



## Diversity action plan 2009

### About Pact

Pact is the UK trade association that represents and promotes the commercial interests of independent feature film, television, children's and animation media companies. See more at [www.pact.co.uk](http://www.pact.co.uk)

### Diversity project 1: Diversity Pledge

Pact has had a Diversity Pledge in place for two years. Member companies sign this Pledge, agreeing to best practice and positive action approaches to diversity, both in front of and behind the camera. To date, 160 indie companies have signed up, representing well over half of the external production sector. The Pledge is supported by Pact's Diversity Toolkit.

We welcome Channel 4's announcement to launch a Diversity Pledge for the production sector and look forward to working with Channel 4 and the CDN to extend this Pledge to as many companies as possible. We aim to migrate signatories of the Pact Pledge to the new Pledge.

The Pledge will address the five key areas outlined by the CDN: Senior Management; Production Staffing (both in house and in the Independent sector); On Screen Portrayal; Recruitment; Training.

### Diversity project 2: Diversity Advisor

With support from the BBC and Channel 4, Pact aims to create the role of a Diversity Advisor, who will advise companies on how to deliver the commitments in the new Pledge being launched by Channel 4. The ideal candidate, will have experience or understanding of independent production and a wide network of talent contacts from diverse groups, including cultural/ethnic diversity, disability, gender, age, and social class. The Diversity Advisor will engage on a strategic basis with a range of companies, varying in size, output and geographic base, assisting them in fulfilling the Pledge. Where appropriate, they will have access to funds to provide assistance for companies in fulfilling the goals in the Pledge.

In addition, they will create and maintain an online resource for the production sector, and will be available via phone/email to provide advice and/or contacts on diversity-related matters for the external production sector as a whole.

In supporting the Diversity Pledge, the Diversity Advisor will address the five key areas outlined by the CDN, as noted above.

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