

ITN Diversity Action Plan

Management:

- >> Aim to improve Diversity figures on overall staff, and decision-makers, in 2009
- >> Organise diversity session for all managers (covering – UK population statistics; Viewer profiles and BME preferences; Business case; Action plans/targets)
- >> Commit to 20% of management mentors (through Aspire, Mosaic, Windsor Fellowship etc)

Staff:

- >> Establish Diversity working group in each News department
- >> Consider a “Diversity Day” in 2009 – social events and briefings

Portrayal:

- >> Snapshot monitoring on all channels (ITV, C4, Setanta, On)
- >> Establish cross-company BME contact list
- >> Consider on-screen targets for BME experts/case studies

Recruitment:

- >> Commitment to open-recruitment and targeted advertising
- >> Extend work with support groups (as above)
- >> Support for Move on Up events

Training:

- >> Targeted placements/work experience
- >> Internal mentoring to decision-maker level
- >> Establish new link with targeted BJTC university course

ITN is also leading a working group looking specifically at diversity in news. We are seeking information from each news organisation that will make them accountable on diversity – both on, and off screen. To this end, we want to know from each Newsroom:

- The proportion of journalists from BME backgrounds
- The figure for on-screen staff
- The figure for decision-makers (news editors, programme editors, and management)

We also want to compare length-of-service for different ethnic groups, and – where available from exit interviews, investigate reasons for departure.

In addition, the News group is committed to a cross-industry meeting each quarter. And we will organise a diversity News Event each year.