



DIVERSITY ACTION PLAN – MTV NETWORKS

- 1) Senior Management
 - ensure greater commitment from senior management to mentor BME individuals within the business
 - consider senior management leading open workshops/surgeries for staff on career development
- 2) Production Staffing (both in house and in the Independent sector)
 - ensure diversity is seen as a key goal in staffing our productions to ensure that the editorial integrity isn't eroded or in any way misrepresentative.
 - Formalise a relationship with a local Camden school to improve their knowledge of production and our industry
- 3) On Screen Portrayal
 - ensure that diversity continues to be represented on-screen through both music and entertainment content
 - ongoing commitment for MTV Base to feature and represent our BME audience
- 4) Recruitment
 - widen our recruitment advertising to include BME publications
 - review our recruitment approaches to ensure we are genuinely fostering opportunities for all
 - Managers to confirm they have sought a diverse group of candidates
- 5) Training
 - provide diversity awareness opportunities and information on diversity issues to all of our employees
 - continue our commitment to paying Interns in order to attract candidates from a wider pool of trainees.
 - Ensure our intern programme provides training in skills which will provide career development
 - Ensure the intern programme is promoted to a BME audience