

## THE ACADEMY

### EQUAL OPPORTUNITIES & EQUAL REPRESENTATION

The Academy was founded with a mission to bring the brightest minds together to create work that gets noticed, makes a difference and passes into popular culture. We believe the brightest minds come from different and diverse backgrounds.

## OUR PRINCIPLES

### **We believe in equal opportunities.**

*Our people:*

We recruit from diverse and different backgrounds, and have an equal pathway for progression.

*Our learning:*

We learn about unconscious bias and consciously work to eradicate it.

*Our partners:*

We use our influence to create an equal pathway into the industry.

### **We believe in equal representation.**

*Our people:*

We strive for Black, Asian and minority ethnic, gender, LGBTQ+, socioeconomic and disability equity as an employer.

*Our inputs:*

We commission talent that helps create the clients, communities and culture we believe in.

*Our output:*

We ensure our content is representative of, and authentic to, our audiences.

