

PRESS RELEASE

Sourcebooks BIPOC Editorial Training Program Participants Launch Careers in Publishing Industry

(Naperville, IL – January 30, 2023) – The Sourcebooks BIPOC Editorial Training Program, a fully remote, paid, ten-week intensive designed to provide a broad overview of the day-to-day work of an editor, begins its sixth cohort today.

“It’s been a longtime mission of mine to expand the pool of BIPOC talent in the publishing industry,” said Christa Désir, senior editor. “So many doors have been closed to BIPOC individuals for a lot of reasons, and I’m grateful to be part of throwing a few doors open. The talent pool we’ve seen come through this program is extraordinary, and I hope programs like these are picked up across publishing. The thoughtfulness and experience that our BIPOC trainees have brought to the books they’ve worked on have been invaluable to us.”

Many of the past participants in the program have gone on to secure jobs in the publishing industry. Adah Li, currently an editorial assistant at Algonquin Young Readers and who assumed her English degree would lead to a teaching career, found the collaborative relationship between author and editor to be one of the most interesting takeaways, and noted “how much fun it is to delve into an author’s world and draw new ideas from it alongside them.”

Broken down into three parts, the training program combines key editorial skills with valuable hands-on experience, guiding trainees through the editorial process while also giving them the opportunity to add a live project to their résumés.

There are weekly summits from Sourcebooks employees in all areas of publishing about how they work with editorial to bring books to the shelf. The program ends with a three-week intensive with the production department to get experience with copyediting, proofreading, and production editing.

Grace Wynter, who is in her fifth year of full-time freelance editing, entered the program to learn more about the publishing process. “It’s important to really understand what the different jobs in publishing are and the day-to-day responsibilities that come with those jobs,” Wynter said. “Only then can you truly know what it is you really want to do.”

Jon Reyes, a freelance book editor who previously participated in the program, has this advice for other people of color seeking inroads into the publishing industry: “Understand that modesty exists on a spectrum, so you should never restrict yourself from letting folks know what you are good at doing. A résumé and cover letter don’t do the share of the work we’ve been taught they do—they do less. Don’t be ashamed to reach out to folks for informational interviews. Publishing folks are more helpful than one would think.”

Sourcebooks began this program in August 2020 as one of several diversity, equity, and inclusion initiatives and has since hired a full-time editorial assistant and more than twenty participants as freelance copy editors, proofreaders, editors, and sensitivity readers directly out of this training program.

Each ten-week program is structured for four remote trainees to participate in. Five groups of trainees have gone through the program already, and Sourcebooks anticipates doing three, ten-week programs each calendar year. Approximately thirty of the publisher’s staff have been involved in the creation and execution of this program.

Margeaux Johnson Weston, a program graduate and now an acquiring editor at North Atlantic Books, also encourages people of color who are looking to break into publishing to “apply for mentorships like this one, take on freelance projects, and nurture relationships with editors and authors.”

For more information, visit the [BIPOC Editorial Training Program](#) page.

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