

We commit to becoming a more diverse and inclusive employer

We will improve representation throughout the organisation and reduce our ethnicity pay gap

- We have commissioned Marcus Ryder to review our current target of at least 20% black, Asian, minority ethnic (BAME) representation, and to make recommendations for department-specific goals. (Today 17% of our workforce identifies as being from BAME backgrounds)
- We have committed to reducing the ethnicity pay gap every year. (In December 2019 the pay gap for BAME employees was 14.9% at median level and 14.1% at mean level)

Our recruitment processes will be fair, open, and transparent, nurturing a diverse pipeline of talent

- We will expect to see at least one BAME candidate on all interview shortlists, with managers justifying any exceptions
- We will ensure all job interview panels are diverse, including non-white or female interviewers
- We will continue to include diversity statements in all job adverts and reach out proactively to BAME candidates and networks

We will provide a development programme that supports progression so diverse talent can flourish at every level

- We will continue to ensure everyone has equal access to training and development, including leadership and management programmes
- Any member of staff who would like a mentor will have one as part of our organisation-wide mentoring programme.
- We will develop a programme of secondments within editorial departments to help develop and nurture talent

We will embed change at every level

- Every Exco member will have specific diversity objectives which they are accountable for as part of their overall objectives
- We will continue to ensure that every member of staff attends mandatory training on unconscious bias, dignity at work, and values and behaviours, to support a more inclusive culture
- We will introduce new mandatory anti-racism training for all managers and staff

We will hold ourselves to account

- We will continue to publish our BAME pay gap annually
- We will be transparent in reporting our progress on representation, publishing data on external recruitment and internal promotions by ethnicity each year as part of our pay gap reporting
- We are a signatory to Business In The Community's Race at work charter and will act on the results of BITC's Race at Work benchmark

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Guardian and Observer journalism

- We will commission and publish journalism that is as diverse as the readers we serve across all our platforms, in terms of commissioning, reporting and visual impact
- We will appoint a new senior executive in editorial with responsibility for all aspects of diversity, including recruitment and training
- We will appoint a new community affairs correspondent to help drive and strengthen our coverage of minority communities

We are committed to contributing to greater inclusivity in the media industry

- We will double the number of paid non-editorial internships to help talented young people from under-represented communities gain experience in the media sector
- Our Positive Action scheme will continue to provide work experience for around 40 young people from under-represented backgrounds each year
- We will continue to support the Guardian Foundation's work introducing young people to the broad range of careers in media, and helping Scott Trust bursary students to pursue a career in media
- We will support other employee-led initiatives that share knowledge and widen access to the news media industry

