:25,908

I'm a cross-genre author

11

00:00:25,932--> 00:00:28,990

of literary fiction  
and sci-fi and crime.

12

00:00:28,990--> 00:00:32,268

And inequality within  
the literary sector

13

# #SoAatHome | Industry Insider – The 40% ceiling: Gender equality in the Scottish literary sector

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00:00:32,292--> 00:00:33,668

is one of my key interests

14

00:00:33,692--> 00:00:35,990

and has been for

quite a few years now

15

00:00:35,990--> 00:00:39,228

which is the main reason I joined the

Society of Authors in Scotland Committee

16

00:00:39,252--> 00:00:41,990

where I am now co-chair.

17

00:00:41,990--> 00:00:47,990

This event is part of our #SoAatHome

Spring/Summer Programme for 2025.

18

00:00:47,990--> 00:00:49,588

Forgive me for

reading from my notes,

19

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00:00:49,612--> 00:00:51,990

this is the SoA

housekeeping bit.

20

00:00:51,990--> 00:00:54,188

So this event is free for all,

21

00:00:54,212--> 00:00:55,868

but if you can afford to,

22

00:00:55,892--> 00:00:58,990

please consider donating to the

Society of Authors Access Fund

23

00:00:58,990--> 00:01:03,990

which provides grants to authors for

travel, childcare costs, access needs

24

00:01:03,990--> 00:01:06,908

to make sure that access

needs aren't barriers

25

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00:01:06,932--> 00:01:10,990

to authors taking part in  
events, residencies and retreats.

26

00:01:10,990--> 00:01:13,990

I believe someone is going  
to pop a link in the chat.

27

00:01:13,990--> 00:01:15,348

Thank you, Elsa.

28

00:01:15,372--> 00:01:18,748

You can also help the  
Society of Authors Access Fund

29

00:01:18,772--> 00:01:21,148

by making a purchase  
on our virtual bookstore

30

00:01:21,172--> 00:01:22,388

at [bookshop.org](http://bookshop.org)

31

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00:01:22,412--> 00:01:24,228

where you can find  
books by all the writers

32

00:01:24,252--> 00:01:27,990

taking part in our  
SoA at Home series.

33

00:01:27,990--> 00:01:29,588

We're going to  
be here for an hour

34

00:01:29,612--> 00:01:32,990

and there will be a chance for questions  
in the final quarter of the event.

35

00:01:32,990--> 00:01:37,188

There's an option for  
captions, if you need them.

36

00:01:37,212--> 00:01:40,990

So please do turn on closed  
captions if that would be helpful.

# #SoAatHome | Industry Insider – The 40% ceiling: Gender equality in the Scottish literary sector

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37

00:01:40,990--> 00:01:43,788

This event is being recorded

38

00:01:43,812--> 00:01:45,768

and the recording of

the event will be available

39

00:01:45,792--> 00:01:47,990

at the SoA's website for members

40

00:01:47,990--> 00:01:50,868

which can be accessed by

logging on to the members area

41

00:01:50,892--> 00:01:52,990

and going to the resources page.

42

00:01:52,990--> 00:01:54,948

And it will also be

available to non-members,

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43

00:01:54,972--> 00:01:57,108

so just all members  
of the general public,

44

00:01:57,132--> 00:02:01,990

via the SoA's Vimeo channel.

45

00:02:01,990--> 00:02:05,990

And I believe there will be a link to  
that shared. Thank you very much, Elsa.

46

00:02:05,990--> 00:02:09,428

If you have any questions, please  
do post them in the Q&A box.

47

00:02:09,452--> 00:02:11,990

You can post them anonymously  
if you would prefer to,

48

00:02:11,990--> 00:02:16,990

but do post general comments  
in the chat box down the side.

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49

00:02:16,990--> 00:02:20,468

And with that, it is

my pleasure and honour

50

00:02:20,492--> 00:02:21,988

to introduce today's guest,

51

00:02:22,012--> 00:02:23,990

Dr Christina Neuwirth.

52

00:02:23,990--> 00:02:28,108

Christina is a researcher,

award-nominated author and bookseller.

53

00:02:28,132--> 00:02:32,188

Teaching and research has taken

them to the USA, Germany and Australia,

54

00:02:32,212--> 00:02:35,990

and to industry and scholarly

conferences within the UK.

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55

00:02:35,990--> 00:02:38,188

Christina is a trustee  
on the board of Stanza,

56

00:02:38,212--> 00:02:40,708

Scotland's International  
Poetry Festival.

57

00:02:40,732--> 00:02:44,428

And this research  
is very, very exciting.

58

00:02:44,452--> 00:02:45,990

So I'm absolutely thrilled

59

00:02:45,990--> 00:02:48,348

to be introducing  
Christina to you today.

60

00:02:48,372--> 00:02:49,990

Hello and welcome, Christina.

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61

00:02:49,990--> 00:02:51,068

-Thank you so much.

62

00:02:51,092--> 00:02:52,990

Thank you for having me.

63

00:02:52,990--> 00:02:54,948

-Ah, this is... This is brilliant

64

00:02:54,972--> 00:02:58,548

and something I've been looking forward to quite literally for years,

65

00:02:58,572--> 00:03:01,190

because I know we've been talking about your research on and off.

66

00:03:01,190--> 00:03:02,190

-Yeah.

67

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00:03:02,214--> 00:03:04,388

-So to get us started,

68

00:03:04,412--> 00:03:06,668

I think you have a little  
presentation to sort of, uh...

69

00:03:06,692--> 00:03:10,668

give us the highlights, if that's  
the right word, of your research,

70

00:03:10,692--> 00:03:13,468

and then we'll have some  
questions between us

71

00:03:13,492--> 00:03:15,548

and from the audience to  
get into a bit more depth.

72

00:03:15,572--> 00:03:17,172

So would you like  
to start off with that?

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73

00:03:17,196--> 00:03:20,308

-Yeah, absolutely. I'm just going to start sharing my screen.

74

00:03:20,332--> 00:03:25,308

So basically I will be sharing now

75

00:03:25,332--> 00:03:28,268

the sort of key findings from my research,

76

00:03:28,292--> 00:03:31,990

which was published a few weeks ago as The Quine Report.

77

00:03:31,990--> 00:03:35,748

And this is essentially the executive summary,

78

00:03:35,772--> 00:03:37,948

but in PowerPoint

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presentation form.

79

00:03:37,972--> 00:03:40,208

And then we'll talk a little  
bit more about some details

80

00:03:40,232--> 00:03:42,990

in the conversation  
between me and Helen.

81

00:03:42,990--> 00:03:45,428

Right, just sharing that screen...

82

00:03:47,572--> 00:03:49,990

Is that coming up okay, Helen?

83

00:03:49,990--> 00:03:52,868

-Yes, it's there, but not--

84

00:03:52,892--> 00:03:53,990

There we go. It's there.

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85

00:03:53,990--> 00:03:56,788

-Okay, perfect. Great.

86

00:03:56,812--> 00:04:01,068

So, as I said, The Quine report was published on April 10th

87

00:04:01,092--> 00:04:05,990

and is the result of my PhD research into gender inequality

88

00:04:05,990--> 00:04:08,468

in the Scottish literary sector.

89

00:04:11,132--> 00:04:15,068

My goal was to look at whether women are at a disadvantage

90

00:04:15,092--> 00:04:20,028

and also to make some recommendations for a more equitable future.

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91

00:04:20,990--> 00:04:22,868

-The data that  
you're going to see

92

00:04:22,892--> 00:04:26,990

comes from interviews  
with taste-makers.

93

00:04:26,990--> 00:04:29,468

And by taste-makers,

94

00:04:29,492--> 00:04:32,708

I mean people leading  
literary organisations,

95

00:04:32,732--> 00:04:36,990

but also reviewers,  
librarians, booksellers,

96

00:04:36,990--> 00:04:39,308

publishers, that kind of thing.

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97

00:04:39,332--> 00:04:44,828

And I also did a count of authors'  
gender in the books published in Scotland

98

00:04:44,852--> 00:04:47,990

reviewed in two  
national newspapers,

99

00:04:47,990--> 00:04:50,188

platformed at festival events,

100

00:04:50,212--> 00:04:52,990

and prizes.

101

00:04:52,990--> 00:04:55,388

And so the prizes data  
spans over 100 years

102

00:04:55,412--> 00:04:58,990

from 1919 to 2024.

103

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00:04:58,990--> 00:05:02,628

And the other data, the publications,  
the reviews, and the festivals

104

00:05:02,652--> 00:05:06,990

spans three years, 2017 to 2019.

105

00:05:06,990--> 00:05:09,908

So as I said at the top,

106

00:05:09,932--> 00:05:11,990

this is based on  
my PhD research

107

00:05:11,990--> 00:05:15,148

which I did with University of  
Stirling, University of Glasgow

108

00:05:15,172--> 00:05:16,990

and Scottish Book Trust

109

00:05:16,990--> 00:05:19,308

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from 2017 to 2023.

110

00:05:19,332--> 00:05:23,990

So I did my Viva

in January 2023,

111

00:05:23,990--> 00:05:25,628

just over two years ago.

112

00:05:25,652--> 00:05:29,868

And this research was funded by the

Arts and Humanities Research Council

113

00:05:29,892--> 00:05:33,990

and Scottish Graduate

School for Arts and Humanities,

114

00:05:33,990--> 00:05:36,828

who I'm really grateful to,

115

00:05:36,852--> 00:05:38,990

I couldn't have done

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this without the funding.

116

00:05:38,990--> 00:05:41,748

I'm also really grateful to  
the advocacy group ROAR,

117

00:05:41,772--> 00:05:42,990

who I worked with

118

00:05:42,990--> 00:05:45,428

while I was doing my PhD.

119

00:05:45,452--> 00:05:50,148

They are made up of women in leadership  
in the Scottish literature sector

120

00:05:50,172--> 00:05:54,028

and as I was finding  
things in my counting,

121

00:05:54,052--> 00:05:56,388

I would then take that

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information to ROAR

122

00:05:56,412--> 00:05:59,708

and discuss it with them and go back

and do the... Do some more counting

123

00:05:59,732--> 00:06:03,990

and it was just invaluable to

have their input and expertise.

124

00:06:03,990--> 00:06:08,228

You can find this report

on [quinereport.com](http://quinereport.com)

125

00:06:08,252--> 00:06:11,668

or you can also subscribe to

the Quine Report's Substack

126

00:06:11,692--> 00:06:15,508

where I'm essentially

publishing the whole report

127

# #SoAatHome | Industry Insider – The 40% ceiling: Gender equality in the Scottish literary sector

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00:06:15,532--> 00:06:19,028

in little bits and pieces

with some extra information,

128

00:06:19,052--> 00:06:20,188

some clickable links,

129

00:06:20,212--> 00:06:24,188

and just in a more kind

of accessible format.

130

00:06:24,212--> 00:06:25,508

And I'm doing that...

131

00:06:25,532--> 00:06:30,990

It publishes twice a week

on Tuesdays and Thursdays.

132

00:06:30,990--> 00:06:35,748

So I'm going to do a whistle

stop tour of the headline findings

133

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00:06:35,772--> 00:06:38,990

and we'll go into  
them a little bit more

134

00:06:38,990--> 00:06:40,028

in the conversation.

135

00:06:40,052--> 00:06:44,988

So as I said, the kind of  
most longitudinal data I found

136

00:06:45,012--> 00:06:46,828

or I looked at

137

00:06:46,852--> 00:06:49,308

was literary prizes in Scotland.

138

00:06:49,332--> 00:06:50,988

I looked at 12 prizes.

139

00:06:51,012--> 00:06:52,990

So I looked at the

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James Tait Black prizes

140

00:06:52,990--> 00:06:55,708

which encompass three prizes.

141

00:06:55,732--> 00:06:58,228

The Saltire Society

Literary awards,

142

00:06:58,252--> 00:07:00,068

which are seven prizes.

143

00:07:00,092--> 00:07:02,990

The Walter Scott Prize

for Historical Fiction

144

00:07:02,990--> 00:07:08,148

and the McIlvanney Prize for Best

Scottish Crime Book of the Year.

145

00:07:08,172--> 00:07:13,228

And I found that across

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these over 100 years,

146

00:07:13,252--> 00:07:17,990

the prizes were won by men  
nearly twice as often as women.

147

00:07:17,990--> 00:07:20,708

And here on the graph,

148

00:07:20,732--> 00:07:24,990

you can see, sort of, for each  
prize what the distribution is.

149

00:07:24,990--> 00:07:30,908

Also, I found that,  
of the 458 winners,

150

00:07:30,932--> 00:07:34,990

only 21 were black  
or people of colour.

151

00:07:34,990--> 00:07:36,868

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So...

152

00:07:37,892--> 00:07:42,188

And that's only 4.6%

of all of the winners.

153

00:07:43,990--> 00:07:48,668

Moving on to the

sort of 'littler' data set.

154

00:07:48,990--> 00:07:52,868

I looked at publishing by

Scottish-based publishers

155

00:07:52,892--> 00:07:59,068

and I found that 61% of all of

the authors published were men.

156

00:07:59,092--> 00:08:01,868

And so that's across

these categories.

157

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00:08:01,892--> 00:08:06,028

I should say that, I mean, probably everyone knows what Nielsen BookScan is,

158

00:08:06,052--> 00:08:08,708

but I used Nielsen BookScan to do this research.

159

00:08:08,732--> 00:08:11,228

And so the categories that are listed here

160

00:08:11,252--> 00:08:13,990

are the categories from Nielsen BookScan.

161

00:08:13,990--> 00:08:17,228

Or I guess the metadata that publishers would have added.

162

00:08:17,252--> 00:08:20,988

So as you can see in the graph here,

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163

00:08:21,012--> 00:08:24,268

the inequality is

largest in non-fiction.

164

00:08:24,292--> 00:08:28,788

And then in fiction, it's

still more men than women

165

00:08:28,812--> 00:08:29,990

and same in poetry.

166

00:08:29,990--> 00:08:32,748

And then in children's

and young adult writing,

167

00:08:32,772--> 00:08:36,668

it's more women than men.

168

00:08:38,990--> 00:08:40,308

In reviewing,

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169

00:08:40,332--> 00:08:41,868

I found that

170

00:08:41,892--> 00:08:46,990

male authors were  
being reviewed more.

171

00:08:46,990--> 00:08:51,388

So we've got 62.6% of all  
reviewed authors are male.

172

00:08:51,412--> 00:08:54,990

I looked at The  
Scotsman and The Herald

173

00:08:54,990--> 00:08:56,508

to do this counting,

174

00:08:56,532--> 00:08:58,348

just because they  
were, you know,

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175

00:08:58,372--> 00:09:03,388

these extremely established,  
long-running newspapers

176

00:09:03,412--> 00:09:07,508

that did literary reviewing and  
they're kind of national news outlets.

177

00:09:07,532--> 00:09:11,708

Obviously, there's a lot more  
review outlets in Scotland.

178

00:09:11,732--> 00:09:14,990

I think it would be really interesting  
to do some more research into that,

179

00:09:14,990--> 00:09:17,108

but I think we'll chat  
about that in the chat.

180

00:09:17,132--> 00:09:20,868

I think what was

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particularly shocking to see

181

00:09:20,892--> 00:09:26,990

was that 82% of all reviews  
were written by male critics.

182

00:09:26,990--> 00:09:30,668

And only 18% of reviews  
were written by female critics.

183

00:09:30,692--> 00:09:32,948

And you can see  
in this graph here...

184

00:09:32,972--> 00:09:35,508

I'll try and circle it.

185

00:09:38,977--> 00:09:42,477

Here's the wedge  
up here where...

186

00:09:42,502--> 00:09:44,468

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That's women's reviewing.

187

00:09:44,492--> 00:09:49,668

And you can see that women  
review quite equally across genders,

188

00:09:49,692--> 00:09:52,268

whereas men reviewing men

189

00:09:52,292--> 00:09:55,990

makes up 55% of  
all of the reviews.

190

00:09:55,990--> 00:09:58,868

So not only are men  
reviewing more books,

191

00:09:58,892--> 00:10:01,468

they're also reviewing  
quite unequally.

192

00:10:02,990--> 00:10:05,068

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Um...

193

00:10:05,092--> 00:10:07,508

I'll see if I can move

on to the next slide.

194

00:10:10,990--> 00:10:11,990

[laughs]

195

00:10:12,002--> 00:10:14,348

Let me see if I can

remove that... The scribble.

196

00:10:14,372--> 00:10:15,372

There it is.

197

00:10:15,396--> 00:10:17,988

I found that book festivals

198

00:10:18,012--> 00:10:22,148

were the most equitable part

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199

00:10:22,172--> 00:10:23,990

of the counting that I did.

200

00:10:23,990--> 00:10:26,668

So taking...

201

00:10:26,692--> 00:10:30,028

Edinburgh International Book Festival,

Aye Write, and Bloody Scotland together

202

00:10:30,052--> 00:10:33,990

as three sample festivals,

203

00:10:33,990--> 00:10:37,948

I found that they

programmed 52.8% men.

204

00:10:37,972--> 00:10:41,908

I also found, though,

205

00:10:41,932--> 00:10:45,228

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that Aye Write and Edinburgh

International Book Festival

206

00:10:45,252--> 00:10:49,990

programmed men more

in solo events than women.

207

00:10:49,990--> 00:10:54,990

And so the gender disparity

was an average of 7.2% higher.

208

00:10:54,990--> 00:10:59,588

So essentially, whatever it is in

any year for the overall programmes

209

00:10:59,612--> 00:11:01,990

for Aye Write and

Edinburgh Book Festival,

210

00:11:01,990--> 00:11:04,748

if you then look at

just the solo events,

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211

00:11:04,772--> 00:11:11,990

the average disparity there

or the average, like, difference

212

00:11:11,990--> 00:11:14,788

was 7.2%.

213

00:11:14,812--> 00:11:16,668

I didn't include

Bloody Scotland in that

214

00:11:16,692--> 00:11:21,348

because Bloody Scotland

programmed fewer than 10 solo events

215

00:11:21,372--> 00:11:22,588

in these years

216

00:11:22,612--> 00:11:25,348

and so it wouldn't

be, like, a fair

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217

00:11:25,372--> 00:11:27,748

numerical representation.

218

00:11:32,990--> 00:11:35,628

I also found that...

219

00:11:35,652--> 00:11:39,990

If you look at where

these areas overlap,

220

00:11:39,990--> 00:11:43,988

that these areas were also

221

00:11:44,012--> 00:11:46,990

more likely to

feature male authors.

222

00:11:46,990--> 00:11:48,388

So what I mean by overlap

223

00:11:48,412--> 00:11:52,308

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is perhaps an author

was published in Scotland

224

00:11:52,332--> 00:11:54,308

and also received a review.

225

00:11:54,332--> 00:11:56,228

Or perhaps they

received a review

226

00:11:56,252--> 00:11:59,948

and also spoke at a book

festival and also were shortlisted.

227

00:12:01,990--> 00:12:05,108

So there were 17 authors

228

00:12:05,132--> 00:12:09,990

who appeared in all

four of these areas.

229

00:12:09,990--> 00:12:11,348

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Um...

230

00:12:11,372--> 00:12:16,188

And all of these 17  
authors were white,

231

00:12:16,212--> 00:12:18,628

which means that  
this higher visibility

232

00:12:18,652--> 00:12:23,990

was entirely unavailable to  
black and people of colour

233

00:12:23,990--> 00:12:26,948

authors in this  
three-year sample.

234

00:12:26,972--> 00:12:31,388

And I also found that...

235

00:12:31,412--> 00:12:33,788

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And this is more in the report,

236

00:12:33,812--> 00:12:35,148

this isn't in this presentation,

237

00:12:35,172--> 00:12:39,990

but I also found that the

more authors up here,

238

00:12:39,990--> 00:12:43,388

the more likely it is

that they will be men

239

00:12:43,412--> 00:12:45,988

and also the more likely

it is that they'll be white.

240

00:12:46,012--> 00:12:48,428

So there's some data

in the... in the report,

241

00:12:48,452--> 00:12:49,990

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if you're interested

in finding more

242

00:12:49,990--> 00:12:51,868

about that.

243

00:12:53,732--> 00:12:56,908

I also did some interviews

244

00:12:56,932--> 00:12:59,990

with taste-makers,

as I said at the top.

245

00:12:59,990--> 00:13:03,348

And I was really

interested in asking them

246

00:13:03,372--> 00:13:05,788

what, in their opinion,

247

00:13:05,812--> 00:13:08,990

was happening with gender

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in the Scottish literary sector.

248

00:13:08,990--> 00:13:10,988

So, I think...

249

00:13:11,012--> 00:13:14,990

Sometimes when we talk  
about gender in the arts,

250

00:13:14,990--> 00:13:18,948

we talk about representation  
in terms of the workforce.

251

00:13:18,972--> 00:13:23,148

So we say, you know, if only  
there were more women working in

252

00:13:23,172--> 00:13:25,068

television, for example,

253

00:13:25,092--> 00:13:27,588

then maybe things

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wouldn't be so unequal.

254

00:13:27,612--> 00:13:31,308

But that's not the  
case for publishing.

255

00:13:31,332--> 00:13:32,990

Publishing is

256

00:13:32,990--> 00:13:34,668

very female dominated

257

00:13:34,692--> 00:13:39,108

and even though we don't have  
exact figures for Scotland alone,

258

00:13:39,132--> 00:13:42,990

bookcareers.com regularly does

259

00:13:42,990--> 00:13:44,948

a salary review

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260

00:13:44,972--> 00:13:49,908

and also looks at the  
makeup of the industry workers.

261

00:13:49,932--> 00:13:54,990

And I think the latest one was  
82% of the workforce is female.

262

00:13:54,990--> 00:13:59,988

Yet there's this persistent  
kind of 15, 16% wage gap.

263

00:14:00,012--> 00:14:03,628

So I did these interviews  
to try and find out

264

00:14:03,652--> 00:14:07,990

what the taste-makers  
themselves thought was happening.

265

00:14:07,990--> 00:14:13,990

And just to give some bullet points.

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266

00:14:13,990--> 00:14:16,948

Some of the taste-makers spoke  
about the Scottish literary canon

267

00:14:16,972--> 00:14:18,988

and about...

268

00:14:19,012--> 00:14:23,188

maybe that's still  
permeating the industry now.

269

00:14:23,212--> 00:14:25,868

So if we think of  
Scottish literature

270

00:14:25,892--> 00:14:29,990

and we think of male writers,

271

00:14:29,990--> 00:14:32,908

that can impact the  
decisions that we make,

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272

00:14:32,932--> 00:14:35,990

especially as taste-makers  
are always considering risk.

273

00:14:35,990--> 00:14:38,228

If they're thinking  
about, you know,

274

00:14:38,252--> 00:14:40,988

is this going to be successful  
if I invest money in this?

275

00:14:41,012--> 00:14:43,990

Will I receive a return  
on that investment?

276

00:14:43,990--> 00:14:48,148

If the picture they have in  
their minds is a male author,

277

00:14:48,172--> 00:14:50,990

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that can impact  
their idea of risk.

278

00:14:50,990--> 00:14:53,988

This is also explored  
in a lot of detail

279

00:14:54,012--> 00:14:58,348

in the report that  
came out in 2020

280

00:14:58,372--> 00:15:00,428

by Anamik Saha and  
Dr Sandra van Lente

281

00:15:00,452--> 00:15:04,990

called Rethinking  
'Diversity' in Publishing

282

00:15:04,990--> 00:15:09,148

which reveals that  
publishing at large

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283

00:15:09,172--> 00:15:11,708

has sort of an idea  
of its readership

284

00:15:11,732--> 00:15:14,990

as, like, a white  
woman in her 50s.

285

00:15:14,990--> 00:15:18,908

Which obviously  
is not representative

286

00:15:18,932--> 00:15:22,990

of the actual  
readership population.

287

00:15:22,990--> 00:15:25,948

Some of my interviewees

288

00:15:25,972--> 00:15:29,990

disclose direct experiences  
of harassment and intimidation,

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289

00:15:29,990--> 00:15:33,388

and they also spoke about  
being treated less favourably

290

00:15:33,412--> 00:15:35,468

because of their  
gender or ethnicity

291

00:15:35,492--> 00:15:39,990

or missing out on opportunities  
due to caring responsibilities.

292

00:15:39,990--> 00:15:44,028

Because my research was more  
about asking these taste-makers

293

00:15:44,052--> 00:15:47,868

about their...

294

00:15:47,892--> 00:15:51,028

their experience of

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295

00:15:51,052--> 00:15:54,468

what was happening in  
the sector at large, I wasn't...

296

00:15:54,492--> 00:15:56,308

I didn't set out  
at the beginning

297

00:15:56,332--> 00:16:00,990

to interview people who were  
most affected by the sexism,

298

00:16:00,990--> 00:16:03,548

yet this information  
still came out.

299

00:16:03,572--> 00:16:06,508

So I think that  
really shows that...

300

00:16:06,532--> 00:16:07,990

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that it's very persistent.

301

00:16:07,990--> 00:16:11,108

And I'm really grateful

302

00:16:11,132--> 00:16:14,348

those interviewees felt able  
to disclose that information.

303

00:16:14,372--> 00:16:16,990

I think it's really important  
that we talk about it.

304

00:16:16,990--> 00:16:19,868

I also found that,

305

00:16:19,892--> 00:16:24,348

and this isn't maybe surprising  
to us who work in the sector,

306

00:16:24,372--> 00:16:28,308

but it was good to be able

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to record it in this research

307

00:16:28,332--> 00:16:31,428

that the work of women

in the literary sector

308

00:16:31,452--> 00:16:32,990

often happens in the background.

309

00:16:32,990--> 00:16:36,948

And also that their work

is sometimes devalued

310

00:16:36,972--> 00:16:39,228

through gender stereotyping.

311

00:16:40,990--> 00:16:42,468

So I...

312

00:16:42,492--> 00:16:44,508

Taking all of this together,

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313

00:16:44,532--> 00:16:49,068

what I found is that basically

314

00:16:49,092--> 00:16:51,188

a lot of women work in

the publishing industry,

315

00:16:51,212--> 00:16:54,588

but the publishing industry

doesn't value the labour of women

316

00:16:54,612--> 00:16:56,990

as highly as that of men.

317

00:16:56,990--> 00:17:02,990

And because women are devalued,

318

00:17:02,990--> 00:17:06,068

they can't alone be responsible

for addressing this inequality.

319

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00:17:06,092--> 00:17:11,948

Not only is their work  
perhaps seen as less valuable,

320

00:17:11,972--> 00:17:16,668

but also their capacity  
is further limited

321

00:17:16,692--> 00:17:19,990

by this harassment  
that they face,

322

00:17:19,990--> 00:17:24,108

which also The Bookseller  
did research on in 2017

323

00:17:24,132--> 00:17:26,508

and found just kind of  
really widespread harassment

324

00:17:26,532--> 00:17:29,388

in the publishing industry.

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325

00:17:31,790--> 00:17:33,028

I realize I'm going over time,

326

00:17:33,052--> 00:17:35,748

but I'm just gonna run

through these final little points

327

00:17:35,772--> 00:17:39,990

and then my recommendations.

328

00:17:39,990--> 00:17:41,348

I think this is the key--

329

00:17:41,372--> 00:17:44,988

This is what to me crystallized

330

00:17:45,012--> 00:17:47,990

what's happening.

331

00:17:47,990--> 00:17:49,548

From my interviews,

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332

00:17:49,572--> 00:17:53,348

the interviewees

333

00:17:53,372--> 00:17:57,990

allowed me to see that

334

00:17:57,990--> 00:18:00,388

publishing has

this image of itself

335

00:18:00,412--> 00:18:02,068

as being countercultural

336

00:18:02,092--> 00:18:04,548

or perhaps a force for good.

337

00:18:04,572--> 00:18:10,348

However, we know from

loads of other researchers data,

338

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00:18:10,372--> 00:18:11,588

but also from my data,

339

00:18:11,612--> 00:18:13,990

that the industry

is far from equal.

340

00:18:13,990--> 00:18:18,428

And a few interviewees

stated that taste-makers

341

00:18:18,452--> 00:18:21,990

would be really horrified if

they were accused of sexism

342

00:18:21,990--> 00:18:24,828

because they believe

themselves to have good intentions.

343

00:18:24,852--> 00:18:28,588

And so their good intentions,

344

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00:18:28,612--> 00:18:30,868

I concluded,

345

00:18:30,892--> 00:18:34,148

they may believe that  
these good intentions

346

00:18:34,172--> 00:18:36,468

protect them from  
perpetuating sexism

347

00:18:36,492--> 00:18:40,990

or from being accused of sexism.

348

00:18:40,990--> 00:18:44,908

So my goal with  
this report, really,

349

00:18:44,932--> 00:18:47,548

is to show that  
this is happening

350

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00:18:47,572--> 00:18:51,148

and that our good intentions  
aren't enough on their own.

351

00:18:51,172--> 00:18:53,948

That we need to...

352

00:18:53,972--> 00:18:57,788

Rather than hiding  
behind our good intentions,

353

00:18:57,812--> 00:19:00,990

we need to use our  
good intentions as...

354

00:19:00,990--> 00:19:04,668

Like we need to live our values

355

00:19:04,692--> 00:19:08,990

and let them spur  
us on to action.

356

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00:19:08,990--> 00:19:12,548

And some of the actions that  
I suggest are transparency.

357

00:19:12,572--> 00:19:16,990

So I'm really keen that  
research continues into this issue

358

00:19:16,990--> 00:19:19,868

and I think that  
organizations themselves

359

00:19:19,892--> 00:19:23,990

are well placed to do  
some of that research

360

00:19:23,990--> 00:19:26,268

because they sit at the source

361

00:19:26,292--> 00:19:28,990

and they have a lot of  
information at their fingertips.

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362

00:19:28,990--> 00:19:33,588

I think any of that research needs  
to be done with safeguarding in place

363

00:19:33,612--> 00:19:36,188

because we know  
that minoritized people

364

00:19:36,212--> 00:19:40,468

are often asked to disclose  
really personal information.

365

00:19:40,492--> 00:19:42,828

And so if anyone's going  
to be doing this research,

366

00:19:42,852--> 00:19:44,990

first of all, it  
needs to be paid

367

00:19:44,990--> 00:19:46,548

and second of all,

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368

00:19:46,572--> 00:19:51,748

it needs to consider how  
to keep this information safe

369

00:19:51,772--> 00:19:53,308

and how to keep  
people safe if they...

370

00:19:53,332--> 00:19:55,990

if they do want to  
disclose information.

371

00:19:55,990--> 00:20:00,948

My second recommendation  
is integrating diversity.

372

00:20:00,972--> 00:20:02,268

So that's...

373

00:20:02,292--> 00:20:06,990

One of my interviewees

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said really poignantly,

374

00:20:06,990--> 00:20:09,468

basically, if you can't

work with women

375

00:20:09,492--> 00:20:11,348

and if you can't work

with people of colour,

376

00:20:11,372--> 00:20:13,668

then you shouldn't work in...

377

00:20:13,692--> 00:20:17,990

You shouldn't have

a job in this industry.

378

00:20:17,990--> 00:20:20,908

It can't be acceptable

379

00:20:20,932--> 00:20:23,990

that you just make

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people uncomfortable.

380

00:20:23,990--> 00:20:27,228

And so lived experience,

381

00:20:27,252--> 00:20:29,908

but also training should

be integrated more,

382

00:20:29,932--> 00:20:32,990

and I know that a lot of

organizations are already doing that.

383

00:20:32,990--> 00:20:35,308

And then the last point is that

384

00:20:35,332--> 00:20:37,668

I think there does need

to be a sector-wide way

385

00:20:37,692--> 00:20:40,990

for reporting gender-based

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harassment and discrimination.

386

00:20:40,990--> 00:20:45,228

Especially as a lot of

us in the industry

387

00:20:45,252--> 00:20:48,668

work in quite

precarious positions

388

00:20:48,692--> 00:20:52,188

and we maybe are

doing freelance work.

389

00:20:52,212--> 00:20:55,908

It's very difficult to

know where to turn

390

00:20:55,932--> 00:20:57,990

when you're being harassed

391

00:20:57,990--> 00:20:59,868

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or discriminated against.

392

00:20:59,892--> 00:21:03,348

And yeah, those are some  
of my headline findings.

393

00:21:05,990--> 00:21:07,988

-Thank you. Thank  
you so much, Christina.

394

00:21:08,012--> 00:21:12,990

It's an absolutely  
huge body of work here.

395

00:21:12,990--> 00:21:15,308

Really important data.

396

00:21:15,332--> 00:21:17,990

My first question is...

397

00:21:17,990--> 00:21:20,508

Do you want to tell us a little

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bit more about the methodology?

398

00:21:20,532--> 00:21:23,228

So how did you  
get all this data?

399

00:21:23,252--> 00:21:25,468

Because it's not  
trivial to do that.

400

00:21:25,492--> 00:21:27,368

How do you get it? How  
do you make sense of it?

401

00:21:27,392--> 00:21:28,990

How have you pieced it together?

402

00:21:28,990--> 00:21:30,348

-Yeah, thank you.

403

00:21:30,372--> 00:21:32,668

So, I...

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404

00:21:32,692--> 00:21:34,228

It was different for each bit.

405

00:21:34,252--> 00:21:37,148

And so for the publishing

406

00:21:37,172--> 00:21:40,148

I, as I said, used

Nielsen BookScan

407

00:21:40,172--> 00:21:43,988

to generate,

publisher by publisher,

408

00:21:44,012--> 00:21:48,990

a list of what was published in

the years that I was interested in

409

00:21:48,990--> 00:21:51,548

which then gave me

that kind of genre tag.

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410

00:21:51,572--> 00:21:55,188

For reviewing, I used...

411

00:21:55,212--> 00:21:59,868

a news database through  
the National Library of Scotland

412

00:21:59,892--> 00:22:03,988

and I kind of clicked  
through the national--

413

00:22:04,012--> 00:22:09,990

Sorry, The Herald and  
The Scotsman's publishing

414

00:22:09,990--> 00:22:12,428

for every single day  
in those three years

415

00:22:12,452--> 00:22:14,990

and looked at every

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article that they published.

416

00:22:14,990--> 00:22:16,828

And if it was a review,

417

00:22:16,852--> 00:22:19,948

I noted down the

title of the book

418

00:22:19,972--> 00:22:22,990

and the names of the

reviewers and the authors.

419

00:22:22,990--> 00:22:27,148

For festivals, I used the

printed or the PDF programs.

420

00:22:27,172--> 00:22:30,068

And for...

421

00:22:30,092--> 00:22:35,108

prizes I used the list, whatever

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they the published lists of

422

00:22:35,132--> 00:22:38,990

winners and also of shortlists.

423

00:22:38,990--> 00:22:42,948

And then what I did is I

used biographical information

424

00:22:42,972--> 00:22:44,990

for each of the names

425

00:22:44,990--> 00:22:48,308

in order to be able

to log their gender

426

00:22:48,332--> 00:22:52,628

or as I say in my methodology,

427

00:22:52,652--> 00:22:55,188

I basically am interested in

counting their public gender.

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428

00:22:55,212--> 00:22:58,990

So if somebody uses

429

00:22:58,990--> 00:23:02,268

they/them in a public context

430

00:23:02,292--> 00:23:04,990

and they use different  
pronouns in their personal life,

431

00:23:04,990--> 00:23:07,680

I sort of am not interested in  
what they use in their personal life.

432

00:23:07,704--> 00:23:12,308

That's not my business. My business is what  
do they use in their professional context?

433

00:23:12,332--> 00:23:15,108

What do they want the  
publishing industry to see?

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434

00:23:15,132--> 00:23:17,990

And also what is the  
publishing industry using

435

00:23:17,990--> 00:23:20,628

to discuss them?

436

00:23:20,652--> 00:23:25,868

And yes, so then I  
just spent many years

437

00:23:25,892--> 00:23:27,628

building a lot of  
large spreadsheets

438

00:23:27,652--> 00:23:31,068

and then it was just a  
process of trying to find out

439

00:23:31,092--> 00:23:34,588

what of this information is...

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440

00:23:34,612--> 00:23:38,990

How can I visualize this  
information in a way that's useful?

441

00:23:38,990--> 00:23:42,548

I have it all broken  
down by year as well.

442

00:23:42,572--> 00:23:45,388

If people are  
interested in seeing that,

443

00:23:45,412--> 00:23:49,990

all of that is in the appendix that you  
can download for free on the website.

444

00:23:49,990--> 00:23:52,548

-Thank you and I'm  
absolutely astonished

445

00:23:52,572--> 00:23:55,990

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that you had to go through  
day by day by hand every article

446

00:23:55,990--> 00:23:58,668

in order to count those reviews.

447

00:23:58,692--> 00:24:00,708

We'll get onto  
reviews in a minute.

448

00:24:00,732--> 00:24:03,068

So in a way, I'm not surprised  
because I've seen the data

449

00:24:03,092--> 00:24:06,208

and it explains quite a lot the fact  
that clearly no one has done this before

450

00:24:06,232--> 00:24:07,990

and no one is keeping track.

451

00:24:07,990--> 00:24:10,308

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But before we get on to reviews,

452

00:24:10,332--> 00:24:12,668

can we start with  
the literary prizes?

453

00:24:12,692--> 00:24:14,468

If you... if you wouldn't mind?

454

00:24:14,492--> 00:24:18,508

Partly because that's the huge  
hundred year dataset that you've got.

455

00:24:18,532--> 00:24:22,588

And one of the things  
that jumped out for me

456

00:24:22,612--> 00:24:24,948

is you sort of broke it down  
by decade at one point.

457

00:24:24,972--> 00:24:25,990

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So you can see

458

00:24:25,990--> 00:24:29,708

the inequalities, the gender  
inequalities of literary prizes by decade.

459

00:24:29,732--> 00:24:32,068

And if I'm reading it right,

460

00:24:32,092--> 00:24:36,028

then the inequality  
was as bad in the 2010s

461

00:24:36,052--> 00:24:38,990

as it was in the 1920s.

462

00:24:38,990--> 00:24:40,990

Do I have that right?

463

00:24:40,990--> 00:24:44,348

-Yes, I'm just pulling up the  
decade by decade figures

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464

00:24:44,372--> 00:24:45,990

so I can put it on the screen.

465

00:24:45,990--> 00:24:48,990

I think you are-- I

think you are right.

466

00:24:48,990--> 00:24:52,588

-So that was one of

the most shocking...

467

00:24:52,612--> 00:24:55,308

I mean, I was expecting

the prize data to be bad.

468

00:24:55,332--> 00:24:56,990

You know, I thought

469

00:24:56,990--> 00:24:59,460

there was a lot of inequality

in literary prizes in Scotland,

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470

00:24:59,484--> 00:25:03,148

but I didn't know it was

as bad as in the 1920s now.

471

00:25:03,172--> 00:25:04,172

That's quite something.

472

00:25:04,172--> 00:25:06,668

What I did notice

is that little peak.

473

00:25:06,692--> 00:25:10,628

There was like a a decade

of optimism in the 1960s.

474

00:25:10,652--> 00:25:14,990

It was the 60s, there's a

lot of social things going on.

475

00:25:14,990--> 00:25:16,868

Was there something

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else happening as well

476

00:25:16,892--> 00:25:22,468

to sort of make literary

prizes less biased in the 1960s

477

00:25:22,492--> 00:25:23,990

and why did we then revert?

478

00:25:23,990--> 00:25:25,990

What do you think

is going on there?

479

00:25:25,990--> 00:25:28,748

-So to clarify the earlier point,

480

00:25:28,772--> 00:25:30,268

I think the 1920s

481

00:25:30,292--> 00:25:34,628

were actually uniquely

low for women there.

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482

00:25:34,652--> 00:25:37,948

So I think maybe you were  
thinking the 1930s and the 1940s

483

00:25:37,972--> 00:25:39,668

was at kind of 20%

484

00:25:39,692--> 00:25:44,990

and that's similar to  
the 1970s and 1990s.

485

00:25:44,990--> 00:25:47,148

I also should say  
that these are...

486

00:25:47,172--> 00:25:52,108

So 1920s, 1930s, 1940s, 1950s,

487

00:25:52,132--> 00:25:54,990

and to some extent the 1960s,

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488

00:25:54,990--> 00:25:57,868

we actually have relatively few  
of the prizes that I was counting.

489

00:25:57,892--> 00:26:00,990

So if you look at  
the actual numbers

490

00:26:00,990--> 00:26:04,708

across all of the 1920s,

491

00:26:04,732--> 00:26:08,628

you have about maybe 20  
authors who are awarded prizes

492

00:26:08,652--> 00:26:11,990

because that's just the  
James Tait Black Prizes.

493

00:26:11,990--> 00:26:16,348

And then in the 1930s, you get  
one of the Saltire Awards added.

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494

00:26:16,372--> 00:26:19,990

And then in the 1960s, you get another Saltire Award added.

495

00:26:19,990--> 00:26:24,708

And then in the 1980s is when really more and more prizes get added.

496

00:26:25,990--> 00:26:30,748

So I would say it is really interesting looking at the percentages,

497

00:26:30,772--> 00:26:33,990

but we need to bear in mind that these are quite small numbers.

498

00:26:33,990--> 00:26:39,108

And so if we say 20% of authors in the 1960s--

499

00:26:39,132--> 00:26:41,990

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in the 1930s who were  
awarded are women,

500

00:26:41,990--> 00:26:44,708

actually, that's maybe...

501

00:26:44,732--> 00:26:49,188

five women and 17

men or something.

502

00:26:49,212--> 00:26:51,068

I don't have the exact

numbers in my head,

503

00:26:51,092--> 00:26:53,028

but, so the...

504

00:26:53,052--> 00:26:55,588

I think it is really important

to look at these percentages

505

00:26:55,612--> 00:26:59,108

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and then also to look at  
the sort of actual figures

506

00:26:59,132--> 00:27:00,990

and see what's  
actually going on.

507

00:27:00,990--> 00:27:04,990

And I think that's also important  
when we talk about the 1960s there.

508

00:27:04,990--> 00:27:06,388

So I personally haven't...

509

00:27:06,412--> 00:27:08,108

I don't know what's going on.

510

00:27:08,132--> 00:27:10,768

I do find it really interesting and  
I hope someone does that work

511

00:27:10,792--> 00:27:12,428

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or I get to do that  
work at some point

512

00:27:12,452--> 00:27:14,990

to see what exactly  
is happening.

513

00:27:14,990--> 00:27:18,548

But the huge spike  
that we see up here

514

00:27:18,572--> 00:27:22,588

in that graph where we see over  
60% of the winners are women,

515

00:27:22,612--> 00:27:28,148

that actually is 14 women  
winners and eight male winners.

516

00:27:28,172--> 00:27:31,188

So that is still quite  
a large disparity,

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517

00:27:31,212--> 00:27:34,990

but it's not perhaps

as like earth shattering

518

00:27:34,990--> 00:27:37,028

as we imagine.

519

00:27:37,052--> 00:27:41,828

The other interesting thing

is that the years to either side

520

00:27:41,852--> 00:27:43,388

are also...

521

00:27:43,412--> 00:27:46,188

I think the late 50s,

522

00:27:46,212--> 00:27:47,990

we're also seeing

more women winners.

523

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00:27:47,990--> 00:27:51,990

And then the early 70s, we're  
also seeing more women winners.

524

00:27:51,990--> 00:27:54,068

So there's clearly  
something that isn't...

525

00:27:54,092--> 00:27:58,668

Something that's maybe  
sustained for a larger time

526

00:27:58,692--> 00:28:02,028

than just the kind of arbitrary,  
like, decades that I picked out

527

00:28:02,052--> 00:28:06,990

where I just looked at,  
you know, 1960 to 1969.

528

00:28:06,990--> 00:28:10,388

But yeah, I hope somebody  
does that research.

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529

00:28:10,412--> 00:28:11,948

I hope... I hope they do.

530

00:28:11,972--> 00:28:13,990

I think it is staggering.

531

00:28:13,990--> 00:28:16,788

Despite what I said earlier, that these are quite small numbers,

532

00:28:16,812--> 00:28:20,268

it is staggering to see that the gap that exists there,

533

00:28:20,292--> 00:28:21,788

if we follow these lines,

534

00:28:21,812--> 00:28:24,990

the gap just sort of stays consistent.

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535

00:28:24,990--> 00:28:28,990

But even when more and more prizes get added in the 1980s

536

00:28:28,990--> 00:28:33,508

and in the 1910s, we're not actually seeing more prizes

537

00:28:33,532--> 00:28:36,228

leading to more equality.

538

00:28:36,252--> 00:28:39,990

It just kind of stays consistent.

539

00:28:39,990--> 00:28:42,548

Yeah, I think that's the graph that I was looking at,

540

00:28:42,572--> 00:28:44,028

the way you can see the line,

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541

00:28:44,052--> 00:28:47,748

the difference between the two lines  
is exactly the same now as it was then.

542

00:28:47,772--> 00:28:48,772

-Yes.

543

00:28:48,796--> 00:28:51,108

-Even though we're giving out  
more and more prizes, right?

544

00:28:51,132--> 00:28:53,848

We keep throwing out these  
prizes like it's going to fix something.

545

00:28:53,872--> 00:28:55,172

It's fixing absolutely nothing.

546

00:28:55,196--> 00:28:56,948

-Yeah. Yeah.

547

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00:28:56,972--> 00:28:59,468

I should also say that

obviously the prizes I counted,

548

00:28:59,492--> 00:29:04,428

none of them are

targeting an inequality.

549

00:29:04,452--> 00:29:06,308

So they weren't...

550

00:29:06,332--> 00:29:07,468

They're...

551

00:29:07,492--> 00:29:09,548

Or at least not a

demographic inequality.

552

00:29:09,572--> 00:29:13,868

So the prizes that I counted

don't include, for example,

553

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00:29:13,892--> 00:29:15,908

The Nan Shepherd

Prize, which is specifically

554

00:29:15,932--> 00:29:18,990

for nature writing from an  
under-represented writer.

555

00:29:18,990--> 00:29:26,668

And so the prizes I counted  
are sort of these more large,

556

00:29:26,692--> 00:29:30,748

perhaps more general prizes  
with some genre prizes in there.

557

00:29:30,772--> 00:29:34,188

So The Walter Scott

Prize for historical fiction

558

00:29:34,212--> 00:29:37,990

or The McIlvanney

Prize for Crime Fiction.

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559

00:29:37,990--> 00:29:39,348

-Hm, yes.

560

00:29:39,372--> 00:29:43,990

So let's talk a little  
bit about the reviews.

561

00:29:43,990--> 00:29:44,990

Mm-hmm.

562

00:29:45,014--> 00:29:46,428

-I found, as I was  
saying earlier,

563

00:29:46,452--> 00:29:50,988

I found the review data  
absolutely flabbergasting.

564

00:29:51,012--> 00:29:56,188

Not just-- In fact, not so  
much that so many more men

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565

00:29:56,212--> 00:29:58,290

are being reviewed than  
women, because I knew that.

566

00:29:58,314--> 00:30:01,108

But it was the people who  
were doing the reviewing

567

00:30:01,132--> 00:30:03,990

that I found quite...  
quite stunning.

568

00:30:03,990--> 00:30:06,868

And specifically the  
fact that you found...

569

00:30:06,892--> 00:30:09,990

I think it is four  
male reviewers.

570

00:30:09,990--> 00:30:12,028

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Just four, four individual men

571

00:30:12,052--> 00:30:15,468

are doing a huge amount of  
the reviewing within Scotland

572

00:30:15,492--> 00:30:18,948

which is... I don't  
even have the words.

573

00:30:18,972--> 00:30:21,628

I mean, it's... It's appalling.

574

00:30:21,652--> 00:30:23,708

How can anyone  
think this is okay?

575

00:30:23,732--> 00:30:26,228

Could you tell us a bit more,  
like, kind of show us that data

576

00:30:26,252--> 00:30:27,990

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and go into a bit  
more detail with that?

577

00:30:27,990--> 00:30:31,028

-Yeah, so...

578

00:30:31,052--> 00:30:33,788

I...

579

00:30:33,812--> 00:30:37,068

I looked at The Herald

and The Scotsman

580

00:30:37,092--> 00:30:39,068

who have quite  
different reviewing.

581

00:30:39,092--> 00:30:42,268

Because The Herald has a  
lot more paperback reviewing,

582

00:30:42,292--> 00:30:45,990

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which are these kind of  
short one paragraph reviews.

583

00:30:45,990--> 00:30:49,868

Whereas The Scotsman, all of the  
reviewing was feature length reviewing.

584

00:30:49,892--> 00:30:53,788

And so you can  
see in the report,

585

00:30:53,812--> 00:30:57,990

the reviews in The Herald by the individual  
reviewer and all of this is anonymized.

586

00:30:57,990--> 00:31:00,508

And you've got... I  
don't know if it's clear,

587

00:31:00,532--> 00:31:03,428

but you can see male  
reviewer one is here.

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588

00:31:03,452--> 00:31:05,108

And so that's quite...

589

00:31:05,132--> 00:31:06,948

Already quite a

590

00:31:06,972--> 00:31:10,868

large graph compared to the next... the next male reviewer.

591

00:31:10,892--> 00:31:14,990

So that's male reviewer one

592

00:31:14,990--> 00:31:20,428

is writing there over

100, maybe 120 reviews

593

00:31:20,452--> 00:31:25,990

and then male reviewer one is also writing a lot of paperback reviews.

594

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00:31:25,990--> 00:31:30,588

And so then the next male reviewer  
along is writing about 50 reviews

595

00:31:30,612--> 00:31:34,828

and then the next male reviewer along  
is writing about just under 50 reviews.

596

00:31:34,852--> 00:31:37,708

I should also say you can  
see at the bottom of this graph

597

00:31:37,732--> 00:31:41,990

that female reviewer one is  
writing also about 50 reviews.

598

00:31:41,990--> 00:31:45,108

So there is kind of  
one male reviewer who

599

00:31:45,132--> 00:31:49,548

is just writing a lot of  
these feature reviews,

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600

00:31:49,572--> 00:31:51,990

but also the paperback reviews.

601

00:31:51,990--> 00:31:55,990

What we see for The

Scotsman is a little bit different

602

00:31:55,990--> 00:32:00,990

because we don't have that kind  
of large spike of paperback reviews.

603

00:32:00,990--> 00:32:03,988

Instead, what we're seeing

is that there's three reviewers.

604

00:32:04,012--> 00:32:09,788

Male reviewer one, two, three who

are writing just a huge number of reviews

605

00:32:09,812--> 00:32:11,990

compared to everybody else.

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606

00:32:11,990--> 00:32:14,548

And...

607

00:32:14,572--> 00:32:17,028

I think what that  
really shows is that,

608

00:32:17,052--> 00:32:22,108

and what I should say is I  
didn't then do any qualitative work

609

00:32:22,132--> 00:32:23,868

on, um...

610

00:32:23,892--> 00:32:26,468

like researching  
people's careers.

611

00:32:26,492--> 00:32:27,968

That... that really  
wasn't my focus.

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612

00:32:27,992--> 00:32:29,828

My focus was what's  
happening structurally.

613

00:32:29,852--> 00:32:30,990

What's happening kind of

614

00:32:30,990--> 00:32:35,628

in summary across  
these review outlets.

615

00:32:35,652--> 00:32:42,228

But what I imagine  
is that there's authors

616

00:32:42,252--> 00:32:46,388

who are able to  
contribute more reviews.

617

00:32:46,412--> 00:32:49,028

Whether that's they're being

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asked back as freelancers

618

00:32:49,052--> 00:32:51,828

or they have staff positions

619

00:32:51,852--> 00:32:55,388

who then...

620

00:32:55,412--> 00:32:59,990

whose opinion then is

given more space and time.

621

00:32:59,990--> 00:33:03,228

And as we spoke earlier,

622

00:33:03,252--> 00:33:06,948

it is staggering for

any four individuals

623

00:33:06,972--> 00:33:08,988

to have this kind of air time.

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624

00:33:09,012--> 00:33:10,508

Like, it doesn't  
matter who they are.

625

00:33:10,532--> 00:33:14,748

Like, it would be staggering  
for any four same individuals

626

00:33:14,772--> 00:33:17,548

to have this sort of impact.

627

00:33:17,572--> 00:33:21,108

And, yeah, I guess...

628

00:33:21,132--> 00:33:25,668

I think a figure  
from the report that

629

00:33:25,692--> 00:33:28,588

I didn't mention earlier

630

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00:33:28,612--> 00:33:32,388

is that...

631

00:33:32,412--> 00:33:39,990

male reviewers each wrote an average of 12 reviews each year

632

00:33:39,990--> 00:33:44,228

and female reviewers each wrote an average of five reviews.

633

00:33:44,252--> 00:33:45,788

So it's...

634

00:33:45,812--> 00:33:47,948

Um...

635

00:33:47,972--> 00:33:52,788

One sort of action that I would suggest for editors

636

00:33:52,812--> 00:33:55,548

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who may be looking at this...

And, you know, let's bear in mind

637

00:33:55,572--> 00:33:58,188

this information is

from 2017 and 2019.

638

00:33:58,212--> 00:33:59,508

A lot of time has passed.

639

00:33:59,532--> 00:34:00,990

I would want

editors to look at...

640

00:34:00,990--> 00:34:04,268

Newspaper editors to

see what's happening now.

641

00:34:04,292--> 00:34:07,990

How has this shifted from the

baseline that I have provided?

642

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00:34:07,990--> 00:34:14,068

But to also think about not  
just who is doing the reviewing,

643

00:34:14,092--> 00:34:18,990

but also how many times are  
we asking the same person

644

00:34:18,990--> 00:34:20,828

to review?

645

00:34:20,852--> 00:34:23,868

And also there's really, really  
interesting information about reviewing

646

00:34:23,892--> 00:34:27,348

from other literary sectors.

647

00:34:27,372--> 00:34:29,308

Kind of notably in Australia,

648

00:34:29,332--> 00:34:31,308

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the Stella Prize has done...

649

00:34:31,332--> 00:34:32,990

and two researchers,

650

00:34:32,990--> 00:34:36,668

have done a lot of counting  
of literary reviewing in Australia

651

00:34:36,692--> 00:34:40,548

over the course of a decade.

652

00:34:40,572--> 00:34:42,948

And it's just really  
interesting to see

653

00:34:42,972--> 00:34:44,988

what's similar to what  
we're seeing in Scotland

654

00:34:45,012--> 00:34:47,990

and what's different and

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how can we achieve a change.

655

00:34:47,990--> 00:34:50,148

-Mm-hmm.

656

00:34:50,172--> 00:34:55,668

Yeah, so it seems to me that it's both structural and individualistic in a way.

657

00:34:55,692--> 00:34:59,908

So there's this sort of underlying structural inequalities throughout,

658

00:34:59,932--> 00:35:03,708

but we also have this problem of a tiny number of individuals

659

00:35:03,732--> 00:35:06,990

being given a massively augmented

660

00:35:06,990--> 00:35:12,308

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platform and their internal

bias, subconscious bias

661

00:35:12,332--> 00:35:13,708

then being sort of...

662

00:35:13,732--> 00:35:15,228

Uh...

663

00:35:15,252--> 00:35:19,566

Yeah, spread, shared

664

00:35:19,590--> 00:35:20,868

throughout the sector

665

00:35:20,892--> 00:35:23,988

and then potentially feeding back

into what people then think is good

666

00:35:24,012--> 00:35:26,268

and who they then programme

and who they want to publish.

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667

00:35:26,292--> 00:35:28,990

So it's... It becomes  
kind of cyclical.

668

00:35:28,990--> 00:35:32,990

Do you think that's a fair sort of  
assessment of what's happening?

669

00:35:32,990--> 00:35:34,828

-Yeah, I think...

670

00:35:34,852--> 00:35:39,228

So at the end of my report,  
I cite a book called Sway

671

00:35:39,252--> 00:35:40,628

which is about unconscious bias,

672

00:35:40,652--> 00:35:43,990

which is by a researcher  
called Pragya Agarwal.

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673

00:35:43,990--> 00:35:46,788

And... In it...

674

00:35:46,812--> 00:35:51,990

in that section of the  
report and in that quote,

675

00:35:51,990--> 00:35:53,588

there's a discussion of...

676

00:35:53,612--> 00:35:57,428

We don't even necessarily  
have to say someone is biased.

677

00:35:57,452--> 00:35:59,628

Like we don't... we don't  
even have to do that.

678

00:35:59,652--> 00:36:02,990

We can just say your actions  
are leading to this outcome

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679

00:36:02,990--> 00:36:07,571

and whether you did

that just by accident

680

00:36:07,595--> 00:36:09,628

or whether that is...

681

00:36:09,652--> 00:36:13,548

These are the books that

publishers were pushing in particular,

682

00:36:13,572--> 00:36:17,748

that kind of is

obviously interesting

683

00:36:17,772--> 00:36:19,628

and is part of how

we're going to address it,

684

00:36:19,652--> 00:36:21,990

but we don't even--

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I think sometimes...

685

00:36:21,990--> 00:36:26,428

What I said earlier about publishing having  
this self-image of being a force for good,

686

00:36:26,452--> 00:36:29,308

I think that's why it  
sometimes is difficult to say

687

00:36:29,332--> 00:36:31,148

you've done... you've done...

688

00:36:31,172--> 00:36:34,788

You've done a sexism. Like, you  
have done something sexist here.

689

00:36:34,812--> 00:36:39,990

But if it would help  
to address an issue,

690

00:36:39,990--> 00:36:44,068

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we can also say your actions  
have had a sexist outcome

691

00:36:44,092--> 00:36:48,990

and this is structurally  
what we're seeing.

692

00:36:48,990--> 00:36:51,588

And so what will you  
do to address that?

693

00:36:51,612--> 00:36:54,068

My kind of guiding...

694

00:36:54,092--> 00:36:56,868

thing as I was  
writing the report is

695

00:36:56,892--> 00:37:00,908

maybe it's not your fault,  
but it is your responsibility.

696

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00:37:00,932--> 00:37:03,228

Like if you're sat at  
a position of power,

697

00:37:03,252--> 00:37:07,990

it is your responsibility  
to address this.

698

00:37:07,990--> 00:37:12,628

But without necessarily  
needing to say

699

00:37:12,652--> 00:37:16,990

"you're biased in this way."

700

00:37:16,990--> 00:37:19,708

Yeah, it's a really interesting  
approach to unconscious bias.

701

00:37:19,732--> 00:37:22,548

And also, I should say that  
some biases aren't unconscious.

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702

00:37:22,572--> 00:37:23,990

Some biases are conscious.

703

00:37:23,990--> 00:37:31,990

And again, as is in

the quote from Sway,

704

00:37:31,990--> 00:37:35,148

where we become aware that

we have acted in a biased way,

705

00:37:35,172--> 00:37:38,228

we are then completely

like morally responsible

706

00:37:38,252--> 00:37:39,990

for doing something about that.

707

00:37:39,990--> 00:37:45,868

Where we become conscious

of the unconscious bias,

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708

00:37:45,892--> 00:37:48,990

we are responsible for that.

709

00:37:48,990--> 00:37:54,028

-Well, I hope this data is going to make those in a position of power

710

00:37:54,052--> 00:37:56,990

at The Scotsman and The Herald very, very conscious

711

00:37:56,990--> 00:38:01,828

of the results of their actions because they are flabbergasting.

712

00:38:01,852--> 00:38:03,990

This data is absolutely shocking

713

00:38:03,990--> 00:38:05,508

I would say

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714

00:38:05,532--> 00:38:06,748

[laughs]

715

00:38:06,772--> 00:38:09,990

because I'm less

cautious than you.

716

00:38:09,990--> 00:38:12,908

Because I don't have

to answer to anyone.

717

00:38:12,932--> 00:38:13,932

[laughs]

718

00:38:13,956--> 00:38:17,148

-I should say also, I also...

719

00:38:17,172--> 00:38:20,548

I think that the reason I

sort of threw that in there

720

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00:38:20,572--> 00:38:21,868

was that...

721

00:38:21,892--> 00:38:26,628

What I found so helpful  
about that quote from Sway

722

00:38:26,652--> 00:38:31,108

was that sometimes it's really  
hard to convince someone

723

00:38:31,132--> 00:38:32,588

that what they've  
done is sexist.

724

00:38:32,612--> 00:38:37,990

It's really hard because  
that's their self-image.

725

00:38:37,990--> 00:38:42,788

And so I really like that  
she allows you to go,

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726

00:38:42,812--> 00:38:45,428

"okay, well, if I can't  
convince you of that,

727

00:38:45,452--> 00:38:46,948

can I at least show  
you the result?"

728

00:38:46,972--> 00:38:49,048

Like, "can I show you the  
result of what you've done

729

00:38:49,072--> 00:38:50,990

and can you then...

730

00:38:50,990--> 00:38:54,948

apply that to thinking about  
changing your actions?"

731

00:38:54,972--> 00:38:57,668

But I also...

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732

00:38:57,692--> 00:38:59,708

This research was published.

733

00:38:59,732--> 00:39:01,828

I published this on my own.

734

00:39:01,852--> 00:39:03,988

I'm publishing

this independently,

735

00:39:04,012--> 00:39:07,308

so I also don't necessarily...

Like, I don't have any...

736

00:39:07,332--> 00:39:09,708

Obviously my

research was funded,

737

00:39:09,732--> 00:39:11,828

but I'm not being funded now.

738

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00:39:11,852--> 00:39:12,990

And so I can

739

00:39:12,990--> 00:39:14,748

kind of say whatever I want.

740

00:39:14,772--> 00:39:18,268

But yeah, so my cautiousness

is more like I actually...

741

00:39:18,292--> 00:39:21,188

think it's useful to do both.

742

00:39:21,212--> 00:39:23,748

I think we know that

we're looking at sexism.

743

00:39:23,772--> 00:39:26,990

I think that's very clear and the

report also makes that very clear.

744

00:39:26,990--> 00:39:29,028

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-Yeah, that's what the data does. You're right.

745

00:39:29,052--> 00:39:31,490

We don't need to say it because it's right there in the data.

746

00:39:31,514--> 00:39:33,990

I just want everyone to know it's there in the data,

747

00:39:33,990--> 00:39:35,748

so that they know the data.

748

00:39:35,772--> 00:39:36,868

-Yeah. Yeah.

749

00:39:36,892--> 00:39:37,892

[laughter]

750

00:39:37,916--> 00:39:39,148

-I suppose.

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751

00:39:39,172--> 00:39:42,990

I'm aware of the time.

752

00:39:42,990--> 00:39:44,868

So book festivals...

753

00:39:44,892--> 00:39:47,182

Do you want to say a little  
bit more about book festivals?

754

00:39:47,206--> 00:39:48,268

So we have this...

755

00:39:48,292--> 00:39:51,348

What I think is recurring  
across the sector,

756

00:39:51,372--> 00:39:53,908

this thing where women  
are given opportunities,

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757

00:39:53,932--> 00:39:55,428

but they're slightly lower.

758

00:39:55,452--> 00:39:56,668

They're slightly less good.

759

00:39:56,692--> 00:40:00,068

They're sort of... In order to  
bring women into book festivals,

760

00:40:00,092--> 00:40:02,990

we're grouping them together  
into one all-woman event

761

00:40:03,014--> 00:40:05,668

and then giving the solo  
events to men, basically.

762

00:40:05,692--> 00:40:08,708

So we... Again, when I say "we",

763

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00:40:08,732--> 00:40:11,348

I mean book festival organizers think they're doing good.

764

00:40:11,372--> 00:40:12,990

They're bringing lots of women in,

765

00:40:12,990--> 00:40:15,588

but the opportunities being given aren't given equal.

766

00:40:15,612--> 00:40:16,612

Is that right?

767

00:40:16,636--> 00:40:17,990

-Yeah. Yeah, yes. Yep.

768

00:40:17,990--> 00:40:20,628

Absolutely.

769

00:40:20,652--> 00:40:24,388

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And I think that's where it  
was staggering to see that...

770

00:40:24,412--> 00:40:28,428

It was interesting to see

771

00:40:28,452--> 00:40:33,148

that book festivals on the whole  
were so close to that 50% mark.

772

00:40:33,172--> 00:40:37,308

Although, again, I  
should say that it is...

773

00:40:37,332--> 00:40:39,668

Yeah.

774

00:40:39,692--> 00:40:42,228

It's interesting to look at the  
festival by festival breakdown,

775

00:40:42,252--> 00:40:45,108

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if you are able to  
download the appendix.

776

00:40:45,132--> 00:40:47,988

I think that will give you  
some additional insight.

777

00:40:48,012--> 00:40:49,990

But basically...

778

00:40:49,990--> 00:40:52,788

What I've just circled here  
is where the book festivals

779

00:40:52,812--> 00:40:55,228

are just, like, just  
across the 50% mark.

780

00:40:55,252--> 00:40:58,990

They are still programming  
a lot more men than women.

781

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00:40:58,990--> 00:41:01,988

But then these solo  
events, as I said,

782

00:41:02,012--> 00:41:05,990

that are just Edinburgh  
Book Festival and Aye Write

783

00:41:05,990--> 00:41:08,468

are just a lot more men.

784

00:41:08,492--> 00:41:11,748

I think...

785

00:41:11,772--> 00:41:14,748

to some extent in my interviews,

786

00:41:14,772--> 00:41:19,428

the conversations that I had  
with literary festival directors

787

00:41:19,452--> 00:41:22,188

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is that there's a sense that

788

00:41:22,212--> 00:41:26,108

they can only program

what the publishers publish.

789

00:41:26,132--> 00:41:28,990

Um...

790

00:41:28,990--> 00:41:32,948

But I think that is

selling themselves short.

791

00:41:32,972--> 00:41:36,788

I think they have so

much editorial ability

792

00:41:36,812--> 00:41:40,708

to program people and program

kind of interesting panels.

793

00:41:40,732--> 00:41:43,268

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And I think this kind  
of structural thinking

794

00:41:43,292--> 00:41:46,868

can help them in seeing  
what they end up with.

795

00:41:46,892--> 00:41:48,990

And in fact, one of the...

796

00:41:48,990--> 00:41:52,668

Two festival programmers  
from a literary festival

797

00:41:52,692--> 00:41:57,348

said that they sort of  
have equalities in mind

798

00:41:57,372--> 00:41:58,990

as they're doing  
their programming.

799

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00:41:58,990--> 00:42:01,948

And then they step  
back and they do a count,

800

00:42:01,972--> 00:42:05,990

and they go, okay, this is  
where our intention was.

801

00:42:05,990--> 00:42:08,708

Let's step back, let's look  
at what we actually did.

802

00:42:08,732--> 00:42:13,828

And then let's go in and change  
it if we actually weren't as...

803

00:42:13,852--> 00:42:18,028

equal with the time  
slots that we gave out

804

00:42:18,052--> 00:42:21,188

or with... If maybe  
all of our women

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805

00:42:21,212--> 00:42:26,990

are in here or maybe all of our authors of colour are grouped together in one panel,

806

00:42:26,990--> 00:42:29,788

let's then take a step back and change that.

807

00:42:29,812--> 00:42:31,708

And I think that could be a really good approach

808

00:42:31,732--> 00:42:33,628

that doesn't need you to kind of...

809

00:42:33,652--> 00:42:35,668

Um...

810

00:42:35,692--> 00:42:38,108

I'm not saying that

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you need to programme

811

00:42:38,132--> 00:42:42,148

with like a demographic

tick box the whole time.

812

00:42:42,172--> 00:42:45,188

I'm saying that if you think

you have good intentions,

813

00:42:45,212--> 00:42:48,388

you can also then step back

and check if your good intentions

814

00:42:48,412--> 00:42:50,990

have had the intended outcome.

815

00:42:50,990--> 00:42:51,990

-Mm-hm. Yeah.

816

00:42:52,014--> 00:42:55,628

I'll come back to

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transparency in a minute

817

00:42:55,652--> 00:42:57,228

because that was  
one of your key points.

818

00:42:57,252--> 00:43:00,290

And I think that's really relevant to  
book festivals and the prizes as well.

819

00:43:00,314--> 00:43:03,188

But one of the sets of data I  
was particularly surprised about

820

00:43:03,212--> 00:43:04,990

was that for publishing.

821

00:43:04,990--> 00:43:06,708

I must say, I kind of knew

822

00:43:06,732--> 00:43:11,108

that we had a big sort of inequality

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problem at literary prizes, at reviews,

823

00:43:11,132--> 00:43:14,988

but I thought it wasn't

there in publishing.

824

00:43:15,012--> 00:43:17,668

I thought it was coming later

or it wasn't as bad in publishing

825

00:43:17,692--> 00:43:19,990

but actually the

publishing data is pretty...

826

00:43:19,990--> 00:43:21,708

pretty grim, I would say.

827

00:43:21,732--> 00:43:24,990

Were you surprised

by that as well?

828

00:43:24,990--> 00:43:26,188

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-Um...

829

00:43:26,212--> 00:43:29,990

I think I was. I think I didn't know  
what to expect from the publishing.

830

00:43:29,990--> 00:43:33,828

And I think I was surprised

831

00:43:33,852--> 00:43:35,468

because...

832

00:43:35,492--> 00:43:39,508

I sort of assumed from  
previous research that I'd read

833

00:43:39,532--> 00:43:42,868

that it would be  
very unequal in

834

00:43:42,892--> 00:43:45,828

non-fiction publishing

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but I was kind of surprised

835

00:43:45,852--> 00:43:49,990

that it was also there in  
fiction, also there in poetry.

836

00:43:49,990--> 00:43:53,188

And then in  
children's publishing,

837

00:43:53,212--> 00:43:55,868

we know also from other research

838

00:43:55,892--> 00:44:00,188

that women tend to  
dominate children's publishing

839

00:44:00,212--> 00:44:02,908

but that also obviously  
comes with other issues

840

00:44:02,932--> 00:44:08,868

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because part of why we  
expect women to be good at

841

00:44:08,892--> 00:44:11,668

anything to do with care giving,  
anything to do with child rearing

842

00:44:11,692--> 00:44:12,990

is because

843

00:44:12,990--> 00:44:14,748

we assume they're  
naturally good at it.

844

00:44:14,772--> 00:44:19,348

Which then often, in a  
lot of workplace scenarios,

845

00:44:19,372--> 00:44:24,108

leads to lower pay because we assume  
that women are just naturally good at it.

846

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00:44:24,132--> 00:44:27,788

And then also we don't value  
children's and young adult writing

847

00:44:27,812--> 00:44:30,990

in the same way that we  
value, say, like literary fiction.

848

00:44:30,990--> 00:44:33,828

I...

849

00:44:33,852--> 00:44:37,988

I think what's particularly  
interesting about publishing...

850

00:44:38,012--> 00:44:39,988

Sorry.

851

00:44:41,972--> 00:44:44,990

Do I have to cough or do I  
not have to cough? No, I'm okay.

852

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00:44:44,990--> 00:44:48,748

What's particularly interesting about publishing is...

853

00:44:52,990--> 00:44:58,028

that we can see in the sort of year by year breakdown,

854

00:44:58,052--> 00:45:00,508

which I actually don't know if that's in the appendix,

855

00:45:00,532--> 00:45:02,290

but if you want it, I can send it to you.

856

00:45:02,314--> 00:45:06,148

We can see, for example, in 2018 when...

857

00:45:09,990--> 00:45:15,990

22 of Muriel Spark's books

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858

00:45:15,990--> 00:45:20,428

were republished

in the centenary of...

859

00:45:20,452--> 00:45:24,990

In the kind of centenary celebrations,

we can really see that impact.

860

00:45:24,990--> 00:45:26,388

And if you take them out,

861

00:45:26,412--> 00:45:28,628

if you imagine that

they weren't published,

862

00:45:28,652--> 00:45:31,268

the percentage in fiction drops

863

00:45:31,292--> 00:45:33,428

by another couple

of percentage points.

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864

00:45:33,452--> 00:45:37,548

And so it's always important  
to take that next step

865

00:45:37,572--> 00:45:39,990

and go, like, well, what is  
actually happening? Like, why...

866

00:45:39,990--> 00:45:42,188

Why are these figures  
the way they are?

867

00:45:42,212--> 00:45:45,468

And I think the Muriel  
Spark example...

868

00:45:45,492--> 00:45:47,388

Sorry, I do have to cough.

869

00:45:50,990--> 00:45:52,628

The Muriel Spark example

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870

00:45:52,652--> 00:45:55,990

shows us

871

00:45:55,990--> 00:45:59,428

that this kind of

publishing intervention

872

00:45:59,452--> 00:46:01,188

can have a big impact,

873

00:46:01,212--> 00:46:03,990

but also that there's

still sexism underneath.

874

00:46:03,990--> 00:46:06,990

That there's

inequality underneath.

875

00:46:06,990--> 00:46:09,468

-Yeah.

876

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00:46:09,492--> 00:46:11,948

You okay?

877

00:46:11,972--> 00:46:13,028

Take a minute.

878

00:46:13,052--> 00:46:14,868

So...

879

00:46:14,892--> 00:46:17,868

I want to get onto the

Q&A from the audience,

880

00:46:17,892--> 00:46:20,188

but I do have one last one

which is around transparency,

881

00:46:20,212--> 00:46:21,990

which I think is so key.

882

00:46:21,990--> 00:46:24,348

And one of the things

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I've wondered about

883

00:46:24,372--> 00:46:27,508

is if we could bring

in transparency,

884

00:46:27,532--> 00:46:29,108

not only of what

people have done,

885

00:46:29,132--> 00:46:31,990

but of how they are making

the decisions they're making.

886

00:46:31,990--> 00:46:35,468

And do you think, particularly

from the interviews you've had,

887

00:46:35,492--> 00:46:39,788

from where you've been able to talk to

the people in these positions of power,

888

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00:46:39,812--> 00:46:42,868

do you think that's something  
that the industry would be open to?

889

00:46:42,892--> 00:46:45,990

Could we start talking about how

890

00:46:45,990--> 00:46:47,348

book festivals are programming?

891

00:46:47,372--> 00:46:48,838

How prizes are  
choosing their judges

892

00:46:48,862--> 00:46:51,190

and choosing their long  
lists and all that kind of stuff?

893

00:46:51,214--> 00:46:54,990

Can we get real transparency  
going on here and would it help?

894

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00:46:54,990--> 00:46:56,068

-Um...

895

00:46:56,092--> 00:46:59,268

I think for...

896

00:46:59,292--> 00:47:02,548

And so all of this is... All of  
this is just my opinion now.

897

00:47:02,572--> 00:47:04,668

I didn't necessarily  
set out to research this,

898

00:47:04,692--> 00:47:07,908

but my opinion is that...

899

00:47:11,990--> 00:47:16,990

There's a reluct-- Is that  
in a lot of these spaces,

900

00:47:16,990--> 00:47:19,628

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the taste-makers are  
making decisions on

901

00:47:19,652--> 00:47:22,990

what they think is  
the best of something.

902

00:47:22,990--> 00:47:26,108

Or like the objectively...

903

00:47:27,772--> 00:47:30,628

There's like a degree of

904

00:47:30,652--> 00:47:34,988

wanting to reflect something

905

00:47:35,012--> 00:47:38,308

of like either that's... this  
is the most important book

906

00:47:38,332--> 00:47:40,148

or this is the most

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interesting book

907

00:47:40,172--> 00:47:43,990

or this is the most vital book

for a conversation right now.

908

00:47:43,990--> 00:47:46,108

And so I think that makes--

909

00:47:46,132--> 00:47:49,148

That potentially makes

910

00:47:49,172--> 00:47:51,868

transparency around

decisions difficult

911

00:47:51,892--> 00:47:54,508

because it-- That transparency

912

00:47:54,532--> 00:47:57,990

needs us to be more specific

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913

00:47:57,990--> 00:48:00,628

about why we're

taking these decisions.

914

00:48:00,652--> 00:48:03,908

And in my interviews, as

you can see in the report,

915

00:48:03,932--> 00:48:07,068

some of the literary festival

directors were really clear

916

00:48:07,092--> 00:48:10,788

that a lot of the

decisions were based on...

917

00:48:10,812--> 00:48:13,588

Have to be based on

918

00:48:13,612--> 00:48:16,468

what publishers are able to

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919

00:48:16,492--> 00:48:20,990

support the travel for  
an author, for example.

920

00:48:20,990--> 00:48:23,548

And again, these interviews  
are from pre-COVID,

921

00:48:23,572--> 00:48:26,990

and so things might be different  
now with more hybrid events.

922

00:48:26,990--> 00:48:28,188

But I think in general,

923

00:48:28,212--> 00:48:30,828

that is what...

924

00:48:30,852--> 00:48:35,388

What publishers are able to  
put into the marketing budget

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925

00:48:35,412--> 00:48:37,990

does impact what then  
happens on the other side,

926

00:48:37,990--> 00:48:40,828

for example, with festivals.

927

00:48:40,852--> 00:48:43,628

But also with prizes

928

00:48:43,652--> 00:48:46,068

because we see  
a lot of prizes...

929

00:48:46,092--> 00:48:48,828

Not the ones I researched,

930

00:48:48,852--> 00:48:53,588

but a lot of-- several other  
prizes have either an entry fee

931

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00:48:53,612--> 00:48:58,148

or they require publishers to...

932

00:49:01,990--> 00:49:04,468

contribute to marketing costs

933

00:49:04,492--> 00:49:06,828

if a book is long

listed or shortlisted.

934

00:49:06,852--> 00:49:10,588

So the publisher's

budget for a specific book

935

00:49:10,612--> 00:49:13,990

impacts all of

these other things.

936

00:49:13,990--> 00:49:16,188

So I think

937

00:49:16,212--> 00:49:19,508

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that's the difficulty  
in making this public,

938

00:49:19,532--> 00:49:21,868

in making this transparent.

939

00:49:21,892--> 00:49:23,868

And that's the kind of  
bravery that I'm asking,

940

00:49:23,892--> 00:49:28,708

which is that it has to allow the  
two stories to stand side by side

941

00:49:28,732--> 00:49:31,990

of, like, we are programming  
something that's really important

942

00:49:31,990--> 00:49:37,990

and we're programming the most  
interesting in this genre, for example.

943

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00:49:37,990--> 00:49:40,228

And also, we made  
these decisions

944

00:49:40,252--> 00:49:45,308

partly with finances in mind,

945

00:49:45,332--> 00:49:49,108

which obviously you have  
to if you're running anything.

946

00:49:49,132--> 00:49:52,068

And if you depend  
on ticket sales

947

00:49:52,092--> 00:49:54,990

and if you depend on,  
like, co-pay from publishers,

948

00:49:54,990--> 00:49:57,188

you have to make decisions  
with finances in mind.

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949

00:49:57,212--> 00:49:58,908

And so it's that, like,

950

00:49:58,932--> 00:50:01,668

allowing the two stories

to stand side by side.

951

00:50:01,692--> 00:50:03,068

And I think...

952

00:50:03,092--> 00:50:05,228

But I think... I

think they could

953

00:50:05,252--> 00:50:07,990

and I think you'd have to

ask them if they are willing.

954

00:50:07,990--> 00:50:11,068

-I'm trying.

955

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00:50:11,092--> 00:50:12,268

[laughs]

956

00:50:12,292--> 00:50:14,908

Yeah, but it goes round.

957

00:50:14,932--> 00:50:17,228

It's all so

interrelated, isn't it?

958

00:50:17,252--> 00:50:18,708

Because also...

959

00:50:18,732--> 00:50:22,008

I think publishers would say, well, their marketing budget depends on the author.

960

00:50:22,032--> 00:50:24,308

And if the author has won a big prize

961

00:50:24,332--> 00:50:27,548

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or just been given a massive  
review in such and such a publication,

962

00:50:27,572--> 00:50:30,188

then they will put more money  
into the marketing budget

963

00:50:30,212--> 00:50:32,668

and then they will get put  
forward for more book festivals.

964

00:50:32,692--> 00:50:33,990

So it goes round and round.

965

00:50:33,990--> 00:50:37,348

And this kind of cycle of  
perpetuating inequality,

966

00:50:37,372--> 00:50:40,068

and that's what we have  
to find a way to break.

967

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00:50:40,092--> 00:50:41,588

I don't know whether...

968

00:50:41,612--> 00:50:44,068

It's like it's a circle of yarn

969

00:50:44,092--> 00:50:45,748

and I'm trying to

work out where to cut it

970

00:50:45,772--> 00:50:46,990

to get the thing to unravel.

971

00:50:46,990--> 00:50:48,548

And that is not straightforward.

972

00:50:48,572--> 00:50:50,428

And we only have

10 minutes left.

973

00:50:50,452--> 00:50:52,688

So I'm going to go to some

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questions from the audience.

974

00:50:52,712--> 00:50:55,348

I'm sorry, I have like 10

pages more questions for you,

975

00:50:55,372--> 00:50:57,990

so we'll just have to

do that another time.

976

00:50:57,990--> 00:51:01,028

Right, we have from

977

00:51:01,052--> 00:51:02,988

someone whose name

I can't read, apologies.

978

00:51:03,012--> 00:51:06,868

I'm wondering if you know of

comparative data in other countries

979

00:51:06,892--> 00:51:10,990

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and how that-- how Scotland  
looks compared to other places?

980

00:51:10,990--> 00:51:12,748

-Yeah, great. Thank  
you for the question.

981

00:51:12,772--> 00:51:16,990

So there's a lot of data  
that exists from Australia.

982

00:51:16,990--> 00:51:20,548

My colleague, Alexandra Dane,

983

00:51:20,572--> 00:51:23,188

has published a book  
about Australian publishing

984

00:51:23,212--> 00:51:25,990

that looks at exactly also  
the areas that I look at,

985

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00:51:25,990--> 00:51:29,668

with the addition of...

986

00:51:29,692--> 00:51:31,588

Also looking at

school curricula.

987

00:51:31,612--> 00:51:32,990

So I really recommend that.

988

00:51:32,990--> 00:51:35,508

Um...

989

00:51:35,532--> 00:51:38,108

And also the Stella Count

990

00:51:38,132--> 00:51:43,990

did look at reviewing in... in

the Australian literary sector.

991

00:51:43,990--> 00:51:46,948

I also last year

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did a brief stint

992

00:51:46,972--> 00:51:48,708

at University of

Munster in Germany

993

00:51:48,732--> 00:51:54,788

looking at gender inequality research in

the German language publishing sector

994

00:51:54,812--> 00:51:59,948

and basically the reviewing

data looks the same.

995

00:51:59,972--> 00:52:03,990

Like, to me, the percentages

are very, very similar.

996

00:52:03,990--> 00:52:06,588

The prizes data is

way worse in Germany.

997

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00:52:06,612--> 00:52:08,990

So the prizes data, I think,

998

00:52:08,990--> 00:52:11,148

what I remember was about 80-20

999

00:52:11,172--> 00:52:15,990

across the board of all

of the different prizes.

1000

00:52:15,990--> 00:52:19,708

Um... And, yes.

1001

00:52:19,732--> 00:52:23,268

So those are the comparable

things that I know of.

1002

00:52:23,292--> 00:52:24,948

If you know of any others,

1003

00:52:24,972--> 00:52:26,990

please tell me about them.

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1004

00:52:26,990--> 00:52:28,628

And also,

1005

00:52:28,652--> 00:52:30,388

I think what would

be really interesting

1006

00:52:30,412--> 00:52:32,668

is seeing what data there is...

1007

00:52:32,692--> 00:52:37,148

Like, seeing more data about

the UK book sector at large

1008

00:52:37,172--> 00:52:38,868

because obviously Scotland...

1009

00:52:38,892--> 00:52:43,990

I can look at Scotland

separately and I have in this report,

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1010

00:52:43,990--> 00:52:46,908

but we know that

we're so interconnected

1011

00:52:46,932--> 00:52:51,508

and that actually there

isn't a... like a strong border.

1012

00:52:51,532--> 00:52:53,988

And that's a good thing.

1013

00:52:54,012--> 00:52:56,628

And so it would be

really interesting to see

1014

00:52:56,652--> 00:53:02,990

what's happening with literary

festivals, for example, in all of the UK.

1015

00:53:02,990--> 00:53:06,748

But that kind of

research needs funding.

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1016

00:53:06,772--> 00:53:08,428

-Yeah, it needs a lot of funding.

1017

00:53:08,452--> 00:53:10,990

Anecdotal, the rest

of the UK is worse.

1018

00:53:10,990--> 00:53:12,068

[laughs]

1019

00:53:12,092--> 00:53:14,988

But that's very anecdotal.

1020

00:53:15,012--> 00:53:18,268

A question from Robyn, which  
taps in with what you were saying,

1021

00:53:18,292--> 00:53:21,268

is the data skewed by  
not taking into account

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1022

00:53:21,292--> 00:53:23,990

Scottish authors being  
published in England?

1023

00:53:23,990--> 00:53:27,068

And it's particularly hard  
for poets, for example,

1024

00:53:27,092--> 00:53:29,990

to get published  
by Scottish presses.

1025

00:53:29,990--> 00:53:32,148

And I would kind of  
add to that question

1026

00:53:32,172--> 00:53:35,308

by saying is it that we're getting  
these few individuals again?

1027

00:53:35,332--> 00:53:37,188

Like, there's...

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Scotland's a small place.

1028

00:53:37,212--> 00:53:41,508

There's a few opportunities and a few individuals are getting those opportunities

1029

00:53:41,532--> 00:53:42,990

and therefore everyone else,

1030

00:53:42,990--> 00:53:44,868

not just women, it's not just men and women,

1031

00:53:44,892--> 00:53:48,708

but writers of colour and disabled writers and working class writers

1032

00:53:48,732--> 00:53:51,148

are not those few select individuals.

1033

00:53:51,172--> 00:53:53,990

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And so we all end up  
having to go elsewhere.

1034

00:53:53,990--> 00:53:55,990

Is that a thing, do you think?

1035

00:53:55,990--> 00:54:02,108

So I think for sure the data  
would look very different if I had...

1036

00:54:02,132--> 00:54:06,748

tried to count all  
Scottish authors,

1037

00:54:06,772--> 00:54:08,668

no matter where  
they were published.

1038

00:54:08,692--> 00:54:10,908

But I think then you would  
get into a question of like,

1039

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00:54:10,932--> 00:54:13,990

well, what is a Scottish author?

1040

00:54:13,990--> 00:54:15,908

And how do you find them?

1041

00:54:15,932--> 00:54:19,548

And is it anyone who the  
publisher marks as Scottish

1042

00:54:19,572--> 00:54:22,188

or who says they are  
Scottish in their bio?

1043

00:54:22,212--> 00:54:26,990

So, just for pragmatic reasons of  
being able to draw the line somewhere

1044

00:54:26,990--> 00:54:29,148

around a data set,

1045

00:54:29,172--> 00:54:32,268

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I decided to look  
at publishing in--

1046

00:54:32,292--> 00:54:33,548

[coughs]

1047

00:54:33,572--> 00:54:34,868

Excuse me.

1048

00:54:38,990--> 00:54:39,990

Sorry.

1049

00:54:40,014--> 00:54:45,990

I decided to look at  
publishing in Scotland.

1050

00:54:45,990--> 00:54:49,108

I didn't find necessarily that  
there were that many authors

1051

00:54:49,132--> 00:54:50,990

who were being published

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1052

00:54:50,990--> 00:54:53,308

loads and loads more.

1053

00:54:53,332--> 00:54:57,990

Certainly nothing like what

I found with the reviewing.

1054

00:54:57,990--> 00:54:59,468

I also wanted to say...

1055

00:54:59,492--> 00:55:02,828

I know maybe we'll get to it,

1056

00:55:02,852--> 00:55:05,548

but it's International

Workers Day.

1057

00:55:05,572--> 00:55:07,708

And so I know that we

1058

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00:55:07,732--> 00:55:09,990

want to think about  
what authors can do.

1059

00:55:09,990--> 00:55:12,708

And I think a really  
good thing authors can do

1060

00:55:12,732--> 00:55:14,990

is get involved  
with their union

1061

00:55:14,990--> 00:55:19,148

and also to speak to one  
another about their experiences

1062

00:55:19,172--> 00:55:23,428

and exert the  
pressure that they can

1063

00:55:23,452--> 00:55:26,990

within the spaces  
that they work.

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1064

00:55:26,990--> 00:55:29,788

-Thank you. That was going to be my closing question.

1065

00:55:29,812--> 00:55:31,628

I was going to say, what can we do?

1066

00:55:31,652--> 00:55:34,188

But I think... I think you're absolutely right.

1067

00:55:34,212--> 00:55:35,990

Get involved and talk about it

1068

00:55:35,990--> 00:55:37,428

has to be a big thing.

1069

00:55:37,452--> 00:55:40,268

Like we have to-- Everyone should be talking about this data, I think.

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1070

00:55:40,292--> 00:55:44,990

It so undeniably  
highlights the problem.

1071

00:55:44,990--> 00:55:48,990

And it's a problem that's been  
there for 100 years, as you showed.

1072

00:55:48,990--> 00:55:50,788

I think we have a few minutes.

1073

00:55:50,812--> 00:55:52,990

So I've got a question  
here from Dave Sinclair,

1074

00:55:52,990--> 00:55:54,308

if that's okay?

1075

00:55:54,332--> 00:55:57,990

Regarding the proportion of  
Women-Men Prize winners,

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1076

00:55:57,990--> 00:56:01,990

is it relevant to consider the number  
of women versus men on a short list

1077

00:56:01,990--> 00:56:03,868

and what that  
shortlist is drawn from?

1078

00:56:03,892--> 00:56:07,948

And also he says, in fact,

1079

00:56:07,972--> 00:56:10,128

there are more women authors  
today than 100 years ago.

1080

00:56:10,152--> 00:56:12,908

So are things in fact even  
getting worse as a percentage of

1081

00:56:12,932--> 00:56:15,148

the number of

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underlying authors.

1082

00:56:15,172--> 00:56:17,708

So getting into the nitty

gritty of that a little bit,

1083

00:56:17,732--> 00:56:18,908

would you like to...

1084

00:56:18,932--> 00:56:19,990

speak?

1085

00:56:19,990--> 00:56:25,188

Yeah, that's...

That's extremely...

1086

00:56:25,212--> 00:56:26,508

extremely important.

1087

00:56:26,532--> 00:56:28,348

I did look at the

shortlists as well.

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1088

00:56:28,372--> 00:56:31,108

I didn't have shortlists

available for all of these prizes,

1089

00:56:31,132--> 00:56:32,748

so it's not included in the--

1090

00:56:32,772--> 00:56:36,068

Sorry.

1091

00:56:36,092--> 00:56:37,188

I'm so sorry.

1092

00:56:37,212--> 00:56:39,028

It's not included in the report.

1093

00:56:39,052--> 00:56:40,990

But...

1094

00:56:40,990--> 00:56:43,788

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Yes, I think...

1095

00:56:43,812--> 00:56:48,668

My colleague Stevie Marsden  
from Edinburgh Napier University

1096

00:56:48,692--> 00:56:50,868

published a paper  
a few years ago

1097

00:56:50,892--> 00:56:52,990

called Why Women  
Don't Win Literary Awards

1098

00:56:52,990--> 00:56:57,228

which publishes  
their findings on

1099

00:56:57,252--> 00:57:00,228

The Saltire Society  
First Book of the Year

1100

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00:57:00,252--> 00:57:01,990

and the Book of the Year Award,

1101

00:57:01,990--> 00:57:03,588

and basically shows a gap.

1102

00:57:03,612--> 00:57:09,668

And, you know, maybe you

have 50% of the shortlisted authors

1103

00:57:09,692--> 00:57:11,288

for the First Book of

the Year are women

1104

00:57:11,312--> 00:57:13,868

and then only 40% of

the winners are women.

1105

00:57:13,892--> 00:57:15,990

So again, you see

this kind of gap.

1106

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00:57:15,990--> 00:57:21,268

I do think from what I

have seen that gap is...

1107

00:57:21,292--> 00:57:26,990

In those specific

prizes is narrowing.

1108

00:57:26,990--> 00:57:34,988

But it's also quite difficult to

do this kind of gap accounting

1109

00:57:35,012--> 00:57:37,990

when there's prizes that have

only been running for about 10 years.

1110

00:57:37,990--> 00:57:41,388

It just means that with

every additional year,

1111

00:57:41,412--> 00:57:43,990

the data can just flip

back the other way.

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1112

00:57:43,990--> 00:57:45,908

So it's hard to see.

1113

00:57:45,932--> 00:57:48,428

But David, you're  
absolutely right.

1114

00:57:48,452--> 00:57:52,508

I think it would be  
really, really interesting

1115

00:57:52,532--> 00:57:56,828

to think about how many women  
authors there are in general

1116

00:57:56,852--> 00:57:58,990

who might be eligible  
for these awards.

1117

00:57:58,990--> 00:58:01,508

Because I should also say that

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1118

00:58:01,532--> 00:58:05,108

most of these awards  
are open internationally.

1119

00:58:05,132--> 00:58:07,668

They're not  
necessarily limited to

1120

00:58:07,692--> 00:58:10,348

someone who's  
published in Scotland.

1121

00:58:10,372--> 00:58:13,748

So there's not a  
pipeline in my data.

1122

00:58:13,772--> 00:58:15,990

There's not a  
pipeline of like, oh,

1123

00:58:15,990--> 00:58:18,588

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you know, the published authors  
are then eligible for the prizes.

1124

00:58:18,612--> 00:58:19,931

So I think, yeah, you're right.

1125

00:58:19,955--> 00:58:24,990

It might be even more  
shocking than we think.

1126

00:58:24,990--> 00:58:28,348

And finally, given the time, I'm going  
to read out a comment, not a question.

1127

00:58:28,372--> 00:58:30,508

It comes from Vicky  
Adams, and Vicky says

1128

00:58:30,532--> 00:58:32,428

"thank you for pulling  
together all of this

1129

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00:58:32,452--> 00:58:34,990

and opening up such important conversations, Christina.

1130

00:58:34,990--> 00:58:37,308

Just wanted to say

I'm really excited to see

1131

00:58:37,332--> 00:58:39,990

how the sector takes actions to respond."

1132

00:58:39,990--> 00:58:43,990

And Vicky wants to be

a part of that and so do I.

1133

00:58:43,990--> 00:58:47,668

And I think this is

hugely important

1134

00:58:47,692--> 00:58:50,290

and I think you've done just such

an amazing amount of work here.

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1135

00:58:50,314--> 00:58:51,990

So thank you so much

1136

00:58:51,990--> 00:58:54,748

for taking the time to be here  
and to talking to us about it.

1137

00:58:54,772--> 00:58:58,990

I would encourage every single  
one of you to go and read the report.

1138

00:58:58,990--> 00:59:00,828

The link's in the chat.

1139

00:59:00,852--> 00:59:03,468

I think, hopefully, Elsa  
will post it again right now

1140

00:59:03,492--> 00:59:05,990

so you can all  
find it very easily.

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1141

00:59:05,990--> 00:59:08,628

Read it and share it.

1142

00:59:08,652--> 00:59:09,868

Tell everyone about it.

1143

00:59:09,892--> 00:59:11,308

Talk about this.

1144

00:59:11,332--> 00:59:14,128

The more we can get people talking  
about it, the more people will know

1145

00:59:14,152--> 00:59:15,428

that this has to be addressed.

1146

00:59:15,452--> 00:59:17,990

It is not simple to  
do and we know that.

1147

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00:59:17,990--> 00:59:20,048

And people in publishing  
want to do the right thing,

1148

00:59:20,072--> 00:59:24,990

so there is something deeper  
and more complex happening here

1149

00:59:24,990--> 00:59:26,988

and the data is  
highlighting a lot of that.

1150

00:59:27,012--> 00:59:28,788

So thank you so much, Christina.

1151

00:59:28,812--> 00:59:30,508

This has been  
absolutely amazing.

1152

00:59:30,532--> 00:59:32,428

I have a little bit of  
housekeeping to end on.

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1153

00:59:32,452--> 00:59:34,308

Please forgive me,  
everyone, for running over.

1154

00:59:34,332--> 00:59:35,990

I'll just be a minute.

1155

00:59:35,990--> 00:59:39,948

Right. Thank you to Elsa Woodmeade  
for moderating today's event

1156

00:59:39,972--> 00:59:42,090

and posting everything in  
the chat. Thank you, Elsa.

1157

00:59:42,114--> 00:59:46,508

If you've enjoyed this event and are  
not a member, please consider joining.

1158

00:59:46,532--> 00:59:51,988

You have a 20% discount here  
today using the code "SoAatHome20"

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1159

00:59:52,012--> 00:59:54,990

and you can get 20% off  
your first year's membership

1160

00:59:54,990--> 00:59:56,188

to the Society of Authors.

1161

00:59:56,212--> 00:59:57,668

Please join.

1162

00:59:57,692--> 00:59:59,588

The next event is  
happening tomorrow,

1163

00:59:59,612--> 01:00:01,188

which is a Feel  
Good Friday event

1164

01:00:01,212--> 01:00:02,990

to get moving and  
stretch at your desk.

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1165

01:00:02,990--> 01:00:05,588

Very important for those  
of us with chronic illness.

1166

01:00:05,612--> 01:00:11,948

Next up, reminder, the SoA at Home  
event series are all free to SoA members,

1167

01:00:11,972--> 01:00:14,148

but if you could afford to,  
please consider donating

1168

01:00:14,172--> 01:00:15,990

to the Society of  
Authors Access Fund.

1169

01:00:15,990--> 01:00:18,988

Access needs are so important.

1170

01:00:19,012--> 01:00:21,428

You can also help by

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purchasing our books.

1171

01:00:21,452--> 01:00:23,508

I believe Christina's books

are there as are mine.

1172

01:00:23,532--> 01:00:25,990

So have a look at the bookshop

and you can buy our books.

1173

01:00:25,990--> 01:00:28,668

Finally, a huge thank you to

everyone who's come along.

1174

01:00:28,692--> 01:00:31,028

I know there were a few

questions I didn't get to.

1175

01:00:31,052--> 01:00:32,668

I'm really sorry

about that, everyone,

1176

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01:00:32,692--> 01:00:34,990

but it's been brilliant

having you here.

1177

01:00:34,990--> 01:00:36,908

I am on social media.

1178

01:00:36,932--> 01:00:39,628

You can follow me and continue

the discussion there if you want to.

1179

01:00:39,652--> 01:00:43,748

And Christina, it's been an

absolute pleasure and an honour.

1180

01:00:43,772--> 01:00:46,228

Thank you so much for

your huge amount of work

1181

01:00:46,252--> 01:00:47,990

and for joining us

today. Thank you.

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1182

01:00:47,990--> 01:00:50,590

-Thank you so much and thanks  
for bearing with me with this cough.

1183

01:00:50,614--> 01:00:52,990

And yeah, just thank you.

1184

01:00:52,990--> 01:00:55,028

Thank you for the  
opportunity to share it

1185

01:00:55,052--> 01:00:59,508

and, yeah, I've really  
enjoyed the conversation.

1186

01:00:59,532--> 01:01:01,990

Thanks to everyone  
who came as well.

1187

01:01:01,990--> 01:01:03,428

-Thank you so much.

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1188

01:01:03,452--> 01:01:04,952

Thank you to everyone for being here.

1189

01:01:04,976--> 01:01:05,976

-Thank you. Bye.

1190

01:01:06,000--> 01:01:08,168

-Right, we'll stop there.

Have a lovely day, everyone.

1191

01:01:08,192--> 01:01:09,950

Bye for now.