



Diversity Policy

“Diversity without inclusion is exclusion”

We are relentless in our determination to use our privilege and influence for good. Even when it's inconvenient. Even when it's going to cost us money. Even when it might lose us the pitch. We stick with our principals, and know that insisting on our standards will create the change in the world that we want to be a part of.

Recruitment

We will ensure a diverse range of candidates for any advertised position, that include ethnic minorities, people with disabilities, and diversity across gender, age and sexual orientation.

We word our advert posts and job descriptions to ensure they don't exclude any of the above.

We run an intern programme, specifically designed to create opportunities for minority groups.

Diversity of personnel

We insist upon diversity and representation in the broader BOSH! Team, at the same level of expectation for our internal team

We ask new partners to share their diversity policies and team profiles, and work with our existing teams to help them improve their contributions.

Partnership standards

Any corporate entity that we do business with, we ask them to share their diversity statements, and research the history of their ethics.

We do not work with people who support, fund or permit abuse and discrimination in their organisations

Creative collaborations

We actively look to collaborate with people from diverse backgrounds

We ensure a minimum of 50% of our collaborations are with people of minorities

Imagery

We ensure that every book we publish includes imagery that represents the broadest possible reflection of our audience.

We never take part in tokenism. If there isn't a reason for someone to be pictured, we question why and find a way to involve them that adds value to their presence.

Charitable donations

We contribute part of our profits to fund work by groups that support diversity

We offer our individual time to mentor junior people from diverse backgrounds

We support the right to peaceful protest, and physically show up with our support whenever we can

Buying from diverse businesses

We actively look to support diverse businesses when buying anything for the company

We patronise smaller businesses to share our economic power wherever possible

We do not buy from brands that use prison labour

Learning as a team

We encourage the team to share their learnings each week in the team meeting around issues of diversity and inclusion

Content

The size of our digital audience not only gives us an opportunity to influence, but a great responsibility to ensure that we only make positive contributions to ideas and conversations. Our overarching mission to get more plants on plates in order to help save humanity from climate disaster is achieved through inspiring people with new ideas, not berating them for old ones.

We bring that same ethos to our work that supports messages of anti-racism and discrimination. We use the foundation of our values to be open in our own learning, demonstrate honesty and humility at all times, and show the deepest respect for our community.

We know that we need to be actively demonstrating our support, not just thinking about or signalling it. We don't just stand with others, we share our power and privilege, and use it to raise others up.

We have been inspired by recent events to do more, but this isn't a moment in time trend for us. This is a seismic change in our very DNA, and a wholesale commitment to being an active part of the change today, and every single day.

Current activity:

- We dedicate a weekly post to a diverse collaborator sharing food inspiration.
- When we have live guests we should have at least 50% representation
- Each week, 5 Yum Friday (our weekly newsletter) features the spotlight recipe from the week before, and links to that contributor

We welcome questions, comments or feedback. Got any? email us at henryandian@boshtv.com