

# Free EDI Consultancy with Dr Leanne Dawson - Guidance Document

This free Equity, Diversity, and Inclusion (EDI) consultancy opportunity is available to organisations working in the screen industries, broadly defined as including: film, television, video games, animation, VFX, such as film festivals, cinemas and all other spaces which show and work with the moving image, production companies, sales and distribution, marketing.

**You or your organisation must be based in the Yorkshire and Humber region.**

## What type of consultancy is available?

You can request the type of consultancy you think you need on the short application form and/or the consultant, Leanne, will work with you to determine this.

Examples of the type of consultancy available ranges from small, one-off events to larger-scale work for organisational change. Some examples of consultancy work Leanne can offer your organisation:

### **Talks, Workshops, Training**

e.g. Inclusive and Fair Recruitment;

Inclusive Leadership;

Inclusive Communications;

EDI and UK Law;

Accessibility;

Language and Tackling Difficult Conversations;

Identifying and Dealing with Microaggressions;

Navigating the Digital Divide\*;

Inclusion for People who are Working Class and/or In Poverty;

LGBTQIA+ (Lesbian, Gay, Bisexual, Trans, Queer, Intersex, Asexual and Agender) Inclusion and Allyship;

Being an Ally to BIPOC (Black, Indigenous, and People of Colour);

Neurodiversity in the Workplace;

Maternity and Work;

Supporting Parents and Carers in the Workplace.

**Website Review to identify what is working well and what changes could be made to ensure your website is fully inclusive and accessible to all who might want or need to engage with your organisation.**

### **Research, Auditing, Strategy**

e.g. Focus groups and/or individual interviews and/or staff surveys to identify what you're doing well and where change is needed;

Strategy and/or policy writing to implement changes;

Reviewing and suggesting tweaks for implemented changes.

### **On-Hand Consultancy**

e.g. Dealing with EDI matters when they arise via meetings and/or email

### **EDI Resources**

e.g. Podcasts;

eLearning Modules;

Checklist Documents;

Videos on EDI;

A toolkit that can be re-used within your organisation.

\*The Digital Divide is the gap between those with internet access and those without it. Those without it include those who do not have a computer or smartphone and/or an internet connection at home and/or data and/or a safe space to access the internet. Reasons for the Digital Divide are multiple (e.g. affordability, quality of service, digital literacy, and interest, among others).

## **Who is the consultant?**

Dr Leanne Dawson is an Equity, Diversity, and Inclusion Consultant, author, and academic.

She has worked with many organisations in the screen sector, including the British Film Institute, a range of film hubs, film festivals, software developers, arts organisations, and Inclusive Cinema (her podcasts on [Working Class Inclusion: Audiences, Colleagues & Programming - Inclusive Cinema](#)).

She also works with organisations beyond the screen industries, including: accountancy and engineering firms, educational establishments, local government, and global brands and charities to ensure their organisations are more diverse, inclusive, and accessible.

Inclusion is not just Leanne's work, it's also her passion. She is a mother, a lesbian, hard of hearing, and was raised in poverty alongside Black family members, so is very aware of her white privilege.

## Further information

Please email [enquiries@screen-network.org.uk](mailto:enquiries@screen-network.org.uk) with questions around eligibility, or [leanne@drleannedawson.uk](mailto:leanne@drleannedawson.uk) with questions relating to the type and scope of consultancy available.