



NOT JUST  
A PLACE TO  
**WORK** BUT A  
PLACE TO

**BE YOURSELF**

NOT JUST  
A PLACE TO  
WORK BUT A  
PLACE TO

**BELONG.**

**THE BEST  
OPPORTUNITIES,  
FOR THE BEST**

**PEOPLE...**

**NO MATTER**

**YOUR**

**BACKGROUND.**

# WHAT US WASTERS WANT TO SEE

Here at Waste we want you to feel included for being you. We're not worried about what you look like or where you're from. For us, being inclusive isn't just a tick-boxing activity, but a step towards meaningful change and a chance for more voices to be heard.

A diverse workforce gives us the chance to be inspired, be creative, be better problem solvers and provide an inclusive place to work for all of our wasters.

We want to make our mark on the industry and it all begins with making a change at home by making ourselves accountable.

# WHAT

- Making a Change.

# WE'RE

- Giving More Opportunities.

# DOING

- Increasing Representation.

# ABOUT IT.

- Building Consciousness.

# MAKING A CHANGE:

We're removing barriers that are in the way of creating a diverse and inclusive environment at Waste.

# CHANGE CHANGE

# GIVING

# MORE

# OPPORTUNITIES:

By levelling out the playing field, we're creating access for emerging talent and sourcing people in different ways to the traditional route.



# BUILDING CONSCIOUSNESS:

Informing the people  
around us about diversity  
and systematic change  
which all results in a  
deeper sense of inclusion.

# INCREASING REPRESENTATION:

We're identifying the gaps in representation and finding ways to ensure these groups of creatives are being represented.

# BE LON G I N G

We want wasters to feel at home here! We're creating a space where everyone feels supported, is offered opportunities for development and a safe environment to be themselves.

# HOW WE'RE GOING ABOUT IT:

- Improving How We Hire.
- A Wasters' D&I Panel.
- Sharing Our Resources.
- Sharing Our Achievements.
- Making Ourselves Accountable.
- Our Communities.

# IMPROVING HOW WE HIRE:



We're part of an industry that is not typically known for being diverse. Our aim is to do everything we can to increase representation and create equal opportunities for the best talent and people.

We'll offer unconscious bias training to hiring managers, creating a fair assessment process for hiring, looking at new places and ways to promote our roles to encourage a wider pool of applicants and ensuring hiring panels are always diverse.

# A WASTERS' D&I PANEL:

This is a collaborative forum for wasters to identify and promote diversity and inclusion activities at Waste. This will aim to bring about cultural changes in attitudes to diversity and fairness within Waste.

# SHARING OUR RESOURCES: REJOURNALS: REJOURNALS: REJOURNALS:

We encourage contributions from all areas of the agency with the aim of educating ourselves on our own diversity. Waste will provide and promote internal resources for all to access. Subjects will cover the damaging effects of microaggressions, explaining systemic causes of racism and bias and why diversity and inclusion is beneficial for everyone.

# SHARING OUR ACHIEVEMENTS:



An internal Waste social media account was created to showcase personal achievements, hobbies and experiences to enable us to learn more about each other and our diverse personalities. We spotlight wasters in newsletters and encourage skill sharing through our internal mentorship programme.



# MAKING OURSELVES ACCOUNTABLE:

We've made it mandatory to include diversity and inclusion initiatives in everyone's key deliverables across the agency in order to hold ourselves accountable. We send out an internal diversity and inclusion survey once every six months in order to measure and review our progress.

# OUR COMMUNITIES:

The Waste Foundation's purpose is to help make meaningful change within our industry. Our mission is to design initiatives to support mental wellbeing in the creative and entertainment industry, empower ethnically diverse youth to enter the industry and create opportunities for the next generation of talent, through mentorship, partnership, creativity and education.

