

7 steps towards inclusion

1. Young Londoners aren't always aware of our city's amazing range of opportunities.

Build and engage with talent communities. Be visible.

2. Low wages and unpaid internships exclude people with talent.

Make the first step into your company viable for everybody.

3. Application processes can be over-complicated with unfamiliar language and protocols. Rejection can make people feel stuck.

Make job-seeking a learning and development opportunity for everyone. Be transparent.

4. Exclusions and inequalities exist in the workplace and in recruitment.

Give people a safe space to explore their privilege so they can be more active allies.

5. Leadership lacks diversity because progression has favoured certain types of people.

Be honest about past mistakes. Invest in the progression and development of all your employees.

6. Culture change is large and complex.

Start with what you can achieve in your circle of influence and work from there.

7. Finding support within peer networks can be challenging with lots of work being siloed and held by individual organisations

Join forces with likeminded partners who support and nurture one another with a shared commitment to inclusivity.

These steps are the culmination of research and consultation with employers and future employees from the creative industry.

STEP, the Shared Training and Employment Programme, is a London Legacy Development Corporation initiative.

Our vision is for a creative industry open to everyone by creating a collaboration of creative organisations committed to improving young east Londoners' access to careers in the creative sector and nurturing local talent for increased representation and a more inclusive and sustainable future.

We're here to help you with advice and support with each of these steps.

Contact Rachael Baskeyfield at Create Jobs for more information and to access our support.

rachael.baskeyfield@anewdirection.org.uk



**Transforming
London's creative
workforce**

**CREATE
JOBS**

LONDON
LEGACY
DEVELOPMENT
CORPORATION