

EDI Consultant Call

Who we are:

The [Screen Industries Growth Network](#) (SIGN) is a unique, research led, business-facing initiative supporting the TV, film and games industries in Yorkshire and the Humber. We are based out of the [School of Arts and Creative Technologies](#) at the University of York and are a time limited project, wrapping up in September 2023.

SIGN aims to make Yorkshire and the Humber the UK's centre for digital creativity, and a model of diverse and inclusive activity. In order to do this, SIGN connects companies, support agencies and universities through a programme of training, business development, and research & evaluation. All of this is underpinned by equality, diversity and inclusion which is at the heart of everything that we do.

Research tells us that there are many complex, structural, systemic problems in the screen industries leading to a lack of diversity and representation in the workforce across the sector. These problems are embedded in the very culture of the sector and interventions designed to mitigate and erase them have had little impact and effect over recent years.

The Brief:

We are inviting applications from experienced, knowledgeable and trusted EDI consultants, practitioners and freelancers in the creative industries to work alongside SMEs in the screen industries based in Yorkshire and the Humber. These consultants will inform, advise, guide and support businesses and their leaders on diversity led tools, techniques and practises to improve / disrupt the structural problems that have led to a lack of representation in the screen industries. Each consultant will be required to undertake an initial audit with the business(es) and design a bespoke, tailored plan to address agreed prioritised areas of action over the course of the consultancy period. These could include (but are not limited to):

- Assisting with developing an EDI policy / policies
- Support with EDI strategy (short or long term)
- Recruitment processes and practices
- Staff retention; (specifically in relation to staff from diverse backgrounds)
- Training - for senior staff, recruiters, team leaders
- Diverse comms strategies / stakeholder mapping and engagement

- Signposting to other self led resources, organisations, networks etc
- Undertaking further investigation to help understand area(s) of concern and identify pathways forward

Individuals can pitch for up to £10,000 to engage their own business leads. They will be required to evaluate and measure success and impact of these engagements. Each consultancy period must end no later than the 30th June 2023.

We are approaching consultants, practitioners and freelancers directly as well as advertising this as an open funding call. Applications to the funding call are open for a four week period from 24th October to 18th November, closing at 5pm.

We are particularly keen to see applications from individuals and businesses that have established connections to the screen industries in Yorkshire and the Humber.

Please contact the SIGN team via email at enquiries@screen-network.org.uk if you have any questions about this opportunity.