



## Statement on diversity and inclusion

AudioUK is committed to encouraging diversity and inclusion in the audio production sector.

We are an active signatory of the Equality in Audio Pact. We know that transparency will be key to the success of our work on diversity and inclusion, which includes:

- **AudioUK Board:** nominations to appoint a new Board of officers and directors are open to all representatives of member companies regardless of background and we actively encourage those with diverse backgrounds to put themselves forward. Constitutionally, the Board must be elected by the membership and we publish guidelines about the process. We are actively encouraging nominations of people from ethnic minority backgrounds and particularly welcome diverse-led organisations to become members and help us to drive change from within the organisation. Any full AudioUK member can stand for the Board, and any audio-led production company can become a member. Details of membership benefits, fees and how to join can be found at <https://www.audiouk.org.uk/join-us/>.
- **Audio Production Awards:** The judging panel of the is representative of the society we live in by including more audio professionals and creatives from ethnic minority backgrounds, people who are part of the LGBTQI+ community, those who live with disabilities and are from a variety of areas within the UK. Through focused outreach and engagement, we encourage a more diverse range of applications for the awards. We will also continue to champion diverse career backgrounds through categories such as Grassroots Production, which is a free-to-enter category this year.
- **Audiotrain:** We have worked towards more diverse representation amongst our trainers and panel members in the Audiotrain skills programme.
- **Working with industry partners:** We are working with the BBC in ensuring it can work towards its aspiration of 20% of production teams being diverse in terms of ethnicity, socio-economic background or disability. We will also look to partner with other industry organisations such as The Radio Academy on new inclusion and outreach initiatives.
- **Empowering members:** We will make resources available on our website to enable our production community to better understand and work towards greater diversity and inclusion.

We expect to undertake further initiatives and changes as our review progresses, including support for our members to encourage diverse and inclusive cultures in their organisations.

*April 2021*