



Equality, Diversity and Inclusion Statement

July 2018

We are committed to building a workplace where anyone who wants to build a new approach to journalism that amplifies voices and challenges power can come to work and thrive.

We know that in the media, as in wider society, individuals and groups are discriminated against, for example due to their race, sex, class or ability. This discrimination is not always immediately obvious or visible. It is always unacceptable.

As an organisation we aim to create awareness of these issues, including our own role within them, and work to address them.

This is central to our values and crucial to our success as an organisation, as we can't effectively amplify voices and challenge power if we don't address our internal biases and diversify our team and audience.

As an organisation, we seek to:

- Understand our own blind spots and develop our understanding of experiences other than our own.
- Challenge and develop the structures, policies and culture of the Bristol Cable, as well as our own behaviours, to enable all those who work at the Cable to thrive and support the aims of the organisation.
- Ensure all aspects of our work will be welcoming to all who share our core aims.

We are still learning (as an organisation and as individuals) what it means to have a more equitable, diverse and inclusive workplace. If you have any concerns/recommendations please get in touch.

Whenever we ask for information on your identity (e.g. ethnicity, religion) this will only be used to better deliver on our values. Information will remain anonymised as much as practical.

