

DIVERSITY ACCELERATION PLAN

Content by, with and for everyone, connecting and reflecting modern audiences



ACHIEVEMENTS in 2023

HEADLINES

over 3 years

185 DIVERSE creatives stepped up into more SENIOR PRODUCTION roles

2nd AMPLIFY leadership course

ITV Signed-BSL FAST channel | TUNE IN NOW!

21 up + coming WRITERS... took part in a WRITERS INITIATIVE Supporting mainstream content

ITV Academy - 33 - DIVERSE ROLES created

over 450 COLLEAGUES Completed DIVERSITY EQUITY + INCLUSION training *
* rolled out globally!

£392k invested over 2 years

£80m diversity + commissioning FUND

£500k development FUND

invested £54.2 million over 2 years

3000+ members

GROWTH of Colleague Networks

TV Access Project
Working towards FULL INCLUSION by 2030

1 hired 1st in-house ACCESS CO-ORDINATOR

2023 DIVERSITY LEADER
FINANCIAL TIMES
STATISTA

ROLE MODEL LIST
em power
CEO CAROLYN McCALL DBE

NVA NEW VOICE AWARDS
BEST BROADCASTER at the EDINBURGH TV FOUNDATION
2nd YEAR

WINNER of FTSE Board of the Year
DIVERSIFYING GROUP

5th BEST company
FTSE 250 Women leaders Review 2023

EMPLOYER INDEX - 2023
SOCIAL MOBILITY
TOP 75

MAINSTREAM CONTENT

PLUS
many, many
MORE!

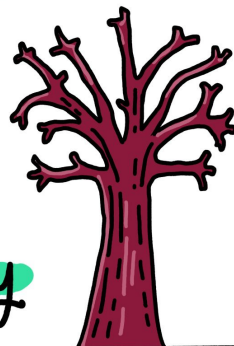
STREAMING NOW developing and commissioning stories from
DIVERSE creatives and COMPANIES

THREE LITTLE BIRDS



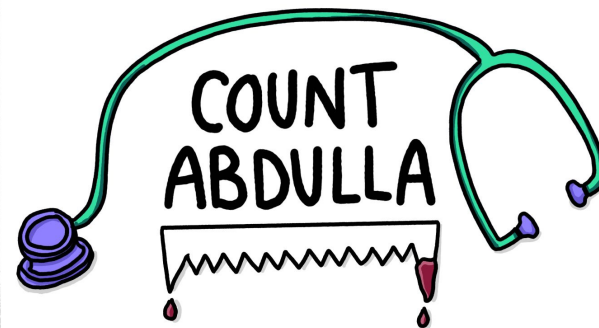
by Sir Lenny Henry inspired by his mother's Windrush experience

ELLIE SIMMONDS finding my Secret family



exploring her relationship between disability and adoption

COUNT ABDULLA



a comedy horror from Kaamil Shah about a British-Pakistani doctor/vampire

JOHN and JOE BISHOP life after Deaf



documentary exploring the Deaf community and learning BSL

RICHES



glossy drama by ABBY AJAYI

D.I. RAY



crime thriller by Maya Sondhi

NEWS: 'AMPLIFY: The COMPANIES' launched

► Nurturing 10 production companies owned by People of Colour and/or Deaf, Disabled and Neurodivergent people

itv

CHAMPIONING DIVERSITY in our PROGRAMMES

CREATING OPPORTUNITIES

FUNDING

DISABLED WRITERS in DEVELOPMENT

for Deaf, Disabled and Neurodivergent writers

WRITERS in RESIDENCE
Collaborating with diverse writers who are underrepresented in the genre

FRESH CUTS INITIATIVE
Supporting Black filmmakers to create films for Black History Month

COMEDY WRITERS INITIATIVE
promoting diversity behind the camera!

LIVE

ENTERTAINMENT WRITERS INITIATIVE

Supporting People of Colour and Deaf, Disabled and Neurodivergent people

ORIGINAL VOICES

providing underrepresented groups the chance to work on soaps

all **HAIR STYLISTS** on Emmerdale and Coronation Street completed a course on **AFRO, CURLY** and **TEXTURED HAIR**

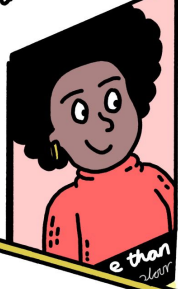
ITV Academy created **33 new entry-level roles**

475 productions across around **160 production companies** have committed to **PRODUCTION PRINCIPLES** over **3 years**

STEP UP 60 created **62 opportunities** for mid-senior talent to step up in roles such as **DIRECTOR, PRODUCER** and **CASTING** roles

how we build an INCLUSIVE CULTURE

Poster campaign addressing the racism that is in the industry



MORE than MEETS the eye

- ABLE
- BALANCE
- EMBRACE
- PRIDE
- WOMEN'S NETWORK

COLLEAGUE NETWORKS shape ITV's culture

3000+ members



regular line of communication to our INCLUSION and DIVERSITY COUNCIL

CULTURAL ADVISORY COUNCIL

has grown and evolved (independent external advisors)

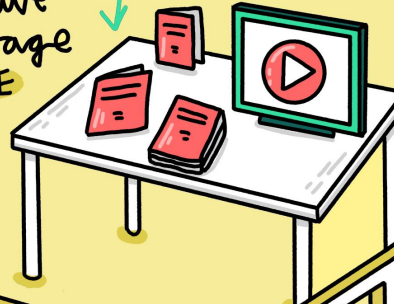
Come IN

INCLUSION and ACCESS guidelines

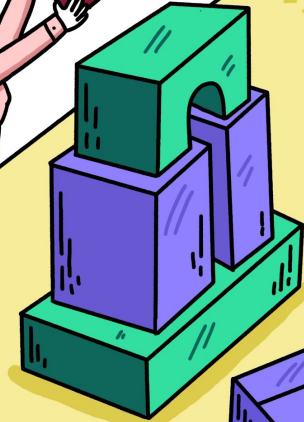
minimum standards for ITV events

inclusive language GUIDE

internal TOOL



85% colleagues agree that their managers build an INCLUSIVE TEAM ENVIRONMENT



Leadership programme for 28 colleagues who are Deaf, Disabled and Neurodivergent, and/or People of Colour

2nd YEAR



DIVERSITY, EQUITY and INCLUSION training

rolled out GLOBALLY