



# Is Inclusivity Really Worth It?



By Luda Gogolushko, founder/owner of [INCLUDAS Publishing](#), which is focused on [representation](#)

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I do three things when I wheel into a bookstore:

1. Roll past the people staring at my wheelchair, trying to be independent.
2. Stare at the bookshelves, wondering how I will fit between the rows.
3. Hold the books that stare at me, questioning the words that label me as weak and helpless.

Diversity. Where is it? Inclusion. Seems lost.

Having limited mobility and running a diversity press in the United States, I know that the space for only starting to break ground on inclusion efforts. I've conducted inclusion work within collegiate 2016, and when I transitioned into the publishing space in 2015, I realized that there is a disconnect between planning and diversity understanding.

To clarify, diversity is a field of differences that is well integrated, whereas, inclusion is the action that makes diversity happen. Whether you are new to the publishing scene or a veteran, I hope my experience and insights on what you can do to support inclusivity.

I have suffered internally, how can I attend a seminar on inclusion where there are stairs leading to the place to park my wheelchair is in the back of the room? I have suffered externally, why can't there be books with prints both in print and braille simultaneously, instead of me gluing each braille page into each book?

## Some people have told me, "Just don't *do* inclusion. It's

sure is, when the world is structured that way—structured in a way that makes me feel unimportant. The fears and sensitive topics of inclusion are easier left untouched, but living in comfort never leads to change.

As chief executive of Penguin Random House UK, Tom Weldon, [discusses](#), "...the books industry will continue to fail to reflect the society we live in."

Inclusion isn't something that is a quick fix, or something that can happen overnight. It isn't even a one-page checklist solution. Inclusivity comes from understanding the underlying layers of an entire infrastructure. A strong inclusion foundation or does not.

Understanding how inclusion works is hard, and that's why there is a collaborative event between The Publishers Association (PA) and The Publishers Association (PA) that focuses on diversity and inclusion in the publishing space: [Building Inclusivity in Publishing](#) (BIP) conference, happening in London, 15 November 2016.

The event is a great opportunity to ask questions about inclusion no matter your position or experience. Whatever your interests, notes on external affairs guidance can be found at the session, [Making Inclusion Work](#). For internal concerns check out the panel, [The importance of seeing yourself in the workplace](#).

Possibly you want to consider something along the creative lines, then check out the [Ways of promoting diversity](#) panel or the [Make you think snapshot](#) session.

As Stephen Lotinga, chief executive of UK PA, [states](#), the "...conference will provide...a day of insight into the publishing industry and inspiration for ways to make a collective change."

Take one word at a time, examine it from all perspectives, and know that it is not your sole duty to do it all at once.

As you consider opening up your books to inclusivity, do these three things:

### Is Inclusivity Really Worth It?

1. Answer: Why and how diversity and inclusion matters to you, personally.
2. Research: What different steps you can take to learn about inclusivity.
3. Act: Take note of things that you think can be better inclusive for everyone.

Diversity. Where is it now? Inclusion. In the palms of your hands.

As you attend the BIP conference, take what you will and do what you can, for your presence alone bring diversity into the book world. It may take a few years before I can roll into a bookstore and then, I hope my efforts will help guide others.

*For more resources with Publishers Association (UK), check out notes on [diversity](#) and [accessibility](#). #*

*About author: Luda Gogolushko is the founder/owner of [INCLUDAS Publishing](#), which is focused on a representation.*



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