



A Group for Women in Broadcast

Rise Inclusion, Diversity and Equality Statement

Rise is a not-for-profit, advocate group for gender diversity within the broadcast technology sector. Our aim is to open up more opportunities for female broadcast professionals through holding quarterly networking events, seminars, and an annual mentoring programme, as well as celebrating the skills and achievements with the Rise Awards. We support women in non-craft roles in any type of broadcast manufacturer, service provider or end user, globally.

In addition to our employees, we have 5 key stakeholder groups that we work with:

- Our Programme Participants
- Our Advisory Board
- Our Sponsors
- Our Volunteers
- The wider broadcast industry

Inclusion, diversity and equity lie at the heart of who we are, all together, why we're here and what we do in Rise. More than words, they support our guiding principles. Here's what they mean to us and how we work:

INCLUSION

We believe that when individuals are able to be themselves, are valued for who they are and able to fully participate as members of their group, team or organisation, they, their team, the whole organisation and society benefits from higher levels of wellbeing, performance, productivity, innovation and creativity.

<i>Principle: We aim to create inclusion for everyone in all that we do.</i>
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What this means in practice is:

- We practice and encourage transparent and accessible communication in all interactions.
- We make adjustments wherever possible, in our employment and programmes, to encourage and enable the participation and inclusion of people from different backgrounds and with different needs.
- We work to understand and challenge through our programmes how power, privilege and bias impacts on the experience and opportunity of women from different groups in the broadcast manufacturing and services sector.

DIVERSITY

Whenever we bring people together, we know we'll find similarities and differences in identity, background, experience, needs, ideas and perspectives. We actively seek out and value the richness diversity brings to the work we do and how we work.

<i>Principle: We value different perspectives, experience and ideas and seek to meet the diverse needs amongst everyone we work with.</i>

What this means in practice is:

- We value the diversity of perspective and experience that different individuals and groups bring to our organisation, programmes, the industry and wider society including: age, disability, gender, gender identity, race and ethnic origin, sexual orientation, socio-economic background, religion or belief.
- We commit time and resources to ensure diversity in our programme participants, Advisory Board, volunteers and employees.
- We work in partnership with volunteers and participants to understand different perspectives and needs in designing and delivering programmes that bring benefits for everyone.

EQUALITY

We understand the importance of creating the conditions, through policies, practices and behaviours that enable equal opportunities and outcomes for everyone and avoids bias.

Principle: We actively support policies, practices and behaviours that promote equality in opportunities and outcomes for everyone.

What this means in practice is:

- We provide equality, fairness and respect for all in employment and programmes.
- We actively promote equality by following the Equality Act 2010 and having zero tolerance in our workplace and programmes for any form of bullying, harassment, victimisation and discrimination.
- We ensure that our sponsors policies, practices and values support our own on inclusion, diversity and equality.

Governance, Impact Review and Learning:

- Inclusion, diversity and equality are core to the purpose of Rise and as such are integrated through the organisation's strategic plan and values.
- As we grow, we are committed to more explicit planning, monitoring and reporting on the diversity of participation, experience and outcomes of the people we work with in our programmes in order to continually build a more inclusive experience for everyone.
- We regularly include discussion and review of inclusion, diversity and equality issues in our management and leadership meetings.
- We support the development of all Rise employees in their understanding, awareness, skills and capabilities to support inclusion, diversity and equality.
- It is the responsibility of all Rise leaders (including Advisory Board), programme participants and volunteers to role model actions and behaviours that support inclusion, diversity and equality.



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Questions:

Please contact Rise Managing Director who is responsible for responding to all questions about inclusion, diversity and equality: carrie@risewib.com